

EXECUTIVE SUMMARY

1. The Report on Collective Bargaining in 2023 is part of the annual series, which began in 2016, and aims to implement the task assigned to the Labour Relations Centre in Art. 3(1)(d) of Decree-Law No. 189/2012 of 22 August.
2. The structure of the present Report is similar to that adopted in previous years, with the same analytical object and perspectives, ensuring the consistency of the sources used and stabilising the period covered by the description of how collective bargaining has evolved in Portugal (Chapter 1).
3. The section on the general background (Chapter 2) sets out the fundamental aspects of the economic (2.1.) and normative (2.2.) contexts that form the backcloth to collective bargaining. It summarises the major macroeconomic variables and the normative changes likely to have repercussions on collective bargaining in 2023, under the Labour Code (LC) and the General Law governing Work in the Public Service (LTFP).
4. On the economic front, the behaviour of two variables relevant to collective bargaining stands out. On the one hand, GDP growth, which has been recovering since 2021 (5.6%), reached its peak (2.1%) in 2023 during the period under review (2010-2023). On the other hand, the consumer price index (CPI) has fluctuated significantly during the period under analysis. After three consecutive years of decline (between 2017 and 2020), the CPI rose again in 2021 (1.3%) and peaked in 2022 (7.8%). However, in 2023, the inflation rate fell again ((to 4.3%, provisional data – (2.1)).
5. In terms of regulations (2.2.), 2023 was a year of extensive reform of labour and related legislation with the entry into force, on 1 May 2023, of Law No. 13/2023 of 3 April, formally designated as the “Dignified Work Agenda”. Law No. 13/2023 amended 13 legal instruments, including the Labour Code of 2009 (Law No. 7/2009 of 12 February) and the respective Regulations contained in Law No. 105/2009 of 14 September. It also transposes into national law two Directives of the European Parliament and of the Council, published on 20 June: Directive No. 2019/1152 on transparent and predictable working conditions in the European Union, and Directive No. 2019/1158 on work-life balance for parents and carers. In addition, some solutions contained in

the Proposal for a Directive of the European Parliament and of the Council on improving working conditions on digital platforms COM (2021) 762 final, which was approved on 24 April 2024, have been adopted in advance.

6. Chapter 3, General data on collective bargaining in 2023 and its evolution since 2010, presents an overview of the evolution of collective bargaining in Portugal, taking into account mainland Portugal, the Autonomous Region of Madeira and the Autonomous Region of the Azores (3.2.); followed by the usual in-depth analysis of data for mainland Portugal (3.3. et seq.).
7. As for national data (3.2), Portugal ends 2023 with an increase in the number of Collective Labour Regulation Instruments (IRCT) (706) compared with 2022 (505), distributed across three NUTS: mainland: 478; Azores AR 99 and Madeira AR 129. The 2010-2023 period showed fluctuating trends, with the best years in the series being 2010, 2019, 2022 and 2023 (534, 524, 505 and 706 IRCT, respectively). On the other hand, there are two periods that coincide with the decline in collective bargaining: the economic and financial assistance programme between 2011 and 2014 (commonly known as the 'Troika') and the COVID-19 pandemic, starting in March 2020. Since then, there has been a general recovery in IRCT as a whole (graph 5).
8. Within the IRCT universe, collective agreements continue to stand out, with a differentiated distribution between AE, AC and CC in the three NUTS. In summary, in 2023, the breakdown by type of IRCT is as follows (Chart 6 and Annex - Q.1):
 - Portuguese Mainland: 299 agreements (32 AC; 156 AE and 97 CC); 60 AA; 118 PE
 - AR Azores: 51 agreements (0 CA; 21 AE and 30 CC); 46 PE; no AA
 - AR Madeira: 66 agreements (10 CA; 24 AE and 32 CC); 62 PE; no AA
9. The information collected on employees working in the companies listed in the Single Report (2010 to 2022) showed that, in Portugal, there were 2,492.8 employees listed in 2022, corresponding to 1,119 agreements. Twenty-four Ministerial Order governing Labour Conditions are also reported (Table 6). These figures fluctuated somewhat between 2010 and 2022, but the number of workers has always remained above two million, with 2022 being the best year in the series at national level. The following points (3.3. and subsequent) focus the analysis on data for mainland Portugal in 2023. The positive trend in the number of agreements (299) compared with 2022 (240) was not accompanied by growth in the number of workers potentially covered by the agreements. On the contrary, there was a decrease from 855,998 employees in 2022 to 825,269 in 2023 [3.3.a); graph 8]. This was due in part to the weight of the AEs in the total number of

