**Portugal: Latest working life developments - Q2 2016**

**Thank you for the text. Please include a short abstract at the beginning. The length of the country update should be max 600 words, please try to reduce the text where possible (e.g. keeping only the most relevant facts; including links to additional information, etc.), but including the main points of the debate around it where appropriate.**

**Abstract**

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**Re-established 4 national holidays and the 35 hours week in the public sector**

New legislation came into force during this quarter:

[Law no.8/2016](https://dre.pt/application/file/74018009), 1 April 2016, (10th revision of the labour code) re-established the 4 national holidays that had been eliminated by Law no.23/2012. [Law no.18/2016](http://www.cite.gov.pt/asstscite/downloads/legislacao/Lei_18_2016_2a_alt.pdf), 20 June 2016, re-established the 35 hours week as normal working hours of employees in the public service, proceeding to the second amendment to the General Labour Law on Public Functions.

**Slight recovery in collective bargaining in the private sector**

Recently published data on collective agreements signed in the first semester 2016 in the private sector show a slight recovery compared with the same period in 2015. The number of collective agreements published increased by 17.7% and the number of workers covered increased by 21.3% compared with the same period in 2015. Nevertheless the number of workers covered this semester i.e., 194482 workers, is still very distant from what was common until 2011, year were the agreements published in the first semester covered 551739 workers.

**More than 300 collective agreements in local administration came into force**

In the public sector in the first 4 months of 2016 were published 322 collective agreements (Acordos coletivos de empregador público, ACEP) in the public sector. This extremely high number of agreements have been signed since 2014, mostly between the unions and local administration but have been blocked by the center right government. Following the decision of the Constitutional Court (TC) published on 7 October 2015 (Judgment 494/2015) considering unconstitutional this blockade, these agreements started to be published and came into force. Mostly their provisions regard the return to35 hour’s week in local administration.

**Portuguese dock workers union (SETC) reach deal with port operators after long strike**

The long strike (stoppage of overtime work and refusal to handle cargo if movement of that cargo was undertaken by non-port workers or road hauliers) started on 20 April 2016 in the context of the labour dispute opposing the Portugues**e** dock worker union (SETC) and the port operators that has been ongoing over the last three years. On 26 May 2016 the union suspended the strike after a compromise that will, following the signing of a new collective agreement, be valid for the next six years. The new collective agreement was signed in 26 June 2016. The key elements of the agreement are: limitation of temporary agency work and integration of temporary agency workers in regular contracts; recognition of skills and career development and redefinition of wage scales.

**Job precariousness and unemployment remain a matter of concern**

Following a period where the unemployment rate decreases slightly, it peaked again in the [first quarter of 2016](http://www.gep.msess.gov.pt/estatistica/be/2016/bejun2016.pdf). Unemployment affects particularly the young people and those with higher education: between the first quarter of 2015 and the first quarter of 2016 there were more 4,4 thousand unemployed people with higher education, representing an increase of 3.7%. The unemployment of people holding other educational levels - basic and secondary levels – decreased 16% and 7%, respectively.

Data from the INE about [income evolution in Portugal in the last 20 years](http://expresso.sapo.pt/sociedade/2016-04-09-A-geracao-atraicoada) (requested by Expresso – A quality Portuguese weekly newspaper) reveals that income inequality between younger and older people has never been higher. Over the past 20 years, the income of young people diverged from the national average. Between 1989 and 2009 (latest data available), income of the youngest increase 65%, 15 percentage points below the average.

Additionally, between 2009 and 2013 the average monthly earnings of young employees decreased: those aged 25-29 lost 6% of their average monthly earnings and those aged 30-34 lost 9%.

**Time use by men and women in Portugal**

The paid work and unpaid care work was a relevant issued during this quarter. According to the preliminary results of the “National Survey on Time use by men and women” promoted by CESIS – Centro de Estudos para a Intervenção Social (Centre for Studies for Social Intervention) with the collaboration of Comissão para a Igualdade no Trabalho e no Emprego - [CITE](http://www.cite.gov.pt/) (Commission for Equality in Labour and Employment), men spend on average per week, in their professional activity, two hours more than women (42 hours and 55 minutes against to In 40 hours and 47 minutes). Furthermore, fixed schedule is the predominant form of organization of working time for men (68.2%) and especially for women (74.1%), following the shift work (13.5% of women and 16.1% of men).

The results of ad-hoc module [“Work organisation and working time arrangements”](https://www.ine.pt/ngt_server/attachfileu.jsp?look_parentBoui=263344442&att_display=n&att_download=y) show that as large proportion of the employed population needs to change the working times occasionally (less than every month) due to work demands. Women are the ones that less frequently have to change their working times (72.6% against 65.0% of men).