

**COLLECTIVE  
BARGAINING IN  
NUMBERS**

*2005-2016*

**Title:** *COLLECTIVE BARGAINING IN NUMBERS (2005-2016)*

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MINISTÉRIO DO TRABALHO, SOLIDARIEDADE E SEGURANÇA SOCIAL

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## **GLOSSARY**

**Accession agreement (AA)** – an agreement between a trade union and an employer to extend the scope of application of an existing agreement. One of the parties to the AA must also be a party to the latter – Article 504, CT.

**Adaptability** – the adaptability regime presupposes that given workers can be subject to various different working hours with different lengths of daily and weekly working time, which are articulated with one another in such a way that the normal working period, defined in average terms, is worked over the course of a certain reference period. As such, under this regime, work that lasts longer than the normal daily or weekly working period and is undertaken within the established working hours is not considered overtime – Articles 204-207, CT.

**Harassment** – undesired behaviour, namely that based on a discriminatory factor, which is engaged in when a person is either applying for work or is working or receiving vocational training, with the goal or effect of upsetting or disturbing that person, affecting their dignity, or creating an intimidating, hostile, degrading, humiliating or destabilising environment for them – Article 29, CT.

**Hour bank** – a regime under which it is permissible for workers to work a few hours over and above those covered by their normal working hours, without that work being classified as overtime. The additional hours are compensated for in time or money, by reducing the time worked on other days, by increasing the number of days of holiday, by awarding additional pay, or by combining multiple alternatives – Articles 208-208B, CT.

**Parallel agreements** – agreements whose content is essentially identical to that of those they parallel, with the same parties on the employer side, covering the same enterprise or sector of activity and with the same professional scope, and differing only in their personal scope in the sense that the trade union parties and therefore the workers covered are different.

**Hour credit** – time available to workers' representatives in which to perform their collective representation functions and which counts for all purposes as time effectively worked for their employer – Articles 408, 467 and 468, CT.

**Concentrated working hours** – a regime that entails working more than the normal daily number of hours on some days and the award of a weekly rest period that is longer than the usual two days – Article 209, CT.

**Flexible working hours (flexitime)** – a working-hour regime under which the worker can, within certain limits, choose the times at which his/her normal daily working period begins and ends. This regime is included in the Labour Code provisions on the protection of parenthood (Art. 56, CT). Collective agreements regulate different schemes under which workers can adopt flexitime because it is more convenient for them, more comprehensively than the Labour Code does.

**Collective labour regulation instruments (IRCTs)** – the different types of IRCT are as follows: collective agreements, accession agreements, arbitration decisions, administrative extension

orders, and ministerial orders governing labour conditions – Article 2, CT. IRCTs are also subdivided into negotiated and non-negotiated instruments:

- **Negotiated collective labour regulation instruments** – the following types of IRCT are classed as negotiated: collective agreements, accession agreements, and arbitration decisions in voluntary arbitration proceedings – Article 2, CT.
- **Non-negotiated collective labour regulation instruments** – the following types of IRCT are classed as non-negotiated: administrative extension orders, ministerial orders governing labour conditions, and arbitration decisions in compulsory or required arbitration proceedings – Article 2, CT.

**Exemption from fixed working hours** – a system under which the times at which the normal daily working period begins and ends and the times of rest breaks are not predetermined. There are three possible formats: a) workers are not subject to the maximum limits on normal working periods; b) it is possible for the length of the normal daily or weekly working period to be increased; c) the parties can agree the length of the normal working period – Articles 218 and 219, CT.

**Normal working period (PNT)** – the working time which workers undertake to work, measured in the number of hours per day and per week – Article 198, CT.

**Ministerial order governing labour conditions** – a non-negotiated IRCT in which the Ministers with responsibility for the Labour Area and for the sector of activity in question jointly define the applicable collective regulations. Can only occur when there are no negotiated collective regulations, there is no trade union or employers' organisation and an administrative extension order is not possible – Articles 517 and 518, CT.

