

**COLLECTIVE  
BARGAINING IN  
NUMBERS**

*2016*

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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. COLLECTIVE BARGAINING IN QUANTITATIVE TERMS

### 1.1 - GENERAL DATA ON COLLECTIVE BARGAINING

#### 1.1.1 - Collective labour regulation instruments (IRCTs) published (by type \*)

Negotiated collective labour regulation instruments published - 2016			2015
type	Number of agreements	%	Number of agreements
Group-level agreement (AC)	19	9,0%	20
Firm-level agreement (AE)	58	27,6%	53
Sectoral-level collective agreement (CC)	69	32,9%	65
<b>SubTotal</b>	<b>146</b>	<b>69,5%</b>	<b>138</b>
Accession Agreement	29	13,8%	7
<b>(a) Total</b>	<b>175</b>	<b>83%</b>	<b>145</b>
Non-negotiated collective labour regulation instruments published - 2016			
type	Number of PE	%	Number of PE
Administrative Extension Order (PE)	35	16,7%	36
Ministerial Order governing Labour Conditions (PCT)	0	0,0%	1
<b>(b) Total</b>	<b>35</b>	<b>16,7%</b>	<b>37</b>
<b>TOTAL (a) + (b)</b>	<b>210</b>	<b>100%</b>	<b>182</b>

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

\*see Glossary

#### 1.1.2 - Agreements published (by subtype \*)

Agreements published - 2016			2015
subtype	Number of agreements	%	Number of agreements
1st agreement	18	12,3%	9
Partial Revision	100	68,5%	96
Overall revision	28	19,2%	33
<b>Total</b>	<b>146</b>	<b>100%</b>	<b>138</b>

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

\*see Glossary

1.1.3 - Parallel agreements (by type \*)

Parallel agreements - 2016			2015
<i>Total number of agreements published: 146</i>		<b>100%</b>	Number of agreements
<b>Group-level agreement (AC)</b>	7	4,8%	9
<b>Firm-level agreement (AE)</b>	20	13,7%	16
<b>Sectoral-level collective agreement (CC)</b>	26	17,8%	23
<b>TOTAL</b>	<b>53</b>	<b>36,3%</b>	<b>48</b>

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

\*see Glossary

1.1.4 - Average number of workers potentially covered (by type)

Average number of workers potentially covered - 2016					2015
	AC	AE	CC	TOTAL	Total
Number of agreements published	19	58	69	146	138
Number of workers potentially covered	65.844	34.530	648.974	749.348	490.377
Average number of workers potentially covered	3.465	595	9.405	5.133	3.553

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

## 1.1.5 - Agreements published (by NACE code and type \*)

Agreements published - 2016							2015
Total number of agreements published: 146							
NACE code	Sector of economic activity	AC	AE	CC	Total	%	Total
A	Agriculture, forestry and fishing	0	0	0	0	0,0%	4
B	Mining and quarrying	0	0	0	0	0,0%	0
C	Manufacturing	1	32	32	65	44,5%	61
10	Manufacture of food products	0	5	11	16	11,0%	19
12	Manufacture of tobacco products	0	1	0	1	0,7%	0
13	Manufacture of textiles	0	0	2	2	1,4%	2
14	Manufacture of wearing apparel	0	0	2	2	1,4%	3
15	Manufacture of leather and related products	0	0	2	2	1,4%	2
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	0	0	2	2	1,4%	2
17	Manufacture of paper and paper products	0	10	3	13	8,9%	9
19	Manufacture of coke and refined petroleum products	0	2	0	2	1,4%	2
20	Manufacture of chemicals and chemical products	0	1	1	2	1,4%	4
21	Manufacture of basic pharmaceutical products and pharmaceutical preparations	0	0	3	3	2,1%	2
23	Manufacture of other non-metallic mineral products	1	8	2	11	7,5%	8
24	Manufacture of basic metals	0	1	0	1	0,7%	0
25	Manufacture of fabricated metal products, except machinery and equipment	0	0	3	3	2,1%	2
26	Manufacture of computer, electronic and optical products	0	2	1	3	2,1%	2
27	Manufacture of electrical equipment	0	0	0	0	0,0%	2
32	Other manufacturing	0	1	0	1	0,7%	2
33	Repair and installation of machinery and equipment	0	1	0	1	0,7%	0
D	Electricity, gas, steam and air conditioning supply	2	0	0	2	1,4%	3
E	Water supply; sewerage, waste management and remediation activities	0	0	0	0	0,0%	2
F	Construction	0	0	1	1	0,7%	2
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	1	18	24	16,4%	19
H	Transportation and storage	4	13	7	24	16,4%	22
I	Accommodation and food service activities	0	0	2	2	1,4%	2
J	Information and communication	1	0	1	2	1,4%	2
K	Financial and insurance activities	4	3	0	7	4,8%	2
L	Real estate activities	0	0	0	0	0,0%	0
M	Professional, scientific and technical activities	0	0	1	1	0,7%	1
N	Administrative and support service activities	0	0	1	1	0,7%	3
O	Public administration and defence; compulsory social security	0	6	0	6	4,1%	3
P	Education	0	0	1	1	0,7%	5
Q	Human health and social work activities	2	2	4	8	5,5%	6
R	Arts, entertainment and recreation	0	1	1	2	1,4%	1
S	Other service activities	0	0	0	0	0,0%	0
T	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use	0	0	0	0	0,0%	0
U	Activities of extraterritorial organisations and bodies	0	0	0	0	0,0%	0
<b>TOTAL</b>		<b>19</b>	<b>58</b>	<b>69</b>	<b>146</b>	<b>100%</b>	<b>138</b>

