

**COLLECTIVE
BARGAINING IN
NUMBERS**

2017

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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 (1st) agreement**; **Overall revision**; and **Partial revision**. The underlying concepts are as follows:

- **First (1st) 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 - 2017			2016
type	Number of agreements	%	Number of agreements
Group-level agreement (AC)	21	6,8%	19
Firm-level agreement (AE)	96	31,0%	58
Sectoral-level collective agreement (CC)	91	29,4%	69
SubTotal	208	67,1%	146
Accession Agreement	18	5,8%	29
(a) Total	226	72,9%	175
Non-negotiated collective labour regulation instruments published - 2017			
type	Number of PE	%	Number of PE
Administrative Extension Order (PE)	84	27,1%	35
Ministerial Order governing Labour Conditions (PCT)	0	0,0%	0
(b) Total	84	27,1%	35
TOTAL (a) + (b)	310	100%	210

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

*see Glossary

1.1.2 - Agreements published (by subtype *)

Agreements published - 2017			2016
subtype	Number of agreements	%	Number of agreements
1st agreement	22	10,6%	18
Partial Revision	149	71,6%	100
Overall revision	37	17,8%	28
Total	208	100%	146

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

*see Glossary

1.1.3 - Parallel agreements (by type *)

Parallel agreements - 2017			2016
<i>Total number of agreements published: 208</i>		100%	Number of agreements
Group-level agreement (AC)	10	4,8%	7
Firm-level agreement (AE)	39	18,8%	20
Sectoral-level collective agreement (CC)	45	21,6%	26
TOTAL	94	45,2%	53

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

*see Glossary

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

Average number of workers potentially covered - 2017					2016
	AC	AE	CC	TOTAL	Total
Number of agreements published	21	96	91	208	146
Number of workers potentially covered	16.209	37.812	766.862	820.883	749.348
Average number of workers potentially covered	772	394	8.427	3.947	5.133

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

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

Agreements published - 2017							2016
Total number of agreements published: 208							(146)
NACE code	Sector of economic activity	AC	AE	CC	Total	%	Total
A	Agriculture, forestry and fishing	1	0	0	1	0,5%	0
B	Mining and quarrying	0	0	0	0	0,0%	0
C	Manufacturing	1	36	38	75	36,1%	65
10	Manufacture of food products	0	4	12	16	7,7%	16
12	Manufacture of tobacco products	0	0	0	0	0,0%	1
13	Manufacture of textiles	0	0	2	2	1,0%	2
14	Manufacture of wearing apparel	0	0	3	3	1,4%	2
15	Manufacture of leather and related products	0	0	3	3	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	1,0%	2
17	Manufacture of paper and paper products	0	7	4	11	5,3%	13
19	Manufacture of coke and refined petroleum products	0	2	0	2	1,0%	2
20	Manufacture of chemicals and chemical products	0	3	1	4	1,9%	2
21	Manufacture of basic pharmaceutical products and pharmaceutical preparations	0	0	3	3	1,4%	3
23	Manufacture of other non-metallic mineral products	1	12	3	16	7,7%	11
24	Manufacture of basic metals	0	3	0	3	1,4%	1
25	Manufacture of fabricated metal products, except machinery and equipment	0	0	3	3	1,4%	3
26	Manufacture of computer, electronic and optical products	0	1	1	2	1,0%	3
27	Manufacture of electrical equipment	0	0	0	0	0,0%	0
30	Manufacture of other transport equipment	0	0	1	1	0,5%	0
32	Other manufacturing	0	3	0	3	1,4%	1
33	Repair and installation of machinery and equipment	0	1	0	1	0,5%	1
D	Electricity, gas, steam and air conditioning supply	2	0	0	2	1,0%	2
E	Water supply; sewerage, waste management and remediation activities	0	3	0	3	1,4%	0
F	Construction	0	0	1	1	0,5%	1
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	2	23	30	14,4%	24
H	Transportation and storage	5	31	3	39	18,8%	24
I	Accommodation and food service activities	0	5	7	12	5,8%	2
J	Information and communication	0	0	0	0	0,0%	2
K	Financial and insurance activities	7	7	0	14	6,7%	7
L	Real estate activities	0	1	0	1	0,5%	0
M	Professional, scientific and technical activities	0	0	1	1	0,5%	1
N	Administrative and support service activities	0	0	4	4	1,9%	1
O	Public administration and defence; compulsory social security	0	1	0	1	0,5%	6
P	Education	0	2	7	9	4,3%	1
Q	Human health and social work activities	0	3	3	6	2,9%	8
R	Arts, entertainment and recreation	0	4	2	6	2,9%	2
S	Other service activities	0	1	2	3	1,4%	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
TOTAL		21	96	91	208	100%	146