**Administrative extension order (PE)** – a non-negotiated IRCT in which the Minister with responsibility for the Labour Area, acting either alone or jointly with the minister with responsibility for the sector of activity in question, extends the scope of application of a collective agreement or arbitration decision to employers and workers who were not originally covered by it. It is only possible to issue an administrative extension order in the absence of a negotiated IRCT – Articles 514-516, CT.

**Administrative extension order (agreement extension procedure)** – the procedure for extending a collective agreement includes a number of phases, which incorporate the following acts: a request by one or more of the parties to an agreement for its extension; publication of the notice of a draft administrative extension order in the BTE, thereby making it possible for interested parties to formally oppose the extension; and finally, publication of the administrative extension order in both the BTE and the DRE.

**On-call** – a regime under which a worker commits to being available and contactable for work outside his/her normal working hours if necessary and when he/she is actually asked to do so.

**Coverage rate of current agreements** – the number of employees (TCOs) of establishments covered by collective agreements, as a proportion of the total number of employees in the universe of responses to the Personnel Survey (Mainland) (source: GEP/MTSSS).

**Coverage rate of published agreements** – the number of workers potentially covered by the collective agreements (CCs, ACs, or AEs) published each year (calculation in accordance with the DGERT *Relatório sobre regulamentação coletiva de trabalho publicado no ano de 2017* [Report on the collective labour regulations published in 2017] (<http://www.dgert.gov.pt>), as a proportion of the total number of employees (Mainland – Personnel Survey)

**Teleworking** – work done as part of a legally subordinate labour relationship, usually away from the enterprise’s premises and using technological information and communication resources – Article 165, CT.

**Overtime work** – work done outside the worker’s normal working hours – Article 226, CT.

**Annualised average nominal inter-table wage variation** – for each IRCT, the calculation of the average percentage increase between the previous pay table and the current one, weighted by the distribution of workers by professional category, sourced from the *Quadros de Pessoal/Relatório Único* (Personnel Survey / Single Report) and from information directly provided by the enterprises in the case of firm-level and group-level agreements. The total average variations and the average variations by activity are calculated on the basis of these pay increases, weighted by the number of workers covered by each IRCT. Whenever new pay tables replace others that were in effect for more than twelve months, the respective increases are annualised (source DGERT/MTSSS).

**Annualised average real inter-table wage variation** – The average inter-table variation adjusted for inflation by the average rises in the national consumer prices index including housing (CPIH), measured between the dates on which the published tables and their predecessors entered into force. For each IRCT, the variation in the CPIH is calculated using the quotient of the simple averages for the indices for the twelve months preceding the dates on which the previous tables and the current tables entered into force. The resulting values are equal to the average of the variations in the various IRCTs, weighted by the number of workers covered by each one. As in the case of the inter-table variation, the values are annualised whenever necessary (source: DGERT/MTSSS).

**Collective agreements (Types)** – when the Report refers to “collective agreements by type”, agreements are broken down into the following categories: **Sectoral-level collective agreement (CC)**; **Group-level agreement (AC)**; and **Firm-level agreement (AE)** – Article 2, CT. The underlying concepts are as follows:

- **Group-level agreement (AC)** – an agreement between a trade union and multiple employers with regard to different enterprises – Article 2, CT.
- **Firm-level agreement (AE)** – an agreement between a trade union and an employer with regard to one enterprise or establishment – Article 2, CT.
- **Sectoral-level collective agreement (CC)** – an agreement entered into by a trade union and an employers’ organisation – Article 2, CT.

**Collective agreements (Subtypes)** – when the Report refers to “collective agreements by subtype”, agreements are broken down into the following sub-categories: **First (1<sup>st</sup>) agreement**; **Overall revision**; and **Partial revision**. The underlying concepts are as follows:

- **First (1<sup>st</sup>) agreement** – a new collective agreement that does not represent an overall or partial revision of an earlier agreement.
- **Overall revision** – a general revision of an earlier agreement, always accompanied by publication of the complete new text.