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

\*see Glossary

**1.1.6 - Negotiated IRCTs (including AAs) published (by NACE code and type \*)**

Negotiated IRCTs (including AAs) - 2016								2015
Total number of agreements published: 146								
NACE code	Sector of economic activity	AC	AE	CC	AA	Total	%	Total
A	Agriculture, forestry and fishing	0	0	0	0	0	0,0%	4
B	Mining and quarrying	0	0	0	0	0	0,0%	0
C	Manufacturing	1	32	32	2	67	38,3%	62
D	Electricity, gas, steam and air conditioning supply	2	0	0	9	11	6,3%	5
E	Water supply; sewerage, waste management and remediation activities	0	0	0	0	0	0,0%	2
F	Construction	0	0	1	0	1	0,6%	2
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	1	18	0	24	13,7%	19
H	Transportation and storage	4	13	7	7	31	17,7%	25
I	Accommodation and food service activities	0	0	2	0	2	1,1%	2
J	Information and communication	1	0	1	0	2	1,1%	2
K	Financial and insurance activities	4	3	0	9	16	9,1%	3
L	Real estate activities	0	0	0	0	0	0,0%	0
M	Professional, scientific and technical activities	0	0	1	0	1	0,6%	1
N	Administrative and support service activities	0	0	1	1	2	1,1%	3
O	Public administration and defence; compulsory social security	0	6	0	1	7	4,0%	3
P	Education	0	0	1	0	1	0,6%	5
Q	Human health and social work activities	2	2	4	0	8	4,6%	6
R	Arts, entertainment and recreation	0	1	1	0	2	1,1%	1
S	Other service activities	0	0	0	0	0	0,0%	0
T	Activities of households as employers; undifferentiated goods- and services-producing activities of	0	0	0	0	0	0,0%	0
U	Activities of extraterritorial organisations and bodies	0	0	0	0	0	0,0%	0
<b>Total</b>		<b>19</b>	<b>58</b>	<b>69</b>	<b>29</b>	<b>175</b>	<b>100%</b>	<b>145</b>

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

\*see Glossary

## 1.1.7 - Number of workers potentially covered by published agreements (by NACE code and type \*)

Number of workers potentially covered by published agreements - 2016							2015
Total number of agreements published: 146							
NACE code	Sector of economic activity	AC	AE	CC	Total	%	Total
A	Agriculture, forestry and fishing	0	0	0	0	0,0%	4.937
B	Mining and quarrying	0	0	0	0	0,0%	0
C	Manufacturing	98	9.578	255.744	265.420	35,4%	190.346
10	Manufacture of food products	0	484	5.035	5.519	0,7%	12.199
12	Manufacture of tobacco products	0	501	0	501	0,1%	0
13	Manufacture of textiles	0	0	13.290	13.290	1,8%	13.231
14	Manufacture of wearing apparel	0	0	34.552	34.552	4,6%	32.306
15	Manufacture of leather and related products	0	0	29.173	29.173	3,9%	26.617
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	0	0	2.072	2.072	0,3%	1.994
17	Manufacture of paper and paper products	0	1.586	3.124	4.710	0,6%	1.592
19	Manufacture of coke and refined petroleum products	0	1.300	0	1.300	0,2%	1.127
20	Manufacture of chemicals and chemical products	0	445	32.231	32.676	4,4%	32.122
21	Manufacture of basic pharmaceutical products and pharmaceutical preparations	0	0	9.896	9.896	1,3%	7.693
23	Manufacture of other non-metallic mineral products	98	1.393	1.023	2.514	0,3%	3.493
24	Manufacture of basic metals	0	192	0	192	0,0%	0
25	Manufacture of fabricated metal products, except machinery and equipment	0	0	101.071	101.071	13,5%	35.488
26	Manufacture of computer, electronic and optical products	0	300	24.277	24.577	3,3%	22.065
27	Manufacture of electrical equipment	0	0	0	0	0,0%	235
32	Other manufacturing	0	77	0	77	0,0%	184
33	Repair and installation of machinery and equipment	0	3.300	0	3.300	0,4%	0
D	Electricity, gas, steam and air conditioning supply	720	0	0	720	0,1%	731
E	Water supply; sewerage, waste management and remediation activities	0	0	0	0	0,0%	477
F	Construction	0	0	102.899	102.899	13,7%	104.048
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	657	233	150.534	151.424	20,2%	40.317
H	Transportation and storage	2.618	14.721	6.808	24.147	3,2%	24.187
I	Accommodation and food service activities	0	0	69.164	69.164	9,2%	374
J	Information and communication	9.515	0	416	9.931	1,3%	2.061
K	Financial and insurance activities	23.486	9.370	0	32.856	4,4%	1.879
L	Real estate activities	0	0	0	0	0,0%	0
M	Professional, scientific and technical activities	0	0	1.341	1.341	0,2%	19.955
N	Administrative and support service activities	0	0	1.674	1.674	0,2%	33.090
O	Public administration and defence; compulsory social security	0	242	0	242	0,0%	136
P	Education	0	0	13	13	0,0%	33.467
Q	Human health and social work activities	28.750	378	59.476	88.604	11,8%	34.364
R	Arts, entertainment and recreation	0	8	905	913	0,1%	8
S	Other service activities	0	0	0	0	0,0%	0
T	Activities of households as employers; undifferentiated goods- and services-producing activities of	0	0	0	0	0,0%	0
U	Activities of extraterritorial organisations and bodies	0	0	0	0	0,0%	0
<b>TOTAL</b>		<b>65.844</b>	<b>34.530</b>	<b>648.974</b>	<b>749.348</b>	<b>100%</b>	<b>490.377</b>