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

*see Glossary

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

Negotiated IRCTs (including AAs) - 2017								2016
Total number of agreements published: 208								Total
NACE code	Sector of economic activity	AC	AE	CC	AA	Total	%	
A	Agriculture, forestry and fishing	1	0	0	0	1	0,5%	0
B	Mining and quarrying	0	0	0	0	0	0,0%	0
C	Manufacturing	1	36	38	7	82	36,1%	67
D	Electricity, gas, steam and air conditioning supply	2	0	0	1	3	1,0%	11
E	Water supply; sewerage, waste management and remediation activities	0	3	0	0	3	1,4%	0
F	Construction	0	0	1	0	1	0,5%	1
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	5	2	23	0	30	14,4%	24
H	Transportation and storage	5	31	3	1	40	18,8%	31
I	Accommodation and food service activities	0	5	7	0	12	5,8%	2
J	Information and communication	0	0	0	0	0	0,0%	2
K	Financial and insurance activities	7	7	0	8	22	6,7%	16
L	Real estate activities	0	1	0	0	1	0,5%	0
M	Professional, scientific and technical activities	0	0	1	0	1	0,5%	1
N	Administrative and support service activities	0	0	4	0	4	1,9%	2
O	Public administration and defence; compulsory social security	0	1	0	0	1	0,5%	7
P	Education	0	2	7	0	9	4,3%	1
Q	Human health and social work activities	0	3	3	1	7	2,9%	8
R	Arts, entertainment and recreation	0	4	2	0	6	2,9%	2
S	Other service activities	0	1	2	0	3	1,4%	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
Total		21	96	91	18	226	100%	175

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

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

Number of workers potentially covered by published agreements - 2017							2016
Total number of agreements published: 208							
NACE code	Sector of economic activity	AC	AE	CC	Total	%	Total
A	Agriculture, forestry and fishing	341	0	0	341	0,0%	0
B	Mining and quarrying	0	0	0	0	0,0%	0
C	Manufacturing	101	9.345	229.446	238.892	29,1%	265.420
10	Manufacture of food products	0	391	6.249	6.640	0,8%	5.519
12	Manufacture of tobacco products	0	0	0	0	0,0%	501
13	Manufacture of textiles	0	0	14.187	14.187	1,7%	13.290
14	Manufacture of wearing apparel	0	0	36.404	36.404	4,4%	34.552
15	Manufacture of leather and related products	0	0	30.723	30.723	3,7%	29.173
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	0	0	2.000	2.000	0,2%	2.072
17	Manufacture of paper and paper products	0	1.227	3.562	4.789	0,6%	4.710
19	Manufacture of coke and refined petroleum products	0	1.254	0	1.254	0,2%	1.300
20	Manufacture of chemicals and chemical products	0	290	33.571	33.861	4,1%	32.676
21	Manufacture of basic pharmaceutical products and pharmaceutical preparations	0	0	10.128	10.128	1,2%	9.896
23	Manufacture of other non-metallic mineral products	101	1.642	9.482	11.225	1,4%	2.514
24	Manufacture of basic metals	0	870	0	870	0,1%	192
25	Manufacture of fabricated metal products, except machinery and equipment	0	0	53.624	53.624	6,5%	101.071
26	Manufacture of computer, electronic and optical products	0	116	23.222	23.338	2,8%	24.577
27	Manufacture of electrical equipment	0	0	0	0	0,0%	0
30	Manufacture of other transport equipment	0	0	6.294	6.294	0,8%	1
32	Other manufacturing	0	263	0	263	0,0%	77
33	Repair and installation of machinery and equipment	0	3.292	0	3.292	0,4%	3.300
D	Electricity, gas, steam and air conditioning supply	605	0	0	605	0,1%	720
E	Water supply; sewerage, waste management and remediation activities	0	853	0	853	0,1%	0
F	Construction	0	0	104.734	104.734	12,8%	102.899
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	1.093	112	47.821	49.026	6,0%	151.424
H	Transportation and storage	2.465	19.956	1.413	23.834	2,9%	24.147
I	Accommodation and food service activities	0	377	209.853	210.230	25,6%	69.164
J	Information and communication	0	0	0	0	0,0%	9.931
K	Financial and insurance activities	11.604	1.672	0	13.276	1,6%	32.856
L	Real estate activities	0	208	0	208	0,0%	0
M	Professional, scientific and technical activities	0	0	1.497	1.497	0,2%	1.341
N	Administrative and support service activities	0	0	25.883	25.883	3,2%	1.674
O	Public administration and defence; compulsory social security	0	20	0	20	0,0%	242
P	Education	0	101	38.312	38.413	4,7%	13
Q	Human health and social work activities	0	3.902	98.206	102.108	12,4%	88.604
R	Arts, entertainment and recreation	0	749	5.643	6.392	0,8%	913
S	Other service activities	0	517	4.054	4.571	0,6%	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
TOTAL		16.209	37.812	766.862	820.883	100%	749.348

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

1.1.8 - Agreements published in 2017 – Subtypes* analysed

Qualitative analysis	Agreements published - 2017		2016
	subtype	Number of agreements	Number of agreements
	1st agreement	22	18
	Partial Revision	149	100
	Overall revision	37	28
	1st agreements and Overall Revisions	59	46
	TOTAL NUMBER OF AGREEMENTS PUBLISHED	208	146

Source: CRL / BTE online (<https://www.crlaborais.pt> || <http://bte.gep.mtsss.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	2017		
		Total number of agreements published: 208 (**)		
		Number of workers (*)	Annualised average nominal inter-table wage variation (%)	
			Nominal	Deflated Consumer Price Index (IPC) annualised
A	Agriculture, forestry and fishing	341	1,6	1,1
C	Mining and quarrying	220.318	3,2	2,4
D	Electricity, gas, steam and air conditioning supply	605	1,3	0,8
E	Water supply; sewerage, waste management and remediation activities	321	0,1	-0,9
F	Construction	104.734	2,5	1,9
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	48.934	2,0	1,3
H	Transportation and storage	17.355	1,5	0,7
I	Accommodation and food service activities	103.511	3,5	2,7
K	Financial and insurance activities	1.247	0,4	-0,1
M	Professional, scientific and technical activities	1.497	1,5	0,9
N	Administrative and support service activities	25.883	0,3	-0,8
O	Public administration and defence; compulsory social security	20	2,7	2,4
P	Education	838	1,0	-0,6
Q	Human health and social work activities	101.958	1,7	0,9
R	Arts, entertainment and recreation	639	1,5	-0,1
S	Other service activities	4.571	1,8	0,5
TOTAL		632.772	2,6	1,8