**Partial revision** – a general revision of an earlier agreement, which may or may not be accompanied by publication of the complete new text.



## **ACRONYMS / ABBREVIATIONS**

AA	Accession Agreement
AC	Group-level Agreement
AE	Firm-level Agreement
BTE	<i>Boletim do Trabalho e Emprego</i> (Labour and Employment Bulletin)
CAE	NACE Code
CC	Sectoral-level Collective Agreement
CP	Joint Committee
CRL	Centre for Labour Relations (Ministry of Labour, Solidarity and Social Security)
CT	2009 Labour Code
DA	Arbitration Decision
DC	Compensatory Rest
DSC	Compensatory Weekly Rest Day
DSO	Mandatory Weekly Rest Day
DGERT	Directorate-General of Employment and Labour Relations
DGTF	Directorate-General of the Treasury and Finance
DL	Executive (Decree) Law
DRE	<i>Diário da República Eletrónico</i> (Electronic Edition of the Official Journal)
FP	Vocational Training
GEP	Office for Strategy and Planning (Ministry of Labour, Solidarity and Social Security)
HC	Concentrated Working Hours
HT	Working Hours
IHT	Exemption from Fixed Working Hours
IPC	Consumer Price Index
IRCT	Collective Labour Regulation Instrument
MTSSS	Ministry of Labour, Solidarity and Social Security
PCT	Ministerial Order governing Labour Conditions

PE	Administrative Extension Order
PNT	Normal Working Period
PME	Small or Medium-sized Enterprise
RCM	Council of Ministers Resolution
SST	Health and Safety at Work
TCO	Employees
TS	Overtime Work

## 1. EVOLUTION OF COLLECTIVE BARGAINING AND NUMBER OF WORKERS POTENTIALLY COVERED BY PUBLISHED AGREEMENTS

### 1.1 - EVOLUTION OF COLLECTIVE LABOUR REGULATIONS INSTRUMENTS

EVOLUTION OF COLLECTIVE LABOUR REGULATIONS INSTRUMENTS (2005-2016)			
Year	Accession agreements (AA)	Administrative extension orders (PE)	Published agreements
2005	26	56	252
2006	14	137	244
2007	17	74	251
2008	8	137	296
2009	7	101	251
2010	6	116	230
2011	12	17	170
2012	7	12	85
2013	3	9	94
2014	9	13	152
2015	7	36	138
2016	29	35	146

Source: DGERT / CRL (<http://www.dgert.msess.pt> || <https://www.crlaborais.pt>)

### 1.2 - EVOLUTION OF THE NUMBER OF PUBLISHED AGREEMENTS AND OF WORKERS POTENCIALLY COVERED

EVOLUTION OF THE NUMBER OF PUBLISHED AGREEMENTS and OF WORKERS POTENCIALLY COVERED (2005-2016)		
Year	Published agreements	Number of workers
2005	252	1.121.472
2006	244	1.454.300
2007	251	1.521.277
2008	296	1.894.846
2009	251	1.397.225
2010	230	1.407.066
2011	170	1.236.919
2012	85	327.622
2013	94	241.539
2014	152	246.643
2015	138	490.377
2016	146	749.348

Source: DGERT (<http://www.dgert.msess.pt>)

### 1.3 - AGREEMENTS PUBLISHED BETWEEN 2005 AND 2016 (BY TYPE \*)

AGREEMENTS PUBLISHED BETWEEN 2005 AND 2016 (BY TYPE)													
Type \ Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Sectoral-level Collective Agreement (CC)	151	153	160	172	142	141	93	36	27	49	65	69	
Group-level Agreement (AC)	28	26	27	27	22	25	22	9	18	23	20	19	
Firm-level Agreement (AE)	73	65	64	97	87	64	55	40	49	80	53	58	
TOTAL	252	244	251	296	251	230	170	85	94	152	138	146	