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

\*see Glossary

**1.1.8 - Agreements published in 2017 – Subtypes\* analysed**

Qualitative analysis	Agreements published - 2016		2015
	subtype	Number of agreements	Number of agreements
	1st agreement	18	9
	Partial Revision	100	96
	Overall revision	28	33
	<b>1st agreements and Overall Revisions</b>	<b>46</b>	<b>42</b>
<b>TOTAL NUMBER OF AGREEMENTS PUBLISHED</b>	<b>146</b>	<b>138</b>	

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

\*see Glossary

**1.2 - PAY**
**1.2.1 - Nominal annualised and real variation in wages**

NACE code	Nominal annualised and real variation in wages  Sector of economic activity	2016		
		Total number of agreements published: 146 (**)		
		Number of workers (*)	Annualised average nominal inter-table wage variation (%)	
			Nominal	Deflated Consumer Price Index (IPC) annualised
A	Agriculture, forestry and fishing	-	-	-
C	Mining and quarrying	200.754	2,0	1,6
D	Electricity, gas, steam and air conditioning supply	-	-	-
E	Water supply; sewerage, waste management and remediation activities	-	-	-
F	Construction	102.899	2,1	1,6
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	151.424	1,0	-0,2
H	Transportation and storage	14.310	1,6	1,0
I	Accommodation and food service activities	69.164	0,8	-0,6
J	Information and communication	416	1,6	1,1
K	Financial and insurance activities	18.915	0,1	-1,3
M	Professional, scientific and technical activities	1.341	0,9	0,8
N	Administrative and support service activities	1.674	3,1	2,6
O	Public administration and defence; compulsory social security	63	1,9	1,2
P	Education	13	1,5	1,0
Q	Human health and social work activities	47.476	0,8	-0,8
R	Arts, entertainment and recreation	8	3,9	3,8
<b>TOTAL</b>		<b>608.457</b>	<b>1,5</b>	<b>0,6</b>

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

(\*) Excludes workers covered by 1st agreements and amendments without publication of a pay table.

(\*\*) No PCTs or DAs were published in 2017.



### 1.2.2 - Lowest and highest average agreed pay levels – by IRCT published in 2016 and by sector of economic activity

NACE code	Lowest and highest average agreed pay levels  Sector of economic activity	2016			
		Total number of agreements published: 146 <sup>(1)</sup>			
		Employees	Average agreed pay	Highest average agreed pay	Lowest average agreed pay
A	Agriculture, forestry and fishing	-	-	-	-
C	Manufacturing	265.420	672,27 €	4.264,00 €	530,00 €
D	Electricity, gas, steam and air conditioning supply	720	-	2.780,01 €	806,00 €
E	Water supply; sewerage, waste management and remediation activities	-	-	-	-
F	Construction	102.899	582,82 €	855,00 €	530,00 €
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	151.424	650,24 €	2.843,00 €	530,00 €
H	Transportation and storage	24.147	768,05 €	4.063,00 €	530,00 €
I	Accommodation and food service activities	69.164	563,38 €	960,00 €	530,00 €
J	Information and communication	9.931	610,73 €	2.527,50 €	530,00 €
K	Financial and insurance activities	32.856	1.315,30 €	4.012,50 €	530,00 €
M	Professional, scientific and technical activities	1.341	775,59 €	1.303,00 €	537,00 €
N	Administrative and support service activities	1.674	567,90 €	1.549,00 €	530,00 €
O	Public administration and defence; compulsory social security	242	683,39 €	1.500,00 €	530,00 €
P	Education	13	788,31 €	1.315,00 €	541,00 €
Q	Human health and social work activities	88.604	638,22 €	5.316,00 €	530,00 €
R	Arts, entertainment and recreation	913	802,00 €	1.634,00 €	530,00 €
<b>TOTAL DE TRABALHADORES ABRANGIDOS</b>		<b>749.348</b>			

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

<sup>(1)</sup> No PCTs or DAs were published in 2017.

### 1.3 - EXPANSION OF SCOPE OF APPLICATION OF AGREEMENTS

#### 1.3.1 - ACCESSION AGREEMENTS (AAs)

##### 1.3.1.1 - Accession agreements published in 2016 – Types of agreement extended

<b>Accession agreements - 2016</b>		<b>2015</b>
<b>Total number of agreements published: 146</b>		
Type of agreement	Total	Total
Group-level agreement (AC)	25	0
Firm-level agreement (AE)	3	5
Sectoral-level collective agreement (CC)	1	2
<b>Total</b>	<b>29</b>	<b>7</b>

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

#### 1.3.2 - ADMINISTRATIVE EXTENSION ORDERS (PEs)

##### 1.3.2.1 - Grounds for extensions under Council of Ministers Resolutions (RCM no. 90/2012, 43/2014) – by type of agreement – 2016

Grounds for extensions	Administrative Extension Orders (PE) 2016				2015 Total
	AC	AE	CC	Total	
Workers from a single enterprise	1	1	2	4	1
The employers party represents ≥ 50% of the workers	0	0	15	15	17
The employers party represents ≥ 30% of the SME	0	0	16	16	18
<b>TOTAL</b>	<b>1</b>	<b>1</b>	<b>33</b>	<b>35</b>	<b>36</b>

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

### 1.3.2.2 - Length of time: between publication of an agreement and the respective PE / Publication of the PE ; request / publication of the PE

LENGTH OF TIME:											
• LAST PUBLICATION OF AN AGREEMENT / PUBLICATION OF THE PE											
• REQUEST / PUBLICATION OF THE PE											
	Number of months										TOTAL
	2	3	4	5	6	7	8	9	10	14	
Length of time between the last publication of an agreement and the respective PE (2016)	-	2	2	5	8	7	6	3	1	1	<b>35</b> <i>(PE)</i>
Length of time between the request and the publication of the respective PE (2016)	1	-	2	7	11	8	8	4	1	-	<b>42</b> <i>(Agreements)</i>