Source: DGERT (<http://www.dgert.gov.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 2017 and by sector of economic activity

NACE code	Lowest and highest average agreed pay levels Sector of economic activity	2017			
		Total number of agreements published: 208(*)			
		Employees	Average agreed pay	Highest average agreed pay	Lowest average agreed pay
A	Agriculture, forestry and fishing	341	665,94 €	1.014,00 €	557,00 €
C	Manufacturing	238.892	678,71 €	4.320,00 €	557,00 €
D	Electricity, gas, steam and air conditioning supply	605	1.933,10 €	2.817,01 €	817,00 €
E	Water supply; sewerage, waste management and remediation activities	853	1.194,42 €	3.146,00 €	557,00 €
F	Construction	104.734	598,56 €	865,00 €	557,00 €
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	49.026	682,92 €	2.880,00 €	557,00 €
H	Transportation and storage	23.834	930,85 €	7.321,43 €	557,00 €
I	Accommodation and food service activities	210.230	598,80 €	3.155,31 €	557,00 €
K	Financial and insurance activities	13.276	1.150,64 €	9.332,13 €	557,00 €
L	Real estate activities	208		2.933,45 €	591,00 €
M	Professional, scientific and technical activities	1.497	775,84 €	1.319,00 €	557,00 €
N	Administrative and support service activities	25.883	703,98 €	1.245,33 €	557,00 €
O	Public administration and defence; compulsory social security	20	940,12 €	1.556,88 €	557,00 €
P	Education	38.413	750,78 €	3.364,14 €	557,00 €
Q	Human health and social work activities	102.108	666,26 €	5.063,38 €	557,00 €
R	Arts, entertainment and recreation	6.392	1.277,19 €	4.800,00 €	557,00 €
S	Other service activities	4.571	590,63 €	1.485,80 €	557,00 €
TOTAL DE TRABALHADORES ABRANGIDOS		820.883	664,25 €		

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

(*) 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 2017 – Types of agreement extended

Accession agreements - 2017		2016
Total number of agreements published: 208		
Type of agreement	Total	Total
Group-level agreement (AC)	13	25
Firm-level agreement (AE)	1	3
Sectoral-level collective agreement (CC)	4	1
Total	18	29

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

1.3.2 - ADMINISTRATIVE EXTENSION ORDERS (PEs)

1.3.2.1 - Grounds for extensions under Council of Ministers Resolutions (RCMs nos. 90/2012, 43/2014, and 82/2017) – by type of agreement – 2017

Grounds for extensions	Administrative Extension Orders (PE) 2017				2016
	AC	AE	CC	Total	Total
RCM n.º 90/2012 and n.º 43/2014 (*)					
Workers from a single enterprise	0	1	3	4	4
The employers party represents ≥ 50% of the workers	0	0	20	20	15
The employers party represents ≥ 30% of the SME	0	0	26	26	16
<i>Subtotal</i>	<i>0</i>	<i>1</i>	<i>49</i>	<i>50</i>	35
RCM 82/2017 (**)					
RCM 82/2017	0	1	33	34	
TOTAL	0	2	82	84	

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

(*) RCM n.º 90/2012 and n.º 43/2014: the 50 PE extended 66 CC and 1 AE.

(**) RCM 82/2017: the 34 PE extended 34 CC and 2 AE.

1.3.2.2 - 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 ⁽ⁱ⁾ - 2017																	
- RCM n.º 90/2012 and n.º 43/2014 -																	Total (PE)
Number of months	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	32	
Number of PE	AGREEMENT / PE ⁽ⁱ⁾	0	0	0	12	7	4	12	10	3	0	0	0	0	1	1	50
	PAY TABLE: AGREEMENT / PE ⁽ⁱⁱ⁾	0	0	0	1	3	2	10	2	7	4	3	4	2	10	1	
- RCM 82/2017 -																	Total (PE)
Number of months	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	32	
Number of PE	AGREEMENT / PE ⁽ⁱ⁾	0	12	7	9	5	1	0	0	0	0	0	0	0	0	0	34
	PAY TABLE: AGREEMENT / PE ⁽ⁱⁱ⁾	1	3	0	3	3	2	3	5	8	4	1	1	0	0	0	
Total of published PE:																	84

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

⁽ⁱ⁾ No. of PEs by no. of months between publication of agreement and that of the respective PE.

⁽ⁱⁱ⁾ No. of PEs by no. of months between entry into force of the agreement's pay table and the PE.

