

*PROJECTO TRASDEM:*  
Empowerment of social dialogue in trade sector as a  
contribution to the overarching EU employment  
and social policy challenges

**Confederação do Comércio e Serviços de Portugal**  
**30 May 2013**



## Results of the first national round table

# Agenda

Presentation of the project Trasdem and the results of the kick of meeting (objectives, partners and main actions);

Results expect from the National round tables and the round table platform

Presentation of the main characteristics of the Danish labour market, as a contribution for the debate;

Theme debate – flexicurity, selection of the main subjects to discuss, exchange of informations and contributions, dynamic actions (possible and already implemented)

# Results

The participants highlighted some concrete issues that should be endorsed in the workshops:

- Work organisation;
- Work time organization;

# Results

- Initial and continuous vocational training in the commerce sector;
- Salaries and productivity
- Collective bargaining;
- Social bargaining.

# RESULTS

Debate was focused on points of the round table platform:

- V. Recently adopted reforms or changes on legislation since 2010;
- VI. Changes of legislation in negotiation or legislative procedure;
- VII. Actions for encouraging flexicurity.

# RESULTS

Employer side stressed positively:

- The possibility for companies to create “bank of hours” (allowing them to improve their working time management);
- Implement increased forms of “functional mobility” (performance, by the same employee, of tasks belonging to different professional functions).

# RESULTS

The trade Union considered that some changes had negative impact, such as:

- End of possibility for employes to have more holidays according to their work attendance;
- Less payment for supplementary work and work performed on holidays;

# RESULTS

- Less legal information obligation for companies (e.g., concerning holidays maps).
- Increased working time without resting breaks;
- Expiry of collective agreements (extension decrees are no longer possible)

# RESULTS

Other constraints discussed among the participants:

- The fact that, presently, collective agreements in retail are not being negotiated;
- Impossibility of agreeing salary increases due to the activity reduction in commerce (crisis);
- Difficulty in implementing several measures included in the latest Social Agreement signed by Social Partners and the Government;
- Changes introduced in the relation law/collective agreements (which now precludes negotiation on several subjects).

# CONCLUSIONS

- Both parts - employer and employee – considered that recent changes introduced constraints to collective bargaining which are having - and will continue to have - serious negative impacts on Social Dialogue at national level, reducing the intervention role of the Social Partners in the labour market regulation.
- One of the issues that should have been kept in the scope of collective bargaining is, for example, the possibility for employees to have more holidays in case of very high attendance levels (possibility that has been eliminated).