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

### 1.3.2.3 - Average time between request / notice / publication of Administrative Extension Order in DRE

Phases	AVERAGE TIME BTW. REQUEST / NOTICE / PUBL. ADMIN. EXTENSION ORDER IN DRE (2016)	Average (days)
	<i>Total PEs published: 35</i>	
(i)	Days from request to publication of notice	156
(ii)	Days from publication of notice to publication of Extension Order in DRE	57
	<i>Opposed</i>	68
	<i>Unopposed</i>	55
<b>TOTAL</b>	Days from request to publication of Extension Order	213

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

### 1.3.2.4 - Publication of agreements/PEs; Entry into force of pay tables provided for in agreements/PEs

Publication of agreements/PEs; Entry into force of pay tables provided for in agreements/PEs (*) - 2016																
Number of months	0	3	4	5	6	7	8	9	10	11	12	13	14	15	21	Total (PE)
AGREEMENT / PE	-	2	2	5	8	7	6	3	1	-	-	-	1	-	-	35
PAY TABLE: AGREEMENT / PE	1	2	-	2	-	2	2	6	5	5	4	1	-	4	1	

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

### 1.3.2.5 - Administrative extension orders – Opposition to extensions (2016)

Administrative extension orders - 2016	
Opposition to extensions	
RCM n.º 90/2012 and n.º 43/2014	
<i>Total number of agreements published: 146</i>	
<i>Total PEs published: 35</i>	
Type of entity	Total
Trade unions	17
Employers	3
<b>Total</b>	<b>20</b>

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

## 1.4 - STATE BUSINESS SECTOR

### 1.4.1 - No. of enterprises in the State Business Sector covered by collective bargaining (public-sector ownership $\geq$ 40%)

No. of enterprises in the State Business Sector covered by collective bargaining - 2016 <sup>(*)</sup> (public-sector ownership $\geq$ 40%)		%
<b>Total STATE PARTICIPATED ENTREPRISES:</b>	<b>130</b>	
Total ENTREPRISES ( $\geq$ 40%):	89	100%
Total ENTREPRISES ( $\geq$ 40%) WITH COLLECTIVE BARGAINING:	58	65,2%

Source: DGTF / CRL (<http://www.dgtf.pt> || <https://www.crlaborais.pt>)

(\*) Data as at 31 December 2016 (<http://www.dgtf.pt>)

### 1.4.2 - Enterprises in the State Business Sector (public-sector ownership $\geq$ 40%) with collective bargaining – Year of latest publication (by type<sup>\*</sup>)

Enterprises in the State Business Sector with collective bargaining <sup>(**)</sup> (public-sector ownership $\geq$ 40%)	Year of latest publication							TOTAL
	2002	2009	2010	2012	2014	2015	2016	
<b>Total:</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>3</b>	<b>9</b>	20
Accession Agreement	0	0	0	1	0	1	5	7
Group-level agreement (AC)	0	0	0	1	0	0	1	2
Firm-level agreement (AE)	1	1	1	1	2	2	3	11

Source: DGTF / CRL (<http://www.dgtf.pt> || <https://www.crlaborais.pt>)

\*see Glossary

(\*\*) Data as at 31 December 2016.

## 2. CONTENTS OF COLLECTIVE AGREEMENTS

### 2.1 - OVERVIEW OF NEGOTIATED CONTENTS

#### 2.1.1 - GENERAL CHARACTERISATION

##### 2.1.1.1 - Topics identified in published IRCTs (by type)

Topics (2016)	TYPE			Total	2015
	AC	AE	CC		Total
	19	58	69	146	138
<i>Articulatory clauses and transitional regimes</i>	7	6	6	19	(**)
<i>Disciplinary power</i>	6	19	13	38	36
<i>Disputes Resolutions / joint committee</i>	9	18	17	44	35
<i>End of employment contracts</i>	7	16	16	39	33
<i>Equality and non-discrimination</i>	2	9	4	15	9
<i>Expiry and ensuing effects</i>	3	8	9	20	10
<i>Fixed-term employment contracts</i>	8	16	15	39	28
<i>Health and safety</i>	7	24	14	45	31
<i>Hiring</i>	9	24	15	48	49
<i>Holidays</i>	11	25	24	60	52
<i>Individual adherence to agreements</i>	1	5	3	9	11
<i>Inter-functional mobility</i>	4	10	12	26	31
<i>Intermittent work</i>	0	0	2	2	4
<i>Leave</i>	5	12	6	23	21
<i>Moral harassment</i>	1	1	0	2	(*)
<i>Occasional loans of staff</i>	5	2	5	12	5
<i>On-call regimes</i>	4	16	3	23	13
<i>Parenthood</i>	9	23	16	47	28
<i>Parties' rights, duties and guarantees</i>	8	22	11	41	36
<i>Part-time employment contracts</i>	9	10	6	25	17
<i>Pay</i>	19	54	69	142	133
<i>Performance evaluations</i>	3	9	3	15	11
<i>Personality rights</i>	0	3	0	3	(*)
<i>Previous benefits and perks</i>	7	10	6	23	34
<i>Professional progression</i>	9	27	28	64	(*)
<i>Public holidays</i>	10	21	18	49	47
<i>Resolution of individual disputes</i>	3	1	1	5	10
<i>Secondment</i>	4	6	8	18	17
<i>Strikes / Minimum services</i>	1	13	5	19	(*)
<i>Student-workers</i>	8	24	10	42	32
<i>Supplementary social benefits</i>	11	20	6	37	35
<i>Temporary closure of establishments or reduced working hours</i>	4	0	1	5	(*)
<i>Term</i>	16	53	66	135	125
<i>Trade union activities</i>	9	25	11	45	35
<i>Transmissions of enterprises or establishments</i>	0	5	8	13	18
<i>Travel</i>	12	18	22	52	50
<i>Unjustified absences</i>	10	24	18	52	50
<i>Vocational training</i>	12	24	14	50	36
<i>Weekly rest</i>	10	19	22	51	41
<i>Work by minors</i>	3	6	15	24	13
<i>Working time</i>	11	23	18	52	46
<i>Working time / Adaptability</i>	4	3	10	17	27
<i>Working time / Compensatory rest</i>	6	17	12	35	35
<i>Working time / Exemption from Fixed Working Hours</i>	10	19	9	38	37
<i>Working time / Hour Bank</i>	1	5	9	15	25
<i>Working time / Night work</i>	7	22	17	46	46
<i>Working time / Overtime Work</i>	13	30	24	67	62
<i>Working time / Shifts</i>	8	30	18	56	47
<i>Working time/ Concentrated Working Hours</i>	0	2	2	4	3
<i>Workplace / Transfers</i>	8	17	14	39	36
<i>Work-related accidents / Occupational illnesses</i>	8	20	14	42	(*)