agreements. In this context, however, it should be noted that sectoral agreements (CC) continue to cover the vast majority of workers (88% of workers potentially covered by agreements published in 2023) (Tables 19 and 20).

10. In 2023, two agreements were signed to terminate an existing agreement (out of a total of 14 between 2010 and 2024); meanwhile, the total number of notices of expiry of an agreement published in the OJEU (25) has remained unchanged since 2020 [3.3.d)].
11. In terms of wages (3.4.), in 2023, the average length of time for which pay tables remained in effect before they were replaced was 19.7 months, which is a significant decrease compared with the previous year (29.5 months in 2022) and even below the figures recorded in 2021 and 2020 (21.4 months and 22.5 months, respectively).
12. The year-on-year nominal wage variation, in addition to being positive in 2023, continues to grow compared with 2022. In fact, the nominal wage growth rate was high (6.9%), but in real terms it fell significantly (0.1%) compared with 2022. In 2023, a new law set the national minimum wage at €760/month.
13. In matters of collective disputes ending in settlement, in 2023 there was a decrease in requests for conciliation (50) and mediation (6) compared with 2022. On the other hand, 58% of conciliation proceedings were concluded with an agreement (in 2023, 29 with and 20 without agreement). On the other hand, conflict resolution by arbitration is still rare. No arbitration decisions were published in 2023 (3.5).
14. In Chapter 4, the characterisation of collective agreements in 2023 compared with 2022 showed a general improvement in its multiple quantitative dimensions. Some aspects are worth highlighting (4.1.):
 - 478 IRCTs were published (compared with 315 IRCTs in 2022), with growth in negotiated IRCTs (agreements and AAs) (Table 16);
 - there was a 25% increase in collective agreements with autonomous content (299 in 2023 and 240 agreements in 2022);
 - This positive trend occurs in both first agreements (+)41%, partial revisions (+)17% and overall revisions (+)20%. In turn, the breakdown and relative weight of each subtype for the total is slightly different compared with 2022: first agreements 8% (7% in 2022); partial revisions 73% (78% in 2022) and overall revision 19% (15% in 2022) (Table 15);
 - In terms of type, in 2023, the growth margins also changed in terms of the number of: AE by 39% (156 in 2023; 112 in 2022); CC by 14% (111 in 2023; 97 in 2022) and AC by 3% (32 in 2023;

