

Final Conference

Enhancing the Effectiveness of Social Dialogue Articulation in Europe
EESDA - VS/2017/0434

21 November 2019 – Lisbon, Portugal Hotel Vila Galé Opera

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Interviews – total 28

Employers/ trade unions/ experts

- National level - 11
- Sectoral - 17
 - Commerce – 3
 - Construction - 5
 - Education – 5
 - Health - 4

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Some thoughts from the findings:

National level

- Partners are satisfied with the general involvement in SD (both national and EU level) Positive outcomes resulting from SD
- In the crisis period, policies have been based on a greater social partners role.
- National level for negotiations - perceived effectiveness of their processes and outcomes. Tripartite (CPCS) and bipartite (collective agreements)
- Inspiration from EU level – exchange of information and good practices. “To be on board” is important although effectiveness is not so well perceived. It’s difficult to reach the EU level with concrete topics. “*Small country*”

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European Semester

Positive involvement at national level

It is a mean of strengthening the link between EU and national level

2 phases

- Preparation – with an important contribution from CPCS social partners
- Recommendations - There is a lack of follow-up and evaluation in their operationalisation

Sectors involved **if affiliated** with the national SP

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Sectoral level

Different situations depending on the sector

- Fragility of practices - Successful cases (construction)/ change of some leaders and these practices were abandoned.
- Importance:
of organizations capacity building + the vision/ strategy of the leaders
of membership in a European association - greater contact with the dynamics of SD. Be present and follow the work to "make the agenda". Regularity and frequency of the meetings.
- Relationships over time - patience and commitment - Trust - respect for opinions.

Importance of personal and informal relationships which "serve to unlock SD".

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Some thoughts :

- Representativeness ... New union structures outside institutionalized SD. A question of trust?
- Fragmentation in representativeness, especially in the trade union with consequences on the effectiveness
Ex: in Health sector - Nurses represented by 5 unions (73,650 - Porbase) and 1 Order of nurses(without SD competences).
- Ideology still embedded in the national trade union representation.

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Some thoughts

When it comes to results:

- - trade unions have a stronger preference for binding results,
- employers prefer for non-binding results.

In terms of social dialogue improvement:

- Employers – strengthen joint projects, joint statements. Not satisfied with the transposition of the EU agenda into national legislation (ex: posting workers)
- Unions prefer more negotiation than exchange of information and common positions... the goal is to achieve binding results. Future discussion on the European minimum wage??