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

(\*) In 2015, these topics were not covered.

(\*\*) In 2015, just the topic "Articulatory clauses" was analysed.

**2.1.1.2 - Topics identified in published IRCTs (by subtype)**

Topics - 2016	SUBTYPE			Total	2015 Total
	1st agreement	Partial Revision	Overall revision		
	18	100	28	146	138
<i>Articulatory clauses and transitional regimes</i>	4	0	15	19	(**)
<i>Disciplinary power</i>	14	1	23	38	36
<i>Disputes Resolutions / joint committee</i>	14	4	26	44	35
<i>End of employment contracts</i>	11	4	24	39	33
<i>Equality and non-discrimination</i>	5	0	10	15	9
<i>Expiry and ensuing effects</i>	6	4	10	20	10
<i>Fixed-term employment contracts</i>	11	7	21	39	28
<i>Health and safety</i>	18	3	24	45	31
<i>Hiring</i>	15	5	28	48	49
<i>Holidays</i>	18	14	28	60	52
<i>Individual adherence to agreements</i>	2	6	1	9	11
<i>Inter-functional mobility</i>	11	2	13	26	31
<i>Intermittent work</i>	2	0	0	2	4
<i>Leave</i>	6	1	16	23	21
<i>Moral harassment</i>	1	0	1	2	(*)
<i>Occasional loans of staff</i>	5	1	6	12	5
<i>On-call regimes</i>	5	9	9	23	13
<i>Parenthood</i>	6	17	25	47	28
<i>Parties' rights, duties and guarantees</i>	13	2	26	41	36
<i>Part-time employment contracts</i>	9	0	16	25	17
<i>Pay</i>	18	96	28	142	133
<i>Performance evaluations</i>	7	2	6	15	11
<i>Personality rights</i>	3	0	0	3	(*)
<i>Previous benefits and perks</i>	7	2	14	23	34
<i>Professional progression</i>	16	21	27	64	(*)
<i>Public holidays</i>	15	7	27	49	47
<i>Resolution of individual disputes</i>	2	0	3	5	10
<i>Secondment</i>	8	0	10	18	17
<i>Strikes / Minimum services</i>	9	0	10	19	(*)
<i>Student-workers</i>	9	8	25	42	32
<i>Supplementary social benefits</i>	5	16	16	37	35
<i>Temporary closure of establishments or reduced working hours</i>	0	0	5	5	(*)
<i>Term</i>	17	90	28	135	125
<i>Trade union activities</i>	15	5	25	45	35
<i>Transmissions of enterprises or establishments</i>	6	0	7	13	18
<i>Travel</i>	11	23	18	52	50
<i>Unjustified absences</i>	16	8	28	52	50
<i>Vocational training</i>	17	6	27	50	36
<i>Weekly rest</i>	16	10	25	51	41
<i>Work by minors</i>	3	4	17	24	13
<i>Working time</i>	18	6	28	52	46
<i>Working time / Adaptability</i>	6	2	9	17	27
<i>Working time / Compensatory rest</i>	11	7	17	35	35
<i>Working time / Exemption from Fixed Working Hours</i>	13	5	20	38	37
<i>Working time / Hour Bank</i>	7	2	6	15	25
<i>Working time / Night work</i>	17	6	23	46	46
<i>Working time / Overtime Work</i>	17	22	28	67	62
<i>Working time / Shifts</i>	14	24	18	56	47
<i>Working time/ Concentrated Working Hours</i>	2	0	2	4	3
<i>Workplace / Transfers</i>	14	1	24	39	36
<i>Work-related accidents / Occupational illnesses</i>	10	7	25	42	(*)

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

(\*) In 2015, these topics were not covered.

(\*\*) In 2015, just the topic "Articulatory clauses" was analysed.

**2.1.2 - RECOMMENDED CONTENTS UNDER ART. 492, CT**
**2.1.2.1 - Compliance with Art. 492(2) and (3) of the Labour Code (first agreements and overall revisions)**

Compliance with Art. 492(2) and (3) of the Labour Code (2016)		1st agreements				Overall revisions				TOTAL
		AE	AC	CC	TOTAL	AE	AC	CC	TOTAL	
n.º 2, a)	Relations between parties, fulfilment of agreements and means of resolving collective disputes	2	1	4	7	1	5	4	10	17
n.º 2, b)	Vocational training	5	0	3	8	4	0	3	7	15
n.º 2, c)	Working conditions – health and safety	9	2	5	16	11	7	8	26	42
n.º 2, d)	Principle of equality and non-discrimination	10	1	4	15	10	7	9	26	41
n.º 2, e)	Other rights and duties – workers and employers – e.g. base pay	10	2	6	18	12	7	9	28	46
n.º 2, f)	Employment contracts – dispute-resolution processes	2	0	1	3	0	2	0	2	5
n.º 2, g)	Minimum services during strikes (Art. 537, CT)	3	0	1	4	0	0	0	0	4
n.º 2, h)	Effects on workers of an agreement, following its expiry	2	1	0	3	0	2	1	3	6
n.º 3	Provision for a joint committee to interpret and complete agreements	6	2	6	14	11	7	8	26	40
<b>Analysed agreements</b>		<b>10</b>	<b>2</b>	<b>6</b>	<b>18</b>	<b>12</b>	<b>7</b>	<b>9</b>	<b>28</b>	<b>46</b>