- 31 in 2022), leading to a different distribution compared with the previous year (in 2023, AE 52%; CC 37% and AC 11%; in 2022, AE 47%; CC 40%; AC 13%);
- with regard to parallel agreements, their relative weight is lower in 2023 (28.8% in 299 agreements) compared with 2022 (33.8% in 240 agreements) (Table 17);
 - the breakdown by sector showed the predominance of the usual sectors: “H- Transport and storage”, “C- Manufacturing” and “G- Retail”, which together account for 60.2% of the total in 2023, although this is lower than in 2022 (64.6%). However, the relative weight between them is different in these two years. The growth in the transport sector stands out in absolute terms (85 agreements, 2023; 50, 2022) and relative terms (2023, 27.4%; 2022, 20.8%), where almost half corresponds to AC and AE in the public business sector; followed by ‘C- Manufacturing’ (2023, 21.1%; 2022, 28.3%) and ‘G- Retail’ (2023, 11.7%; 2022, 15.4%);
 - There are four sectors (C, G, I, and Q) that cover approximately 64% of workers potentially covered by collective bargaining.
15. In 2023, 118 extension orders (PE) were published, more than double the number in 2022 (54). The extension procedure follows RCM No. 82/2017, 9 June. The following facts deserve a particular mention (4.1.2.1):
- The majority of extensions continued to apply to partial revisions (86 of 118);
 - Thirty PEs extended parallel agreements.
 - Twelve CAE sectors of activity are covered, with the usual predominance of industry (C) (38) and trade (G) (30) (graph 14);
 - Twenty-five PEs are subject to opposition to the extension during the public consultation phase of the extension project: 12 on the initiative of the employer side and 11 on the trade union side, and 2 PEs that have been opposed by both trade unions and employers.
16. In 2023, collective bargaining in the public sector subject to the Labour Code (4.2.) continues to play an important role in overall collective bargaining for the year, particularly in the public enterprise sector, with a total of 131 IRCT negotiations, corresponding to 78 agreements (71 AE and 7 AC) and 53 AA. However, the number of companies covered, which, on the contrary, fell slightly (76 in 2022; 63 in 2023), did not match this 157% increase in the total number of IRCTs. Transport continues to dominate the sectoral breakdown (15 contracting companies and 40 agreements). As in other chapters, partial revisions were particularly important here too (74% out of 78 agreements).

17. The analysis of the contents of the collective agreement published in 2023 (4.3.) covers a wide range of topics, which are explored in depth (4.3.1) using two complementary approaches:
- A more general one, which considers the major thematic blocks in question and
 - another more in-depth analysis, which examines the following topics: scope of application of agreements; duration and organisation of working time; worker qualifications; equality and non-discrimination; personal data protection and its connection to personality rights; new technologies and labour relations; performance evaluation; rights of workers' representative structures; social benefits and supplementary social security schemes; and occupational health and safety.
18. In material terms (4.3.), the mapping of the 299 collective agreements for the year in question showed a similar profile to previous years. We can thus see that:
- the regulation of salary conditions, other monetary benefits, and the term of validity continue to be paramount. However, pay clauses are rarely confined to defining pay by category and profession. This is because forecasts with an impact on remuneration refer both to the updating of basic pay and to a number of additional payments associated either with the organisation of working time (overtime, shift work, on-call duty, exemption from working hours) or with bonuses and rules on promotion, often linked to performance evaluation systems. In 2023, the various ways of increasing workers' wages are, in fact, an important point in collective bargaining, given the multiplicity of wage updates that can lead to higher wages for workers.
 - this is followed by the geographical scope of the agreement and professional categories;
 - the least frequently found content relates to: remote surveillance methods, working time/duty to refrain from contact and, above all, in the context of the organisation of working time, intermittent work and concentrated working hours, as well as the resolution of individual conflicts.;
 - there are also some topics that are essentially regulated in AEs (occupational accidents; individual accession; moral harassment; on-call regimes; supplementary social benefits; flexible working, overtime, and shift work; performance evaluation; fixed-term employment contracts; equality and non-discrimination; health and safety; articulation clauses and transitional regimes);
19. The in-depth analysis of collective agreements from the perspective of Art. 492 of the Labour Code (4.3.3) examines the extent to which the agreements comply with the recommendations set out in

paragraphs 2 and 3 of that provision, in the context of first agreements and overall revisions in 2023 (81 out of 299 agreements). In 2023, the relative distribution among the 10 topics compared in this section remains variable, and the depth of the topics covered by the law, as well as their coverage by agreement, is not complete, despite generally covering a variety of areas. The negotiated solutions (in initial agreements and overall revisions) are practically identical to previous years:

- in relations between parties, the means of resolving collective disputes arising from the application or revision of the agreement are regulated, with conciliation and mediation remaining the most common provisions;
- in the provision of vocational training, bearing in mind the needs of the employee and the employer, the wording is close to the law (see separate point 4.3.7.);
- in labour conditions relating to health and safety, the various aspects involved in the planning and implementation of health and safety measures or services, which are the responsibility of the company, are set out (see 4.3.14);
- in measures aimed at the effective application of the principle of equality and non-discrimination, there continues to be a wide variety of issues addressed (see 4.3.8);
- as regards other rights and duties of workers and employers, rules on basic pay for all professions and occupational categories are common;
- the mechanisms for the peaceful resolution of disputes arising from employment contracts take various forms, and powers in this area may be assigned to the joint committee or to another type of joint body;
- In what concerns going to strike, there are still few provisions in collective agreements concerning (i) minimum services to meet essential social needs; and/or (ii) minimum services necessary for the safety and maintenance of equipment and facilities (Art.s 534(3) and (4), 537 and 538 of the Labour Code).
- agreements also rarely address the post-effectiveness of the agreement in the event of expiry (see separate point 4.3.5.4);
- there are 17 first agreements and global revisions governing the conditions of remote work (see separate point 4.3.7.3);

- the provision for a joint committee appears in 68 agreements and is often assigned other powers
 - in the revision of categories and content of professions and the resolution of individual disputes – in addition to those provided for in the Labour Code;
 - In 2023, eight joint committee decisions were published, mostly in the transport sector.
20. A comparison of the Art.s of the agreements published in 2023, taking into account the amendments introduced by Law No. 13/2023 of 3 April, effective as of 1 May 2023, showed that the collective agreements published in 2023 already incorporate some of the changes resulting from that law. However, the set of changes found does not exhaust the regimes subject to legal modification, nor does it have a significant impact on the set of regimes dealt with. Thus, the updates up to December 2023 mainly concern overtime pay, parental leave, in particular exclusive paternity leave, and the updating of the absence regime (see 4.3.4, Annex -Q.29).
21. The following findings stand out in the chapter devoted to the different segments relating to the application of collective agreements (4.3.5):
- with regard to their geographic applicability, in 2023, agreements with a national scope (mainland Portugal and the autonomous regions) continued to be the most common, as opposed to agreements covering a given local or regional area, although this binary distribution is slightly more balanced compared with the previous year (2023: 69%/31%; 2022:77%/23%) (4.3.5.1);
 - Still few provisions related to workers who are not trade union members to unilaterally adhere to a collective agreement. Even so, in 2023, their number is significantly higher than in 2022 (25 in 2023; 15 in 2022), with a AE being the most common (22 out of 24) (4.3.5.2.).
 - Approximately 69% (of 275) of the agreements published in 2023 were revised after 24 months in force, coinciding approximately with the most common duration established in collective agreements. The group of agreements with duration between 24 and 48 months decreased sharply: 16% in 2023; 34% in 2022 (Table 32). On the other hand, there has been a significant increase in the number of agreements that had not been revised for more than 48 months, doubling the total number of agreements that had been in force for more than 96 months (15% in 275 in 2023; 7% in 223 in 2022; 10% of 184 in 2021) (4.3.5.3);
 - in 149 of the 299 agreements analysed, their duration is specified (Table 36), with a period of between 12 and 24 months being the most common (38% of 57/149 agreements). The shortest

periods found is six and 12 months (31 agreements) and the longest is 65 months (17 agreements);

- it is rare for agreements to provide for what should happen during the grace period or after they actually expire, since the general rule is the automatic renewal until a new agreement is signed. In 2023, 31 agreements (out of 299) regulate what should happen during the grace period or after they actually expire, including eight that refer to the Law (Art. 501(3) of the Labour Code). In this universe, there are six agreements whose provisions expressly indicate what should happen after they actually expire (4.3.5.4.);
- clauses on the articulation or conjugation of the provisions of multiple agreements are less frequent (5 of 299), with the number of transitional regimes being more significant (40 of 299).

