



CELSI



WIBAR 3

AMSTERDAM SEMINAR 07/10/2016

RETAIL AND WHOLESALE

PORTUGAL





PORTUGAL, YOU HAVE HEARD ABOUT THE COUNTRY, BUT WHAT DO YOU KNOW ABOUT THE PORTUGUESE PEOPLE?

- How many Portuguese live in Portugal- Under 10,5 millions.
- Ageing population with 5 millions of emigrants
- 67% of the Population is concentrated on the Atlantic coast.
- 2013 only 2% work in the agricultural sector (1st)
- 32% in the industrial sector (2nd)
- The services sector is the biggest with the commercial (retail, wholesale) as the biggest activity with 36 %. There was a fall of 18% since 1997



HOW BIG

In 2011

There was 253 835 companies in the retail and wholesale subsector

Only 118 of these are big companies (more than 250 workers)

With 801 544 workers, 70,2 % of them, females.

Lisbon by itself generates 46% of the total and the subsector generates 36% of the GDP

Minimum Wage is 63% of the wage in context, no overtime and 40 hours per week.



UNIONS

- Present

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- There are no accurate numbers of union members in the sector but CGTP and UGT show similar estimatives.
 - 36% of the workforce has union membership
 - 87% of the workforce is covered by MEB with extensions enforced by law
 - CGTP seems to be the major player but is followed by UGT very close.

COLECTIVE BARGAINING

- Two main MEBs negotiated with CGTP and UGT.
- The application of the MEBs is not followed in the sector, most of the employers normally apply the Labour code, much more generalist and unfavourable to the workers.
- Courts will rule by the agreed MEBs but in the workplace reigns the chaos with very small information and pressure from the employers about accepting lower wages and more hours of work.
- It is public the cases of big wholesale companies, as continente and Jeronimo Martins, (in Poland) Dia and others.



FUTURE

- Two words, Defend and Reinforce MEBs
- More strong and higher the bargaining position is, bigger the possibility of construct a better front against the lack of information and the pressure from the employers
- A MEB negotiated in regional and European terms to bring to standard terms and conditions.
- Information and knowledge sharing between the players to avoid employers to use national and regional differences to their best advantage.

AND WE ARRIVED TO THE END.

- This Power point was presented by

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Thank you.

Any questions?