

Portugal



Country Profile & Workplace Representation



Sílvia Cristina

Schenker Portugal

Berlin, 8th May 2008

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- System of Workplace Representation**
- Influence of EWC in this System: What Possibilities?**

Conventional short name:	Portugal
Capital:	Lisbon (2,1 million inhabitants at metropolitan area)
Location:	South-western Europe, bordering the Atlantic Ocean, west of Spain
Total Population:	10,591.100
Active Population:	5,604.700
Languages:	Portuguese (official), Mirandese (official - but locally used)
Chief of State:	President Aníbal Cavaco Silva
Head of Government:	Prime Minister José Sócrates
GIP (2006):	14,662 € / per capita
Main Political Parties:	Socialist Party (PS), Social-Democratic Party (PSD), Communist Party (PCP)
Main Trade Unions:	General Confederation of Portuguese Workers, Intersindical (CGTP-IN) and General Workers' Union (UGT)
Main Employers Orgs.:	Confederation of Commerce and Services of Portugal (CCP); Confederation of Portuguese Industry (CIP); Confederation of Portuguese Farmers (CAP); Confederation of Portuguese Tourism (CTP)
Trade Union Density:	17% (declining tendency in membership)
Collective Bargaining:	87% Coverage (Industry Level) due to extension by administrative ruling

Portuguese International Trade 2007

Products / Percentage

Products	Exports (%)	Imports (%)
Agricultural Products	3,7	8,4
Food Products	4,2	3,4
Mineral Fuel	5,5	15,3
Chemical Products	5,1	9,1
Plastic and Rubber Products	5,3	4,6
Leather Products	0,3	0,9
Wood and Cork Products	4,2	1,2
Cellulose and Paper Products	4,5	2,4
Textile Products	4,7	3,3
Clothing	7,2	2,5
Shoes	3,7	0,8
Minerals	5,4	1,7
Metals	8,4	9,6
Machinery	19,8	19,9
Vehicles	13,2	11,7
Optical and Precision Instruments	0,9	2,1
Others	3,9	3,1

PORTUGAL - Main Airports



Portugal has presently 14 airports.
The main Portuguese airports (Lisbon, Porto and Faro) are located near the sea side.
The National Airline Company is TAP.





PORTUGAL has 11 Sea Ports. The main ones are:

Leixões Port - this is one of the most competitive ports in Portugal. It's located at the North part of our country, near Porto city. On January 2008 it has registered a growth of 12,88 p.c.



Lisbon Port - It's located at Lisbon city. On January 2008 it has registered a growth of 12,5 p.c. Export loadings increased 9,2 p.c. Import loadings increased 14,6 p.c.



Setúbal Port - It's located 45 kms south from Lisbon.



Sines Port - It's located 160 kms south from Lisbon. On January 2008 it has registered a growth of 62 p.c.



On January 2008 Portuguese Government finally decided the location of the **new airport** at Lisbon area (around 25 Kms City Centre). It is now foreseen to be built **at Alcochete** (South of Lisbon). Its construction is foreseen to start on 2010.



In order to improve Tagus River crossing and to provide faster and alternative ways, a **third bridge is now being projected**. It will allow vehicles and train crossings.



Simultaneously, Portuguese Government is also developing a **project for High Speed Train (TGV)** which will allow an alternative and faster connection with the main portuguese cities but, most important, with Spain.