22. Collective bargaining continues to address part of its regulation to other instruments such as internal regulations or supplementary agreements, originating from collective agreements. In most situations, the collective agreement establishes a rule of precedence of the agreement over internal regulations, with the same merit as the collective agreement in abstract terms; in other cases, it is determined that previous agreements and regulations contrary to the agreement shall be revoked; in others, the agreement sets the parameters to be met in the issuance of internal regulations, as is the case with the performance evaluation regime and, in 2023, with the remote work regime and the use of digital tools. On the other hand, the agreement may refer to internal regulations as a set of rights (including social rights) and duties of employees (e.g. regulations on blood alcohol levels or company data protection) and employers (e.g. codes of conduct) (4.3.5.6).

23. The study of working time is structured, as usual, around two points: (i) the duration of work (maximum limits on normal working hours, including full-time and part-time work, the length of annual leave and the duty to refrain from contact or the right to disconnect); and (ii) working time arrangements (flexibility, time banks, concentrated working hours, exemption from working hours, overtime, shift work and night work; availability or prevention and flexible working hours in the interest of the employee) (4.3.6.).

24. The definition of the maximum Normal Working Hours [4.3.6.2.a)] is found in about 95% of first agreements and overall revisions (table 44), and a maximum of 40 hours remains the general rule.

25. Part-time work, which is also related to the length of the working day, but is a type of employment contract, has been evolving in agreement instruments, when comparing the years 2023 and 2022, presenting diverse solutions, within the margins of autonomy that the law grants to the parties (table 45).

26. In 2023, the annual holiday period [4.3.6.2.b)] was covered in 32% of the agreements (table 46). There were several arrangements within the usual matrix. It is worth noting the role of collective bargaining in a number of increments granted in addition to the 22 working days of holiday granted by law.
27. Law No. 83/2021 of 6 December, associated with changes to the remote work regime, reinforced the protection of the right to rest by establishing a duty to refrain from contacting employees during rest periods, except in cases of force majeure. However, Art. 199-A applies to all workers, regardless of their contractual status. In 2023, only a handful of agreements regulate this issue (10 out of 299), with the particularity that, in all of them, the issue is being regulated for the first time [4.3.6.2.c)].
28. Regarding the organisation of working time (4.3.6.3), the three flexible management regimes provided for in the Labour Code are examined in greater detail. For almost a decade, the configuration of adaptability schemes and time banks negotiated by the parties has remained concentrated in a relatively stable group of agreements. In 2023, 35 agreements deal with the adaptability regime, mainly CC (18 out of 35), followed by the publication of AE (15 out of 35), and explained mainly by the preponderance of partial revisions that rarely address these matters. Concentrated working hours, on the other hand, remain residual (only five agreements) (Tables 48 and 52).
29. The usual solutions appear in relation to the adaptability regime (4.3.6.2.b): the parties tend to establish their own mixes of the essential elements of the overall regime (limits on variations in the working day, rules on the definition of working hours, duration of reference periods), with the balancing of family interests or compensation for expenses.
30. The tendency towards a certain standardisation is combined with the provision of rules adapted to each agreement's organisational and occupational context. As such, some agreements provide for specific balances in the management of the various components of the hour bank format (4.3.6.2.c): longer working days; the number of hours allocated to the bank; forms of compensation for additional hours in time and/or money, including the possibility of compensation for variations in the working day, and the provision of means of transport.
31. Exemption from working hours [4.3.6.3.i)] has been a traditional instrument of work time flexibility rooted in some sectors of collective bargaining. In 2023, it appears in 45 (out of 299) agreements, mainly in overall revisions (25), and most of the agreements reproduce the law, while others are adjusted to the specific reality to which they apply (permitted modalities, limits on working hours and situations of termination of the regime).