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

**2.1.2.2 - Art. 492 of the Labour Code – Analysis by topic – most common topics (1st Agreements and Overall Revisions)**

ART. 492 OF THE LABOUR CODE – ANALYSIS BY TOPIC – Most common topics (1st Agreements and Overall Revisions)				
<i>Total 1st Agreements and Overall Revisions published: 46</i>				
<b>Working conditions – health and safety (42)</b>				
H&S services and mechanisms	Occupational healthcare	H&S committees	Prevention of alcohol/drug abuse	Reparation: work-related accidents and occup. illnesses
<b>Equality and non-discrimination (41)</b>				
Gen. equal opport. and non-discrim. / Moral harassment	Holidays	Norm. work hours (full and part-time)	Overtime work	Vocational training / Student-workers
<b>Joint committees (40)</b>				
Text of agreements – Interpretation	Text of agreements - Completion	Resolution of individual or collective conflicts	Revision of professional categories	Opinion on other topics

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



## 2.2 - SCOPE OF APPLICATION OF AGREEMENTS

### 2.2.1 - GEOGRAPHIC SCOPE

#### 2.2.1.1 - Geographic scope of agreements (by type of geographic coverage and type of agreement)

Geographic scope of agreements - 2016					2015
<i>Total number of agreements published: 146</i>					
	AC	AE	CC	Total	Total
<b>National</b>	15	38	50	103	102
<b>Regional</b>	1	16	8	25	30
<b>Total</b>	16	54	58	128	132

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

### 2.2.2 - TEMPORAL SCOPE

#### 2.2.2.1 – Duration of agreements (by type and subtype \*)

Duration of agreements - 2016										2015
<i>Total number of agreements published: 146</i>										
Duration	AC		AE		CC		Subtotal		Total	Total
	REVISION		REVISION		REVISION		REVISION			
	Partial	Global	Partial	Global	Partial	Global	Partial	Global		
< 12 months	2	0	10	0	14	1	26	1	27	30
12-24 months	7	4	15	7	27	3	49	14	63	44
24-48 months	0	1	5	3	5	1	10	5	15	17
48-96 months	1	2	6	2	8	2	15	6	21	25
= > 96 months	0	0	0	0	0	2	0	2	2	11
<b>Total</b>	10	7	36	12	54	9	100	28	128	127

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

\*see Glossary

### 2.2.2.2 - Term and/or expiry of agreements (by type and subtype \*)

Term and/or expiry of agreements - 2016						2015
<i>Total number of agreements published: 146</i>					100%	
TYPE	subtype				%	TOTAL
	1st agreement	Partial Revision	Overall revision	TOTAL		
Group-level agreement (AC)	2	5	7	14	9,6%	14
Firm-level agreement (AE)	10	15	12	37	25,3%	44
Sectoral-level collective agreement (CC)	6	23	9	38	26,0%	57
<b>Total</b>	18	43	28	89	61,0%	115

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

\*see Glossary

### 2.2.2.3 - Term of agreements (classification by term)

Term of agreements - 2016			2015
<i>Total number of agreements published: 146</i>			
Term	Number of agreements	%	Number of agreements
≤ 12 months	19	22,9%	27
> 12 e ≤ 24 months	37	44,6%	40
> 24 e ≤ 36 months	19	22,9%	16
> 36 e ≤ 48 months	5	6,0%	6
> 48 months	3	3,6%	6
CT	0	0,0%	4
<b>Total</b>	83	100%	99

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

**2.2.2.4 - Automatic renewal of agreements (by length of renewal)**

<b>Automatic renewal of agreements - 2016</b>			<b>2015</b>
<i>Total number of agreements published: 146</i>			
<b>length of renewal</b>	Number of agreements	%	Number of agreements
<b>6 months</b>	0	0,0%	<b>1</b>
<b>12 months</b>	33	71,7%	<b>37</b>
<b>24 months</b>	8	17,4%	<b>25</b>
<b>36 months</b>	2	4,3%	<b>5</b>
<b>48 months</b>	1	2,2%	<b>3</b>
<b>60 months</b>	1	2,2%	<b>1</b>
<b>Under the terms of the legal norms and rules in force at any given moment</b>	1	2,2%	<b>3</b>
<b>Total</b>	<b>46</b>	<b>100%</b>	<b>75</b>
<i>Scheduled renewal date same as scheduled term</i>	17	37,0%	47
<i>Scheduled renewal date different from scheduled</i>	29	63,0%	28

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

**2.2.3 – GRACE PERIOD AND EXPIRY**
**2.2.3.1 - Grace period (by type and by length of period \*)**

<b>Grace period - 2016</b>					
<i>Total number of agreements published: 146</i>					
<b>Length of grace period</b>	AC	AE	CC	<b>Total</b>	<b>%</b>
12 months	0	0	1	1	4,5%
12 months (+ 6 months)	0	1	0	1	4,5%
At least 12 months and at most 18 months	0	0	1	1	4,5%
15 months (+ 45 days) after communication to MTSSS and the other party	0	0	1	1	4,5%
18 months (+ 60 days) after communication to MTSSS and the other party	0	0	3	3	13,6%
24 months	0	1	0	1	4,5%
24 months (+ 60 days) after communication to MTSSS and the other party	1	0	0	1	4,5%
CT	3	7	3	13	59,1%
<b>Total</b>	<b>4</b>	<b>9</b>	<b>9</b>	<b>22</b>	<b>100%</b>