1.3.2.3 - Length of time: between publication of an agreement and the respective PE; and between entry into force of the respective pay tables (averages)

Length of time: between publication of an agreement and the respective PE; and between entry into force of the respective pay tables (averages) - 2017			
	2016 (months)	2017 (months)	
		RCM 2012	RCM 2017
AGREEMENT / PE	6,7	5,9	2,3
PAY TABLE: AGREEMENT / PE	9,9	9,3	6,1

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

Note: Averages calculated on the basis of Table 1.3.2.2

1.3.2.4 - Administrative extension orders – Opposition to extensions (2017)

Administrative extension orders - 2017	
Opposition to extensions	
RCM n.º 90/2012 and n.º 43/2014 + RCM 82/2017	
<i>Total number of agreements published: 208</i>	
<i>Total number of PE published: 84</i>	
Type of entity	Total
Trade unions	17
Employers	4
Total	21

Source: CRL / BTE online (<https://www.crlaborais.pt> || <http://bte.gep.mtsss.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 ≥ 40%)

No. of enterprises in the State Business Sector covered by collective bargaining - 2017^(*) (public-sector ownership ≥ 40%)		%	2016	
			Total	%
TOTAL OF STATE PARTICIPATED ENTREPRISES:	75		130	
TOTAL OF ENTREPRISES (≥ 40%):	71	100,0%	89	100,0%
TOTAL OF ENTREPRISES (≥ 40%) WITH COLLECTIVE BARGAINING:	56	78,9%	58	65,2%

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

^(*) Data as at 31 December 2017 (<http://www.dgtf.pt>)

1.4.2 - Enterprises in the State Business Sector (public-sector ownership ≥ 40%) with collective bargaining – Year of latest publication (by type)

Enterprises in the State Business Sector with collective bargaining (public-sector ownership ≥ 40%)	Year of latest publication						
	2009 (*)	2010 (*)	2012 (*)	2014 (*)	2015 (*)	2016 (*)	2017 (**)
Total:	1	1	3	2	3	9	10
Accession Agreement	0	0	1	0	1	5	6
Group-level agreement (AC)	0	0	1	0	0	1	0
Firm-level agreement (AE)	1	1	1	2	2	3	4

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

*see Glossary

(*) Data as at 31 December 2016.

(**) Data as at 31 December 2017.

1.4.3 - Enterprises in the State Business Sector with collective bargaining – 2017, impact of amendments derived from the State Budget Law for 2017

Enterprises in the State Business Sector with collective bargaining - 2017 (impact of amendments derived from the State Budget Law for 2017)									
NACE code	Firm-level agreement by subtype	Firm-level agreement enterprises in 2017	Number of Firm-level agreement published	Parallel agreements	Topics				
					Food allowance	Night work	Overtime Work	Earnings	Total
E	1st agreement	CMPEA	1		X	X	X	X	4
	1st agreement	GESAMB	1		X		X	X	3
G	1st agreement	CARRISBUS	1		X	X	X	X	4
H	Partial Revision	Metro-Lisboa	2						0
	Partial Revision	STCP	1						0
	Partial Revision	PROMETRO	4	3	X	X	X	X	4
	Partial Revision	TRANSTEJO	5	5	X	X			2
	Partial Revision	SOFUSA	1		X	X	X		3
	1st agreement	EMEL	2	2		X	X	X	3
K	1st agreement (2x) / Partial Revision	Oitante	3	2	X	X	X	X	4
L	1st agreement	GEBALIS	1		X	X	X	X	4
TOTAL		11	22	12	8	8	8	7	

Source: DGAEP / CRL (<https://www.dgaep.gov.pt> | <https://www.crlaborais.pt>)

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 (2017)	TYPE			Total	2016 Total
	AC	AE	CC		
	21	96	91	208	146
Articulatory clauses and transitional regimes	5	14	3	22	19
Disciplinary power	6	25	22	53	38
Disputes Resolutions / joint committee	7	25	24	56	44
End of employment contracts	8	29	25	62	39
Equality and non-discrimination	3	13	9	25	15
Expiry and ensuing effects	6	7	4	17	20
Fixed-term employment contracts	7	23	20	50	39
Geographic scope	15	68	67	150	128
Health and safety	7	28	20	55	45
Hiring	8	32	26	66	48
Holidays	11	43	27	81	60
Individual adherence to agreements	2	13	3	18	9
Inter-functional mobility	8	19	23	50	26
Intermittent work	0	0	3	3	2
Leave	5	17	18	40	23
Moral harassment	0	5	0	5	2
Occasional loans of staff	6	11	5	22	12
On-call regimes	2	20	2	24	23
Parenthood	12	20	23	55	47
Parties' rights, duties and guarantees	6	34	23	63	41
Part-time employment contracts	6	14	16	36	25
Pay and other monetary benefits	20	89	86	195	142
Performance evaluations	6	18	8	32	15
Personality rights	1	11	3	15	3
Previous benefits and perks	9	22	15	46	23
Professional progression	9	33	15	57	64
Public holidays	12	40	25	77	49
Resolution of individual disputes	5	8	7	20	5
Secondment	5	12	9	26	18
Strikes / Minimum services	0	3	5	8	19
Student-workers	6	32	24	62	42
Supplementary social benefits	13	46	11	70	37
Teleworking employment contracts	1	3	2	6	2
Temporary closure of establishments or reduced working hours	1	1	7	9	5
Term	13	72	78	163	135
Trade union activities	9	30	24	63	45
Transmissions of enterprises or establishments	0	5	8	13	13
Travel	12	43	37	92	52
Unjustified absences	8	34	31	73	52
Vocational training	7	34	24	65	50
Weekly rest	6	27	21	54	51
Work by minors	1	15	22	38	24
Working time	9	40	31	80	52
Working time / Adaptability	5	20	16	41	17
Working time / Compensatory rest	5	13	11	29	35
Working time / Exemption from Fixed Working Hours	7	31	18	56	38
Working time / Flexitime	6	14	9	29	(*)
Working time / Hour Bank	2	6	14	22	15
Working time / Night work	4	36	26	66	46
Working time / Overtime Work	11	46	32	89	67
Working time / Shifts	11	49	17	77	56
Working time / Concentrated Working Hours	1	3	1	5	4
Workplace / Transfers	7	32	24	63	39
Work-related accidents / Occupational illnesses	11	29	24	64	42

Source: CRL / BTEonline (<https://www.crlaborais.pt>) | <http://bte.gep.mtsss.gov.pt>

*see Glossary

(*) In 2016, this topic was not covered.