32. Overtime [4.3.6.2. f)] remains a key issue in overall revisions and first agreements. As always, it remained insignificant in partial revisions. This distribution explains the increase in agreements that address this issue in relation to 2022 (100 out of 299 in 2023; 66 out of 240 agreements in 2022) (Table 54). The clauses continue to focus mainly on wages, with the vast majority of agreements setting wage increases above the legal minimum (87% of agreements – 87 out of 100). As mentioned above, Law No. 13/2023 made changes in this area, defining an increase in the pay supplement for overtime worked in excess of 100 hours per year, under the terms that were in the LC before Law No. 23/2012 came into force: 50% for the first hour or fraction thereof, 75% for each subsequent hour or fraction thereof on a working day, and 100% on a rest day or public holiday. However, this law only came into force on 1 May 2023, so agreements entered into before this date may not reflect this legal reference.
33. Shift work [4.3.6.3.g)] usually occurs in situations involving continuous operation or where the company's operating hours exceed the maximum limits of normal working hours. It is therefore common for it to be combined with other aspects of working time, in particular the maximum limits of Typical Working Hours (Art. 197 et seq. LC), night work (Art. 224 LC) and, in some cases, overtime (Art. 226 et seq. LC) and on-call duty. When defining shift work, the agreements deal with hourly limits, shift modalities and the organisation of shifts. In 2023, 96 agreements deal with the subject of shift work (71 in 2022), with a significant number of partial revisions (43 out of 96) and a predominance of AE (64 out of 96), continuing the trend seen in 2022.
34. The prevention and availability regime [4.3.6.2.h)] is essentially dealt with at company level (26 AEs in 45 agreements). Its configuration depends largely on the specifics of each business organisation. There are varying degrees of flexibility in the modulation of availability hours, mostly justified by the need to avoid damage and risks and to restore the conditions for the normal operation of the service or equipment.
35. Flexible working hours have become a typical tool for making working time more flexible in the interests of the employee, beyond the scope of parental leave provided for by law (see Art. 56 of the Labour Code). In 2023, 15 per cent of agreements regulate flexible working hours, compared with only 8 per cent in 2022. On the other hand, company agreements continue to predominate (2023, 26 AE in 45 agreements, 2022, 13 AE in 19 agreements), as do first agreements and overall revisions, and the breakdown by different sectors of activity [4.3.6.3.i)].
36. In general terms, the promotion of workers' qualifications (vocational training and worker-student – 4.3.7) is covered in 104 of the 299 agreements of 2023, distributed almost evenly between AE and CC (Tables 60 and 61).

37. In initial training, there is a natural concern for valuing, capitalising on and recognising the professional training of workers. This happens as a criterion for admission, especially in certain professions or careers, or as a preference for admission (4.3.7.2). In continuing vocational training, which is generally expected to comprise 40 hours per year, it is common to find references to the importance of vocational training in professional progression and retraining, with particular emphasis on technological training and occupational health and safety.
38. The status of working students (4.3.7.3) continues to prioritise aspects relating to flexible working hours, which allow for the reconciliation of academic studies with the work of working students, regulating matters such as time off, working hours, leave and holidays, alongside the financing or co-financing of studies.
39. The issue of equality and non-discrimination and the work-life balance (4.3.8) has been playing an increasingly central role in collective bargaining, a trend that continued in 2023. Thus, the number of agreements addressing at least one of these issues (equality and non-discrimination or parental protection) increased to 120 (in 2022, there were only 109). The regulation of these matters is particularly prevalent in AEs (69), followed by CCs (45) and ACs (seven). The sub-theme of parental responsibility (101) also remains the main focus, although there has also been an increase in the number of agreements regulating the topic of equality and non-discrimination in general (2023 – 89, 2022 – 74).
40. With regard to the scope of application of rights relating to work-life balance, there are many references to the protection of parenthood, some references to the working carer and specific situations involving a seemingly broader group, given that the worker is not required to have the status of a non-primary informal carer.
41. References to personality rights in particular continue to be noteworthy in 2023, as well as those relating to individual proceedings and data on employees and third parties, which cover 90% and 91% respectively of the total number of agreements identified in this topic (81 agreements). The provision of rules on remote surveillance and biometric data is less frequent, although there will be a notable increase in 2023.
42. Essentially, the law defines the scope of telework, allowing the company's internal regulations to define the activities and conditions under which remote work may be accepted (Art. 166(9), LC) and also provides for the conclusion of a written agreement with the employee, which must include a set of operational elements that enable the application of the regime to the specific situation (Art. 165(2) and (4), LC). In 2023, there was a slight decrease in the number of agreements addressing