Source: DGERT / BTE online (<http://www.dgert.msess.pt> || <http://bte.gep.msess.gov.pt>)

\* see glossary

### 1.4 - NUMBER OF WORKERS POTENCIALLY COVERED BY AGREEMENTS PUBLISHED BETWEEN 2005 AND 2016 (BY TYPE \*)

NUMBER OF WORKERS POTENCIALLY COVERED BY AGREEMENTS PUBLISHED BETWEEN 2005 AND 2016 (BY TYPE)													
Type	Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Sectoral-level Collective Agreement (CC)		1.015.976	1.343.643	1.430.660	1.778.216	1.299.371	1.309.267	1.160.080	291.068	197.017	214.603	446.025	648.974
Group-level Agreement (AC)		68.748	73.390	58.233	47.232	59.902	64.455	52.737	26.645	27.104	19.596	21.728	65.844
Firm-level Agreement (AE)		36.748	37.267	32.384	69.398	37.952	33.344	24.102	9.909	17.418	12.444	22.624	34.530
Total		1.121.472	1.454.300	1.521.277	1.894.846	1.397.225	1.407.066	1.236.919	327.622	241.539	246.643	490.377	749.348

Source: DGERT / BTE online (<http://www.dgert.msess.pt> || <http://bte.gep.msess.gov.pt>)

\* see glossary

### 1.5 - COLLECTIVE LABOUR REGULATIONS INSTRUMENTS APPLIED BY COMPANIES (PER YEAR)

COLLECTIVE LABOUR REGULATIONS INSTRUMENTS APPLIED BY ENTERPRISES (PER YEAR) (2005-2015)											
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>TOTAL</b>	<b>465</b>	<b>465</b>	<b>590</b>	<b>579</b>	<b>581</b>	<b>473</b>	<b>461</b>	<b>612</b>	<b>687</b>	<b>682</b>	<b>704</b>
Sectoral-level Collective Agreement (CC)	255	257	323	320	318	259	247	377	418	411	429
Group-level Agreement (AC)	46	46	64	56	55	53	45	48	56	51	54
Firm-level Agreement (AE)	149	148	183	185	189	146	155	173	197	206	207
<b>Total (CC+AC+AE)</b>	<b>450</b>	<b>451</b>	<b>570</b>	<b>561</b>	<b>562</b>	<b>458</b>	<b>447</b>	<b>598</b>	<b>671</b>	<b>668</b>	<b>690</b>
Labour Regulation Order (PRT) <sup>(1)</sup>	15	13	17	15	16	14	13	13	15	13	13
Ministerial Order governing Labour Conditions (PCT)	-	-	-	-	-	1	1	1	1	1	1
Council of Ministers Resolution (RCM) <sup>(1)</sup>	-	1	3	3	3	-	-	-	-	-	-
<b>Total (PRT+PCT+RCM)</b>	<b>15</b>	<b>14</b>	<b>20</b>	<b>18</b>	<b>19</b>	<b>15</b>	<b>14</b>	<b>14</b>	<b>16</b>	<b>14</b>	<b>14</b>

Source: GEE / GEP, Quadros de Pessoal (<http://www.gee.min-economia.pt/> || <http://www.gep.msess.gov.pt/>)

<sup>(1)</sup> Labour Regulation Orders (Portarias de Regulamentação do Trabalho, PRTs) and Minimum Conditions Regulations (Regulamentos de Condições Mínimas, RCMs) are now called Labour Conditions Orders (Portarias de Condições de Trabalho, PCTs).