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

Topics - 2017	SUBTYPE			Total	2016
	1st agreement	Partial Revision	Overall revision		Total
	22	149	37		146
Articulatory clauses and transitional regimes	5	6	11	22	19
Disciplinary power	16	6	31	53	38
Disputes Resolutions / joint committee	20	3	33	56	44
End of employment contracts	15	14	33	62	39
Equality and non-discrimination	7	3	15	25	15
Expiry and ensuing effects	8	2	7	17	20
Fixed-term employment contracts	12	13	25	50	39
Geographic scope	22	91	37	150	128
Health and safety	18	2	35	55	45
Hiring	20	12	34	66	48
Holidays	21	23	37	81	60
Individual adherence to agreements	7	8	3	18	9
Inter-functional mobility	15	5	30	50	26
Intermittent work	2	0	1	3	2
Leave	14	0	26	40	23
Moral harassment	4	0	1	5	2
Occasional loans of staff	6	1	15	22	12
On-call regimes	6	7	11	24	23
Parenthood	11	17	27	55	47
Parties' rights, duties and guarantees	21	9	33	63	41
Part-time employment contracts	11	3	22	36	25
Pay and other monetary benefits	22	136	37	195	142
Performance evaluations	13	7	12	32	15
Personality rights	4	1	10	15	3
Previous benefits and perks	14	9	23	46	23
Professional progression	16	18	23	57	64
Public holidays	19	22	36	77	49
Resolution of individual disputes	6	1	13	20	5
Secondment	8	0	18	26	18
Strikes / Minimum services	4	0	4	8	19
Student-workers	17	11	34	62	42
Supplementary social benefits	15	33	22	70	37
Teleworking employment contracts	2	1	3	6	2
Temporary closure of establishments or reduced working hours	1	0	8	9	5
Term	16	110	37	163	135
Trade union activities	20	8	35	63	45
Transmissions of enterprises or establishments	5	0	8	13	13
Travel	20	47	25	92	52
Unjustified absences	20	16	37	73	52
Vocational training	21	8	36	65	50
Weekly rest	15	7	32	54	51
Work by minors	4	13	21	38	24
Working time	22	21	37	80	52
Working time / Adaptability	10	6	25	41	17
Working time / Compensatory rest	6	3	20	29	35
Working time / Exemption from Fixed Working Hours	16	8	32	56	38
Working time / Flexitime	11	0	18	29	(*)
Working time / Hour Bank	6	2	14	22	15
Working time / Night work	15	19	32	66	46
Working time / Overtime Work	21	31	37	89	67
Working time / Shifts	15	35	27	77	56
Working time/ Concentrated Working Hours	0	0	5	5	4
Workplace / Transfers	18	12	33	63	39
Work-related accidents / Occupational illnesses	21	11	32	64	42

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

*see Glossary

(*) In 2016, this topic was not covered.

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 (2017)		1st agreements				Overall revisions				TOTAL	2016
		AE	AC	CC	TOTAL	AE	AC	CC	TOTAL		
n.º 2, a)	Relations between parties, fulfilment of agreements and means of resolving collective disputes	6	3	2	11	9	4	7	20	31	17
n.º 2, b)	Vocational training	1	1	4	6	2	2	8	12	18	15
n.º 2, c)	Working conditions – health and safety	12	3	3	18	15	4	16	35	53	42
n.º 2, d)	Principle of equality and non-discrimination	13	3	6	22	15	4	18	37	59	41
n.º 2, e)	Other rights and duties – workers and employers – e.g. base pay	13	3	6	22	15	4	18	37	59	46
n.º 2, f)	Employment contracts – dispute-resolution processes	6	2	1	9	5	3	5	13	22	5
n.º 2, g)	Minimum services during strikes (Art. 537, CT)	0	0	0	0	3	0	0	3	3	4
n.º 2, h)	Effects on workers of an agreement, following its expiry	2	3	3	8	3	3	0	6	14	6
n.º 3	Provision for a joint committee to interpret and complete agreements	7	3	6	16	12	4	16	32	48	40
Analysed agreements		13	3	6	22	15	4	18	37	59	46

Source: CRL / BTE online (<https://www.crlaborais.pt> || <http://bte.gep.mtsss.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 - 2017					2016
Total number of agreements published: 208					(146)
	AC	AE	CC	Total	Total
National	10	37	52	99	103
National and extra territorial	5	4	5	14	
Regional	1	27	10	38	25
Total	16	68	67	151	128

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

2.2.2 - TEMPORAL SCOPE

2.2.2.1 – Duration of agreements (by type and subtype)

Duration of agreements - 2017										2016
Total number of agreements published: 208										(146)
Duration	AC		AE		CC		Subtotal		Total	Total
	REVISION		REVISION		REVISION		REVISION			
	Partial	Global	Partial	Global	Partial	Global	Partial	Global		
< 12 months	3	0	13	0	22	4	38	4	42	27
12-24 months	9	0	28	4	33	1	70	5	75	63
24-48 months	2	1	13	3	6	2	21	6	27	15
48-96 months	0	3	11	5	4	6	15	14	29	21
= > 96 months	0	0	3	3	2	5	5	8	13	2
Total	14	4	68	15	67	18	149	37	186	128