this issue, with 24 spread across AE (13), CC (7) and AC (4), mostly overall revisions. On the other hand, the solutions provided by the law have been well received, although efforts have been made to conceptualise remote work, for example, by establishing more than one form of remote work, including a mixed or hybrid regime, and specifying support for workers, including the right to a meal allowance. In any case, it is worth noting the plurality of conventional solutions found in 2023, which seek to adjust the various aspects of the new regime to their organisational reality (4.3.10).

43. The regulation of performance evaluation (4.3.11), although traditionally considered a strictly managerial responsibility of the employer, has been the subject of collective bargaining, particularly at the company level (AE and AC). In 2023, the number of agreements is slightly higher, divided between overall revisions (19), first agreements (13) and partial revisions (8), particularly in the Transport and Storage sector (H). In 90.2% of agreements (37 out of 40), there is still a formal link between performance evaluation and rules on progression and promotion, with a high number of occurrences this year (58 out of 95 agreements). The projections of the evaluation system in the legal sphere of the worker are at the level of increased holiday entitlement, for situations of positive mention, or recognition of exceptional merit for situations of obtaining three excellent results and professional training or retraining of the worker, in the event of a negative evaluation.
44. In 2023, 105 of the 299 published agreements cover aspects relating to workers' representative structures and trade union activity within the company (4.3.12). It is worth noting the predominance of AEs dealing with this topic (51% of 105) over CCs (40% of 105), followed by ACs (9% of 105), whereas in 2022 this distribution favoured CCs (75 agreements/2022: 42.7% AE, 38.7% CC and 18.7% AC.)
45. The agreements continued to focus on the rights granted by law to union representatives: hour credit; right to information and consultation, meeting in the workplace, display and distribution of information, premises and meet the enterprise's management bodies. In terms of information, it is envisaged that workers' representative bodies will be involved in matters relating to the organisation of working time, including the scheduling of holidays, as well as the definition of workers' careers and professional categories, including professional retraining (4.3.12).
46. In 2022, 27% of 240 published agreements provided for the award of benefits intended to supplement those that the general social security regime grants with a view to the provision of protection in the case of occurrences that are themselves covered by this regime – including illness, old age, and invalidity. As in previous years, there were also some other benefits related to workers' personal and family situations. In 2023, part of the content covered in overall and partial revisions corresponds to the updating of values (4.3.13).

47. Working conditions relating to occupational health and safety are included in the range of topics recommended by Art. 492 of the Labour Code [paragraph 2, subparagraph c)]. They are covered in a specific chapter, given their relevance in the context of labour relations. In 2023, 87 agreements covered this issue (compared with 62 in 2022). In addition to the classic topics covered by the law and addressed by the conventions in the chapter on OSH prevention and remediation, other issues related to environmental and psychosocial risks are beginning to emerge.
48. The environmental dimension concerns compliance with safety and environmental protection rules relating to the performance of certain activities, and is also linked to the duties incumbent on workers to comply with 'safety, hygiene and health at work and environmental protection standards' (4.4.14). The reference to the need to prevent psychosocial risks is found in six conventions, which address the issue of not only the physical but also the mental well-being of workers, including stress prevention.
49. Chapter 5 studies the IRCTs published under the General Law governing Work in the Public Service (LTFP). In 2023, Public-sector-employer Agreements (ACEP) continue to dominate collective bargaining in the Public Administration (73 ACEP, and no special career collective agreements – ACC), concluded mainly in the local government context (municipalities and parishes). This figure represents an increase of 82.4% compared with 2022 (total ACT: 74 in 2022; 52 in 2021), essentially broken down into first agreements (69) and overall revisions (44), plus 22 partial revisions.