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

\*see Glossary

### 2.2.3.2 - Grace period and expiry

Grace period and expiry (2016-2015)						
	2016			2015		
	<i>Total number of agreements published: 146</i>			<i>Total number of agreements published: 138</i>		
	<i>Total agreements regulating grace period and expiry: 24</i>			<i>Total agreements regulating grace period and expiry: 13</i>		
	Grace period	Expiry expressly provided for	Effects of expiry	Grace period	Expiry expressly provided for	Effects of expiry
<b>Total</b>	22	13	8	11	10	4

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

## 2.2.4 – ARTICULATORY CLAUSES AND TRANSITIONAL REGIMES

### 2.2.4.1 - Clauses articulating various collective agreements

Clauses articulating various collective agreements - 2016		2015
<i>Total number of agreements published: 146</i>		
	Number of agreements	Number of agreements
article 482, (5 a), CT	1	3
article 482, (5 b), CT	2	0

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

## 2.3 – WORKING TIME

### 2.3.1 – LENGTH OF WORKING TIME

#### 2.3.1.1 – MAXIMUM LIMITS ON NORMAL WORKING TIME (PNT)

##### 2.3.1.1.1 - Maximum limits on PNT (by subtype \*)

<b>Maximum limits on normal working period (PNT) - 2016</b>			Total number of agreements published
subtype	Number of agreements	%	
1st agreement	16	37,2%	18
Partial Revision	2	4,7%	100
Overall revision	25	58,1%	28
<b>Total</b>	<b>43</b>	<b>100%</b>	<b>146</b>

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

\*see Glossary

#### 2.3.1.2 – LENGTH OF ANNUAL HOLIDAYS

##### 2.3.1.2.1 - Agreements regulating holidays (by subtype \*)

<b>Agreements regulating holidays - 2016</b>			Total number of agreements published
subtype	Number of agreements	%	
1st agreement	18	30,0%	18
Partial Revision	14	23,3%	100
Overall revision	28	46,7%	28
<b>Total</b>	<b>60</b>	<b>100%</b>	<b>146</b>

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

\*see Glossary

2.3.1.2.2 - Agreements regulating holidays, by number of days (with and without bonuses – holiday days)

<b>Agreements regulating holidays - 2016</b>		
<i>Total number of agreements published: 146</i>		
<i>Agreements regulating holidays: 60</i>		
number of days	without bonuses	with bonuses
<b>22</b>	14	18
<b>23</b>	3	1
<b>24</b>	1	1
<b>25</b>	8	2
<b>26</b>	1	1

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

2.3.2 – ORGANISATION OF WORKING TIME

2.3.2.1 – ADAPTABILITY AND HOUR BANK

2.3.2.1.1 - Adaptability (by type \*)

<b>Adaptability - 2016</b>		<b>2015</b>
<i>Total number of agreements published: 146</i>		
	Number of agreements	Number of agreements
<b>Group-level agreement (AC)</b>	4	0
<b>Firm-level agreement (AE)</b>	3	6
<b>Sectoral-level collective agreement (CC)</b>	10	21
<b>Total</b>	<b>17</b>	<b>27</b>

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

\*see Glossary

**2.3.2.1.2 - Adaptability – Maximum PNT and Reference period**

<b>Adaptability – Maximum PNT and Reference period - 2016</b>										
<i>Total number of agreements published: 146</i>										
<i>Total agreements regulating adaptability: 17</i>										
additional (daily)			normal working period (weekly)				Reference period			
≤ 2 hours	> 2 e ≤ 4 hours	CT	< 50 hours	≥ 50 e < 60 hours	= 60 hours	CT	≤ 4 months	> 4 months e < 8 months	≥ 8 months e < 12 months	= 12 months
10	5	1	1	12	0	2	4	2	3	1

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

**2.3.2.1.3 - Hour Bank (by type \*)**

<b>Hour Bank - 2016</b>		<b>2015</b>
<i>Total number of agreements published: 146</i>		
	Number of agreements	Number of agreements
<b>Group-level agreement (AC)</b>	1	1
<b>Firm-level agreement (AE)</b>	5	4
<b>Sectoral-level collective agreement (CC)</b>	9	20
<b>Total</b>	<b>15</b>	<b>25</b>

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

\*see Glossary

**2.3.2.1.4 - Hour Bank (additional hours)**

<b>Hour Bank (additional hours) - 2016</b>												
<i>Total number of agreements published: 146</i>												
<i>Total agreements regulating hour bank: 15</i>												
additional (daily)				normal working period (weekly)			normal working period (year)					
2 hours	3 hours	4 hours	Other	≤ 40 hours	> 40 e < 60 hours	= 60 hours	< 160 hours	≥ 160 e ≤ 180 hours	> 180 hours	100 ou 200 hours	Other	
4	1	9	1	1	5	9	2	1	9	1	2	

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

### 2.3.2.2 – ON-CALL REGIMES

#### 2.3.2.2.1 - On-call regimes (by type<sup>\*</sup>)

<b>On-call regimes - 2016</b>		<b>2015</b>
<i>Total number of agreements published: 146</i>		
	Number of agreements	Number of agreements
<b>Group-level agreement (AC)</b>	4	4
<b>Firm-level agreement (AE)</b>	16	8
<b>Sectoral-level collective agreement (CC)</b>	3	1
<b>Total</b>	<b>23</b>	<b>13</b>