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

*see Glossary

2.2.2.2 - Duration / Agreements published / Workers potentially covered

Duration / Agreements published / Workers potentially covered													
NACE code	Sector of economic activity	< 12 months		12-24 months		24-48 months		48-96 months		> 96 months		Total (agreements)	Total (workers)
		Number of agreements	workers	Number of agreements	workers	Number of agreements	workers	Number of agreements	workers	Number of agreements	workers		
A	Agriculture, forestry and fishing	0	0	1	341	0	0	0	0	0	0	1	341
B	Mining and quarrying	0	0	0	0	0	0	0	0	0	0	0	0
C	Manufacturing	23	118.750	38	99.151	5	2.617	6	3.451	3	14.923	75	238.892
D	Electricity, gas, steam and air conditioning supply	0	0	2	605	0	0	0	0	0	0	2	605
E	Water supply; sewerage, waste management and remediation activities	0	0	0	0	0	0	1	321	0	0	1	321
F	Construction	1	104.734	0	0	0	0	0	0	0	0	1	104.734
G	Wholesale and retail trade; repair of motor vehicles and motorcycles	7	16.615	12	15.456	5	5.878	4	9.737	1	1.248	29	48.934
H	Transportation and storage	5	5.010	12	16.661	11	726	5	301	1	335	34	23.033
I	Accommodation and food service activities	1	47.937	3	26.729	0	0	4	65.676	2	169	10	140.511
J	Information and communication	0	0	0	0	0	0	0	0	0	0	0	0
K	Financial and insurance activities	1	139	2	8.527	2	0	4	3.690	0	0	9	12.356
L	Real estate activities	0	0	0	0	0	0	0	0	0	0	0	0
M	Professional, scientific and technical activities	1	1.497	0	0	0	0	0	0	0	0	1	1.497
N	Administrative and support service activities	0	0	1	307	1	7.021	1	12.094	1	6.461	4	25.883
O	Public administration and defence; compulsory social security	0	0	0	0	0	0	1	20	0	0	1	20
P	Education	0	0	1	123	1	0	1	79	1	715	4	917
Q	Human health and social work activities	0	0	2	45.578	2	150	0	0	2	56.380	6	102.108
R	Arts, entertainment and recreation	3	5.651	1	0	0	0	0	0	1	631	5	6.282
S	Other service activities	0	0	0	0	0	0	2	4.125	1	446	3	4.571
T	Activities of households as employers; undifferentiated goods- and services-producing activities of	0	0	0	0	0	0	0	0	0	0	0	0
U	Activities of extraterritorial organisations and bodies	0	0	0	0	0	0	0	0	0	0	0	0
Total		42	300.333	75	213.478	27	16.392	29	99.494	13	81.308	186	711.005

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

2.2.2.3 - Term and/or expiry of agreements (by type and subtype *)

Term and/or expiry of agreements - 2017						2016
Total number of agreements published: 208					100%	(146)
TYPE	subtype				%	TOTAL
	1st agreement	Partial Revision	Overall revision	TOTAL		
Group-level agreement (AC)	3	5	4	12	5,8%	14
Firm-level agreement (AE)	13	33	15	61	29,3%	37
Sectoral-level collective agreement (CC)	6	23	18	47	22,6%	38
Total	22	61	37	120	57,7%	89

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

*see Glossary

2.2.2.4 - Term of agreements (classification by term)

Term of agreements - 2017			2016
Total number of agreements published: 208			(146)
Term	Number of agreements	%	Number of agreements
≤ 12 months	19	17,8%	19
> 12 e ≤ 24 months	57	53,3%	37
> 24 e ≤ 36 months	15	14,0%	19
> 36 e ≤ 48 months	4	3,7%	5
> 48 months	9	8,4%	3
CT	3	2,8%	0
Total	107	100%	83

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

2.2.2.5 - Automatic renewal of agreements (by length of renewal)

Automatic renewal of agreements - 2017			2016
Total number of agreements published: 208			(146)
length of renewal	Number of agreements	%	Number of agreements
6 months	0	0,0%	0
12 months	29	56,9%	33
24 months	18	35,3%	8
36 months	4	7,8%	2
48 months	0	0,0%	1
60 months	0	0,0%	1
Under the terms of the legal norms and rules in force at any given moment	0	0,0%	1
Total	51	100%	46
Scheduled renewal date same as scheduled term	28	54,9%	17
Scheduled renewal date different from scheduled term	23	45,1%	29

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

2.2.3 – GRACE PERIOD AND EXPIRY

2.2.3.1 - Grace period (by type and by length of period *)

Grace period - 2017						2016
Total number of agreements published: 208						(146)
Length of grace period	AC	AE	CC	Total	%	
6 months (+ 12 months if negotiations are underway)	0	0	1	1	6,7%	0
During negotiations or for up to 12 months (+ 30 days after communication to MTSSS and the other party)	0	0	3	3	20,0%	0
12 months, but only expires if the agreement has been in effect for 5 years or more	0	0	1	1	6,7%	0
12 months if negotiations are underway (+ 6 months if conciliation, mediation or voluntary arbitration has begun)	0	2	0	2	13,3%	1
During negotiations or for at least 12 months	0	0	0	0	0	1
At least 12 months and at most 18 months	0	0	0	0	0	1
15 months (+ 45 days) after communication to MTSSS and the other party	0	0	0	0	0	1
18 months (+ 60 days) after communication to MTSSS and the other party	0	0	0	0	0	3
Up to 24 months, but remains in effect if conciliation, mediation or voluntary arbitration is underway	0	0	0	0	0	1
During negotiations or for at least 24 months (+ 60 days after communication to MTSSS and the other party)	1	0	0	1	6,7%	1
Until new agreement	0	0	1	1	6,7%	0
Labour Code	0	5	1	6	40,0%	13
Total	1	7	7	15	100%	22