## 1.6 - EMPLOYEES IN ESTABLISHMENTS COVERED BY COLLECTIVE LABOUR REGULATIONS INSTRUMENTS

MAINLAND

EMPLOYEES IN ESTABLISHMENTS COVERED BY COLLECTIVE LABOUR REGULATIONS INSTRUMENTS (2005-2015)											
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>TOTAL</b>	<b>2.491.459</b>	<b>2.483.256</b>	<b>2.571.509</b>	<b>2.619.081</b>	<b>2.496.810</b>	<b>2.392.229</b>	<b>2.334.202</b>	<b>2.142.249</b>	<b>2.125.264</b>	<b>2.185.093</b>	<b>2.245.136</b>
Sectoral-level Collective Agreement (CC)	2.144.996	2.138.323	2.212.496	2.245.485	2.122.553	2.035.142	1.979.526	1.775.773	1.752.648	1.802.130	1.855.203
Group-level Agreement (AC)	84.076	85.893	87.612	87.034	86.886	92.357	92.459	97.097	97.694	97.038	99.532
Firm-level Agreement (AE)	92.791	86.701	89.345	91.209	93.784	92.554	89.124	82.486	80.074	80.029	78.163
<b>Total (CC+AC+AE)</b>	<b>2.321.863</b>	<b>2.310.917</b>	<b>2.389.453</b>	<b>2.423.728</b>	<b>2.303.223</b>	<b>2.220.053</b>	<b>2.161.109</b>	<b>1.955.356</b>	<b>1.930.416</b>	<b>1.979.197</b>	<b>2.032.898</b>
Labour Regulation Orders (PRT) <sup>(1)</sup>	169.596	172.339	182.056	195.353	193.587	172.176	173.093	186.893	194.848	205.896	212.238

Source: GEE / GEP, Quadros de Pessoal (<http://www.gee.min-economia.pt/> | <http://www.gep.msess.gov.pt/>)

<sup>(1)</sup> Labour Regulation Orders (Portarias de Regulamentação do Trabalho, PRTs) are now called Labour Conditions Orders (Portarias de Condições de Trabalho, PCTs).

## 1.7 - PERCENTAGE OF WORKERS COVERED BY AGREEMENTS IN FORCE AND BY AGREEMENTS PUBLISHED EACH YEAR

MAINLAND

PERCENTAGE OF WORKERS COVERED BY AGREEMENTS IN FORCE and BY AGREEMENTS PUBLISHED EACH YEAR (2005-2015)		
YEAR	PERCENTAGE OF WORKERS COVERED BY AGREEMENTS IN FORCE	PERCENTAGE OF WORKERS COVERED BY AGREEMENTS PUBLISHED
<b>2005</b>	<b>84,8%</b>	<b>40,9%</b>
<b>2006</b>	<b>83,6%</b>	<b>52,6%</b>
<b>2007</b>	<b>83,9%</b>	<b>53,4%</b>
<b>2008</b>	<b>83,7%</b>	<b>65,5%</b>
<b>2009</b>	<b>83,5%</b>	<b>50,6%</b>
<b>2010</b>	<b>85,4%</b>	<b>54,1%</b>
<b>2011</b>	<b>84,6%</b>	<b>48,4%</b>
<b>2012</b>	<b>81,9%</b>	<b>13,7%</b>
<b>2013</b>	<b>81,0%</b>	<b>10,1%</b>
<b>2014</b>	<b>80,5%</b>	<b>10,0%</b>
<b>2015</b>	<b>80,1%</b>	<b>19,3%</b>

Source: DGERT / GEP, Quadros de Pessoal (<http://www.dgert.msess.pt> | <http://www.gep.msess.gov.pt/>)

## 2. REMUNERATION

### 2.1 - EMPLOYEES POTENCIALLY COVERED BY WAGE CHANGES (Nominal annualised and real variation in wages)

EMPLOYEES POTENCIALLY COVERED BY WAGE CHANGES (Nominal annualised and real variation in wages) (2005-2016)			
Year	Annualised average nominal inter-table wage variation	Annualised average deflated intertable wage variation (past inflation)	Employees potentially covered by wage changes
2005	2,7	0,1	1.074.029
2006	2,7	0,2	1.418.784
2007	2,9	-0,1	1.569.601
2008	3,1	0,5	1.704.107
2009	2,9	0,5	1.303.457
2010	2,4	2,3	1.294.570
2011	1,5	0,3	1.202.908
2012	1,4	0,5	306.187
2013	1	-1,6	186.581
2014	1	-0,4	213.738
2015	0,7	-0,2	495.059
2016	1,5	0,6	608.457