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

\*see Glossary

#### 2.3.2.2.2 - Agreements published in 2016 and including on-call regimes

<b>Agreements published in 2016 and including on-call regimes</b>				
<i>Total number of agreements published: 146</i>				
<i>Total agreements regulating on-call regimes: 23</i>				
Agreed arrangements	Possibility of dispensation	Obligation of enterprise to pay for transport	On-call allowance	Additional pay in the event of actual on-call work
4	3	2	16	8

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



### 2.3.2.3 – OVERTIME WORKING

#### 2.3.2.3.1 - Overtime (by subtype)

<b>Overtime - 2016</b>		%	<b>2015</b>
<i>Total number of agreements published: 146</i>			Number of agreements
	Number of agreements		
1st agreement	17	25,4%	9
Partial Revision	22	32,8%	21
Overall revision	28	41,8%	32
<b>Total</b>	<b>67</b>	<b>100%</b>	<b>62</b>

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

#### 2.3.2.3.2 - Overtime – Requisites

<b>Overtime – Requisites - 2016</b>				
<i>Total number of agreements published: 146</i>				
<i>Total agreements regulating TS: 67</i>				
Maximum limits on overtime / year	Prior notice to work overtime	overtime additional pay		
		weekday		Weekly rest period or public holiday
		First hour	other hours	
38	8	49	49	51

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

### 2.3.2.3.3 - Overtime – Additional pay (daytime working)

Overtime – Additional pay - 2016				
<i>Total number of agreements published: 146</i>				
<i>Total agreements regulating TS: 67</i>				
Weekday			Holiday / DDO / DDC / Other	
Additional (%)	First hour	Other hours	Additional (%)	Total
(+) 25 %	5	-	(+) 50 %	4 <sup>(*)</sup>
(+) 37,5 %	3	8	(+) 75 %	1
(+) 40 %	2	1	(+) 100 % <sup>(*)</sup>	18 <sup>(*)</sup>
(+) 50 %	19 <sup>(*)</sup>	2 <sup>(*)</sup>	(+) 100 %, with a minimum of half a day's work	2
(+) 60 %	-	2	(+) 125 %	7
(+) 75 %	8 <sup>(*)</sup>	24 <sup>(*)</sup>	(+) 175 %	2
CT	7	7	(+) 200 %	3
CT +20%	1	1	CT	7
Others	4	4	As per the Labour Code (CT) and at least 3 hours	1
<b>Total</b>	<b>49</b>	<b>49</b>	CT +20%	1
			Others	5
			<b>Total</b>	<b>51</b>

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

<sup>(\*)</sup> The hourly overtime rate can be higher than this if: the work is done on a rest day; the number of hours included in the worker's Normal Working Time (PNT) is exceeded; and/or the monthly or annual limit established in the agreement is exceeded.

## 2.4 – PROMOTING WORKER QUALIFICATIONS

### 2.4.1 - Vocational training (by subtype \*)

Vocational training - 2016		% in the Total the agreements published (by subtype)	2015
<i>Total number of agreements published: 146</i>			Number of agreements
	Number of agreements		
<b>1st agreement</b>	17	94,4%	7
<b>Partial Revision</b>	6	6,0%	1
<b>Overall revision</b>	27	96,4%	28
<b>Total</b>	<b>50</b>	<b>34,2%</b>	<b>36</b>

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

\*see Glossary

2.4.2 - Student-workers (by subtype \*)

Student-workers - 2016		% in the Total the agreements published (by subtype)	2015
<i>Total number of agreements published: 146</i>			
	Number of agreements		Number of agreements
<b>1st agreement</b>	9	50,0%	4
<b>Partial Revision</b>	8	8,0%	7
<b>Overall revision</b>	25	89,3%	21
<b>Total</b>	<b>42</b>	<b>28,8%</b>	<b>32</b>

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

\*see Glossary

2.4.3 - Agreements regulating vocational training published in 2016 – Some parameters

Agreements regulating vocational training - 2016						
<i>Total number of agreements published: 146</i>						
<i>Total agreements regulating FP: 50</i>						
35H/VT	VT – H&S	VT in or outside working hours			Vocational training costs paid by the employer	Relevance of VT to worker's career progression
		In Wh	Outside WH	Rest days		
13	16	20	13	3	39	23

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

## 2.5 – SOCIAL AND SUPPLEMENTARY WELFARE BENEFITS

### 2.5.1 - Supplementary social benefits (by subtopic)

<b>Supplementary social benefits - 2016</b>	
<i>Total number of agreements published: 146</i>	
<i>Total agreements regulating Supplementary social benefits: 37</i>	
<b>Worker's family or personal situation</b>	<b>24</b>
Children	12
Creche	2
Educational assistance	17
Descendants with psychomotor disabilities	5
Life insurance	1
<b>Social benefits</b>	<b>30</b>
Retirement	16
Sickness benefit	17
Health insurance	16

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

## 2.6 – RIGHTS OF BODIES REPRESENTING WORKERS

### 2.6.1 - Trade union activities within enterprises (by subtype \*)

<b>Trade union activities within enterprises - 2016</b>				
<i>Total number of agreements published: 146</i>				
	<b>AC</b>	<b>AE</b>	<b>CC</b>	<b>TOTAL</b>
<b>1st agreement</b>	2	10	3	15
<b>Partial Revision</b>	0	3	2	5
<b>Overall revision</b>	7	12	6	25
<b>Total</b>	<b>9</b>	<b>25</b>	<b>11</b>	<b>45</b>

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

\*see Glossary

2.6.2 - Trade union activities within enterprises – Contents

<b>Trade union activities within enterprises - 2016</b>				
<i>Total number of agreements published: 146</i>				
<i>Total agreements regulating trade union activities: 45</i>				
Right to meet the enterprise's management bodies	Right to premises	Right to display and distribute information	Right to information and consultation	Hour credit
5	21	20	27	26

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