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

*see Glossary

2.2.3.2 - Grace period and expiry

Grace period and expiry (2017-2016)						
	2017			2016		
	Total number of agreements published: 208			Total number of agreements published: 146		
	Total agreements regulating grace period and expiry: 25			Total agreements regulating grace period and expiry: 24		
	Grace period	Expiry expressly provided for	Effects of expiry	Grace period	Expiry expressly provided for	Effects of expiry
Total	15	17	16	22	13	8

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

2.2.4 – ARTICULATORY CLAUSES AND TRANSITIONAL REGIMES

2.2.4.1 - Clauses articulating various collective agreements

Clauses articulating various collective agreements - 2017		2016
Total number of agreements published: 208		(146)
	Number of agreements	Number of agreements
art. 482.º, n.5, al. a), CT	5	1
art. 482.º, n.5, al. b), CT	0	2

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

Maximum limits on normal working time (PNT) - 2017		2016
<i>Total number of agreements published: 208</i>		(146)
<i>Total agreements regulating full time PNT: 67</i>		Number of agreements
subtype	Number of agreements	
1st agreement	21	16
Partial Revision	9	2
Overall revision	37	25
Total	67	43

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

*see Glossary

2.3.1.2 – LENGTH OF ANNUAL HOLIDAYS

2.3.1.2.1 - Agreements regulating holidays (by subtype *)

Agreements regulating holidays - 2017		2016
<i>Total number of agreements published: 208</i>		(146)
subtype	Number of agreements	Number of agreements
1st agreement	21	18
Partial Revision	23	14
Overall revision	37	28
Total	81	60

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

*see Glossary

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

Agreements regulating holidays - 2017		
Total number of agreements published: 208		
<i>Total agreements regulating holidays: 81</i>		
number of days	without bonuses	with bonuses
22	11	26
23	4	1
24	1	0
25	12	6
(-)*	0	5

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

* 5 partial revisions that do not refer to the annual holiday period but do provide for bonuses.

2.3.2 – ORGANISATION OF WORKING TIME

2.3.2.1 – ADAPTABILITY AND HOUR BANK

2.3.2.1.1 - Adaptability (by type *)

Adaptability - 2017		2016
Total number of agreements published: 208		(146)
	Number of agreements	Number of agreements
Group-level agreement (AC)	5	4
Firm-level agreement (AE)	20	3
Sectoral-level collective agreement (CC)	16	10
Total	41	17

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

*see Glossary

2.3.2.1.2 - Adaptability – Maximum PNT and Reference period

Adaptability – Maximum PNT and Reference period - 2017										
Total number of agreements published: 208										
Total agreements regulating adaptability: 41										
additional (daily)			normal working time (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
11	10	3	14	19	2	4	17	6	1	7

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

2.3.2.1.3 - Hour Bank (by type *)

Hour Bank - 2017		2016
Total number of agreements published: 208		(146)
	Number of agreements	Number of agreements
Group-level agreement (AC)	2	1
Firm-level agreement (AE)	6	5
Sectoral-level collective agreement (CC)	14	9
Total	22	15

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

*see Glossary

2.3.2.1.4 - Hour Bank (additional hours)

Hour Bank (additional hours) - 2017								
Total number of agreements published: 208								
Total agreements regulating hour bank: 22								
additional (daily)			normal working time (weekly)			normal working time (year)		
2 hours	3 hours	4hours	≤ 40 hours	> 40 e < 60 hours	= 60 hours	< 160 hours	≥ 160 e ≤ 180 hours	> 180 hours
7	2	9	3	8	7	3	7	7

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

2.3.2.2 – ON-CALL REGIMES

2.3.2.2.1 - On-call regimes (by type *)

On-call regimes - 2017		2016
<i>Total number of agreements published: 208</i>		(146)
	Number of agreements	Number of agreements
Group-level agreement (AC)	2	4
Firm-level agreement (AE)	20	16
Sectoral-level collective agreement (CC)	2	3
Total	24	23

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

*see Glossary

2.3.2.2.2 - Agreements published in 2017 and including on-call regimes

Agreements published in 2017 and including on-call regimes				
<i>Total number of agreements published: 208</i>				
<i>Total agreements regulating on-call regimes: 27</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
8	8	8	24	13

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

2.3.2.3 – OVERTIME WORKING

2.3.2.3.1 - Overtime (by subtype *)

Overtime - 2017		%	2016
Total number of agreements published: 208			(146)
	Number of agreements		Number of agreements
1st agreement	21	23,6%	17
Partial Revision	31	34,8%	22
Overall revision	37	41,6%	28
Total	89	100%	67

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

*see Glossary

2.3.2.3.2 - Overtime – Requisites

Overtime – Requisites - 2017				
Total number of agreements published: 208				
Total agreements regulating overtime: 89				
Maximum limits on overtime / year	Prior notice to work overtime	overtime additional pay		
		week day		Weekly rest period or public holiday
		First hour	other hours	
50	1	38	27	44