Source: DGERT (<http://www.dgert.msess.pt>)

## 3. EXPANSION OF SCOPE OF APPLICATION OF AGREEMENTS

### 3.1 - ACCESSION AGREEMENTS (AA) and ADMINISTRATIVE EXTENSION ORDERS (PE)

#### 3.1.1 - ACCESSION AGREEMENTS and ADMINISTRATIVE EXTENSION ORDERS

ACCESSION AGREEMENTS (AA) and ADMINISTRATIVE EXTENSION ORDERS (PE) (2005-2016)												
Type* \ Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
AA	24	14	17	8	7	6	12	7	3	9	7	29
PE	56	137	74	137	101	116	17	12	9	13	36	35
<b>Total</b>	<b>80</b>	<b>151</b>	<b>91</b>	<b>145</b>	<b>108</b>	<b>122</b>	<b>29</b>	<b>19</b>	<b>12</b>	<b>22</b>	<b>43</b>	<b>64</b>

Source: DGERT / BTE online (<http://www.dgert.msess.pt> || <http://bte.gep.msess.gov.pt>)

\* see glossary

### 3.2 - ADMINISTRATIVE EXTENSION ORDERS (PE)

#### 3.2.1 - REQUESTS FOR EXTENSION, 'PE' PUBLISHED AND AGREEMENTS OBJECT OF THE EXTENSION

REQUESTS FOR EXTENSION, 'PE' PUBLISHED AND AGREEMENTS OBJECT OF THE EXTENSION (2005-2016)												
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Requests for extensions	139	150	151	162	133	122	82	30	16	31	55	60
PE'Published	56	137	74	137	101	116	17	12	9	13	36	35
Agreements object of the extension <sup>(*)</sup>				178	128	149	24	13	14	16	44	42

Source: DGERT (<http://www.dgert.msess.pt>)

<sup>(\*)</sup> year of request (data from 2005 to 2007 are not available)

#### 3.2.2 - OPOSITION TO THE ADMINISTRATIVE EXTENSION ORDERS (PE)

OPOSITION TO THE ADMINISTRATIVE EXTENSION ORDERS (PE) (2005-2016)												
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Total	24	42	28	23	60	84	3	0	7	4	10	20

Source: DGERT (<http://www.dgert.msess.pt>)

## 4. MINISTERIAL ORDER GOVERNING LABOUR CONDITIONS (PCT)

#### 4.1 - MINISTERIAL ORDER GOVERNING LABOUR CONDITIONS (PCT)

MINISTERIAL ORDER GOVERNING LABOUR CONDITIONS (PCT) (2005-2016)												
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
PCT	1	1	1	0	1	2	0	1	0	0	1	0
WORKERS POTENCIALLY COVERED	41.716	57.369	61.068	0	68.303	78.884	0	71.872	0	0	78498	0

Source: DGERT (<http://www.dgert.msess.pt>)

## 5. CESSATION OF COLLECTIVE AGREEMENTS

### 5.1 - REVOCATION

#### 5.1.1 - REVOCATION AGREEMENTS

REVOCATION AGREEMENTS (2005-2016)														
NACE code	Sector of economic activity	Year of Publication												
		2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
C	MANUFACTURING											1	2	3
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES		1											1
H	TRANSPORTATION AND STORAGE										1			1

Source: CRL / BTE online (<https://www.crlaborais.pt> || <http://bte.gep.msess.gov.pt>)