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

2.3.2.3.3 - Overtime – Additional pay (daytime working)

Overtime – Additional pay - 2017				
Total number of agreements published: 208				
Total agreements regulating overtime: 89				
Week day			Holiday / DDO / DDC / Other	
Additional (%)	First hour	Other hours	Additional (%)	Total
< 50 %	7	6	< 100 %	6
50%	36	11	100%	38
> 50 % < 100 %	14	37	> 100 % < 150 %	11
100%	5	6	200%	1
CT and others	8	8	CT and others	6
Total	70	68	Total	62

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

2.3.2.4 – FLEXIBLE WORKING HOURS

2.3.2.4.1 - Flexitime – 2017 (by type and subtype *)

Flexitime - 2017				
Total number of agreements published: 208				
subtype	AC	AE	CC	TOTAL
1st agreement	3	6	2	11
Overall revision	3	8	7	18
TOTAL	6	14	9	29

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

*see Glossary

2.3.2.5 – EXEMPTION FROM FIXED WORKING HOURS

2.3.2.5.1 - Exemption from fixed working hours – 2017

Exemption from fixed working hours - 2017		2016
Total number of agreements published: 208		(146)
	Number of agreements	Number of agreements
Group-level agreement (AC)	7	10
Firm-level agreement (AE)	31	19
Sectoral-level collective agreement (CC)	18	9
Total	56	38

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

2.3.2.5.2 - Exemption from fixed working hours – Target universe and Additional pay – 2017

Exemption from fixed working hours – Target universe and Additional pay – 2017		
Total number of agreements published: 208		
Total agreements regulation Exemption from fixed working hours : 56		
		Number of agreements
CT	Director or senior manager (...) Art. 218(1)(a), CT	37
	Preparatory work (...) Art. 218(1)(b), CT	25
	Activity away from establishment (...) Art. 218(1)(c), CT	18
Others		26
Whole workforce by agreement		13
Activity with high degree of autonomy and responsibility		3
Other situations		10

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

2.4 – PROMOTING WORKER QUALIFICATIONS

2.4.1 - Vocational training (by subtype *)

Vocational training - 2017		% in the total of the agreements published (by subtype)	2016
Total number of agreements published: 208			(146)
	Number of agreements		Number of agreements
1st agreement	21	95,5%	17
Partial Revision	8	5,4%	6
Overall revision	36	97,3%	27
Total	65	31,3%	50

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

*see Glossary

2.4.2 - Student-workers (by subtype *)

Student-workers - 2017		% in the total of the agreements published (by subtype)	2016
Total number of agreements published: 208			(146)
	Number of agreements		Number of agreements:
1st agreement	17	77,3%	9
Partial Revision	11	7,4%	8
Overall revision	34	91,9%	25
Total	62	29,8%	42

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

*see Glossary

2.4.3 - Agreements regulating vocational training published in 2017 – Some parameters

Agreements regulating vocational training - 2017								
Year	35H/VT	VT – H&S	VT in or outside working hours			Relevance of VT to worker's career progression	Total of agreements published	Total of agreements regulating vocational training
			In Wh	Outside WH	Rest days			
2017	16	24	16	11	2	19	208	65
2016	13	16	20	13	3	23	146	50

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

2.5 – SOCIAL AND SUPPLEMENTARY WELFARE BENEFITS

2.5.1 - Supplementary social benefits (by subtopic)

Supplementary social benefits - 2017		2016
<i>Total number of agreements published: 208</i>		(146)
<i>Total agreements addressing topics: 70</i>		37
<i>Worker's family or personal situation</i>	37	24
Children	17	12
Creche	11	2
Educational assistance	23	17
Descendants with psychomotor disabilities	7	5
Life insurance	0	1
<i>Social benefits</i>	47	30
Retirement	18	16
Sickness benefit	26	17
Health insurance	26	16

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

2.6 – RIGHTS OF BODIES REPRESENTING WORKERS

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

Trade union activities within enterprises - 2017					2016
<i>Total number of agreements published: 208</i>					(146)
	AC	AE	CC	Total	Total
1st agreement	3	11	6	20	15
Partial Revision	2	4	2	8	5
Overall revision	4	15	16	35	25
Total	9	30	24	63	45

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

*see Glossary

2.6.2 - Trade union activities within enterprises – Contents

Trade union activities within enterprises - 2017					
Total number of agreements published: 208					
Total agreements regulating trade union activities: 63					
Right to meet the enterprise's management bodies	Right to meet at the workplace	Right to premises	Right to display and distribute information	Right to information and consultation	Hour credit
5	46	38	37	53	44

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

2.7 – EQUALITY AND NON-DISCRIMINATION

2.7.1 - Equality and non-discrimination / Parenthood

Equality and non-discrimination / Parenthood - 2017					2016
Total number of agreements published: 208					(146)
	AC	AE	CC	Total	Total
Total	12	20	23	55	47
<i>Moral harassment</i>	0	5	0	5	2
<i>Equality and non-discrimination</i>	3	13	9	25	15
<i>Parenthood</i>	12	20	23	55	47

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

2.7.2 - Conciliation of family life and work – 2017

Conciliation of family life and work - 2017					
Topics / Number of agreements					
ADAPTABILITY	HOURLY BANK	OVERTIME	FLEXITIME	NORMAL WORKING TIME	HOLIDAYS
6	2	31	3	11	40

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