### 5.2 - EXPIRY

#### 5.2.1 - EXPIRY OF COLLECTIVE AGREEMENTS - APPLICATION FOR PUBLICATION OF NOTICES OF EXPIRY

EXPIRY OF COLLECTIVE LABOUR AGREEMENTS - APPLICATION FOR PUBLICATION OF NOTICES OF EXPIRY (2005-2016)													
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
Granted	2	3	5	2	15	2	1	0	4	0	7	3	44
Refused	3	4	7	3	5	1	3	2	1	1	2	1	33
Annulled	1	0	0	0	0	1	0	0	0	0	0	0	2
Total	6	7	12	5	20	4	4	2	5	1	9	4	79

Source: DGERT (<http://www.dgert.msess.pt>)



### 5.2.2 - NOTICES OF EXPIRY PUBLISHED BY ECONOMIC ACTIVITY

NOTICES OF EXPIRY PUBLISHED (BY ECONOMIC ACTIVITY) (2005-2016)		Total
NACE code	Sector of economic activity	
A	AGRICULTURE, FORESTRY AND FISHING	2
B	MINING AND QUARRYING	2
C	MANUFACTURING	24
D	ELECTRICITY, GAS, STEAM AND AIR CONDITIONING SUPPLY	0
E	WATER SUPPLY; SEWERAGE, WASTE MANAGEMENT AND REMEDIATION ACTIVITIES	0
F	CONSTRUCTION	0
G	WHOLESALE AND RETAIL TRADE; REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	4
H	TRANSPORTATION AND STORAGE	8
I	ACCOMMODATION AND FOOD SERVICE ACTIVITIES	0
J	INFORMATION AND COMMUNICATION	1
K	FINANCIAL AND INSURANCE ACTIVITIES	0
L	REAL ESTATE ACTIVITIES	0
M	PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	0
N	ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	0
O	PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	0
P	EDUCATION	1
Q	HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	1
R	ARTS, ENTERTAINMENT AND RECREATION	1
S	OTHER SERVICE ACTIVITIES	0
T	ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	0
U	ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	0
<b>TOTAL</b>		<b>44</b>

Source: DGERT / CRL (<http://www.dgert.mess.pt> || <https://www.crlaborais.pt>)

## 6. COLLECTIVE-DISPUTE RESOLUTION PROCESSES

### 6.1 - CONCILIATION AND MEDIATION

#### 6.1.1 - CONCILIATIONS / MEDIATIONS

CONCILIATION AND MEDIATION (2005-2016)								
Year	Conciliation procedures				Mediation procedures			
	Requests	Concluded			Requests	Concluded		
		with conciliation agreement	without conciliation agreement	Total		with mediation agreement	without mediation agreement	Total
2005	85	50	47	97	10	0	13	13
2006	84	61	31	92	21	0	21	21
2007	76	43	25	68	10	0	13	13
2008	75	27	25	52	17	1	14	15
2009	93	49	38	87	14	0	6	6
2010	85	35	38	73	14	1	1	2
2011	77	29	51	80	15	0	10	10
2012	35	15	20	35	8	1	7	8
2013	52	19	33	52	7	1	6	7
2014	61	33	28	61	11	1	10	11
2015	63	20	22	42	11	2	5	7
2016	38	17	21	38 <sup>(*)</sup>	9	1	9	10 <sup>(**)</sup>

Source: DGERT (<http://www.dgert.msess.pt>)

<sup>(\*)</sup> 28 conciliation procedures in course

<sup>(\*\*)</sup> 5 mediation procedures in course

### 6.2 - ARBITRATION PROCESSES

#### 6.2.1 - ARBITRATION DECISIONS

ARBITRATION PROCESSES (2005-2016)													Total
Type \ Year	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	
Voluntary	1	0	0	0	0	0	0	0	0	0	0	0	1
Compulsory	0	0	0	0	1	0	1	1 <sup>(*)</sup>	0	0	0	0	2
Necessary	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>	1	0	0	0	1	0	1	0	0	0	0	0	3

Source: DGERT / BTE online / CES (<http://www.dgert.msess.pt> || <http://bte.gep.msess.gov.pt> || <http://www.ces.pt>)

<sup>(\*)</sup> Revised arbitration decision