Portuguese Labor Law allows 4 Channels:

- **Workplace Union Delegates** (represent trade unionists who may form trade union committees): linkage between union members and the union; recruitment and campaigning activity; monitoring and negotiating collective agreements)
- Elected **Works Councils** (representing the whole workforce): very rare (only exist in large companies where unions are strong); made of employee representatives only, no management involvement; set up at the request of employees; allowed 1 per company; purely advisory and consultative tasks
- **Health and Safety Committees**
- **European Works Councils** (all portuguese members are appointed by agreement with the works councils and the unions, or by the unions if there is no works council, and/or they represent sufficient employees)

Rights, Protection and Time off:

- Information and consultation regarding economic and social issues of the company, but with no opportunity to block management decisions or power to make decisions
- Protection against dismissal
- Trade union delegates: 5 hours / month paid time-off and in companies with more than 150 employees, entitled to use an appropriate and permanent office within the company
- Members of the executive of the union: 4 days / month paid time-off
- Works councils members: 25 hours / month paid time-off and the use of adequate premises as well as material and technical support .There is no legal right to paid time-off for training

- In Portugal, the EWC's potential to create transnational social dialogue is still small with reduced impact on national industrial relations.
- EWC's are not a priority in terms of trade unions action (still focusing at national level), which makes the internationalization of workers' representation and collective action very difficult.
- Weakness of the system: there is a great distance between what is legally prescribed and what is actually done.
- Determine common areas of reaction and influence between the national and european industrial relations agendas - workers representation mechanisms and their role.



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- ❑ **Locations**
- ❑ **Range of Services**
- ❑ **Main Customers**
- ❑ **Main Competitors: Ranking**
- ❑ **Acquisitions & Sales**
- ❑ **Outsourcings & Cooperations**
- ❑ **Employment Data: 2005 – 2008**
- ❑ **Staff Figures**
- ❑ **Workers Representation & Participation**



LISBON HEAD OFFICE and Land Department

Estrada Nacional 115-5
Casal Novo
2660-364 S.Julião do Tojal
Phone: + 351 21 973 97 00
Fax: + 351 21 973 98 93



Air, Ocean and Logistics Departments

Edifício Foreva
Polígono Actividades Económicas
Forte da Casa
Lote B - Fracção A
Estrada Nacional 10
2625-121 Póvoa de Santa Iria
Phone: + 351 21 850 60 00
Fax: + 351 21 850 60 99



PORTO **Land Department**

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Varziela - Árvore
4480-089 Árvore
Vila do Conde
Phone: + 351 252 09 09 00
Fax : + 351 252 09 09 90

Air, Ocean and Logistics Departments

Rua do Pinhal, 250
Crestins
4470-640 Maia
Phone: + 351 22 943 43 16
Fax: + 351 22 943 44 81





Cantanhede Sales Office

Zona Industrial de Cantanhede 1
Lote 3
3060-197 Cantanhede
Phone: + 351 231 098 112
Fax:+ 351 231 098 019



Covilhã

Parque Industrial - Lote 6
6200-027 Covilhã
Phone: + 351 275 32 05 70
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Pombal Sales Office

Estrada Nacional 1 - 69 A
1ºD - Apartado 1009
3100-842 Meriinhas - Pombal
Phone: + 351 236 21 10 95
Fax:+ 351 236 21 87 34



South Faro

M.AR.F. (Mercado Abastecedor da Região de Faro)

Sítio do Guilhim, Estoi

Caixa Postal 18 M

Entrepasto E 3.09

8009-021 FARO

Phone: + 351 289 99 00 60

Fax : + 351 289 99 00 69



ANGOLA

Luanda (Representation Office)

Schenker Portugal

Apartado 2143

Rua Dr. Alves da Cunha, 55 - 2º E

Luanda

Phone: + 244 924 29 39 48

Fax: + 244 222 39 19 63

Our Services



- Logistics
- Land Transport
- Airfreight
- Ocean freight
- National Transport / Distribution
- Warehousing
- Special Transport
- Consolidation
- Sport Events Logistics
- Fairs & Exhibitions
- Customs Clearance & Documentation
- Removals

SCHENKER PORTUGAL – Main Customers



Companies	Turnover TEUR 2006	SHARE
1 DHL EXPRESS	56.585	5,9%
2 <u>SCHENKER</u>	<u>50.388</u>	<u>5,2%</u>
3 GEFCO	49.159	5,1%
4 LASSEN	49.101	5,1%
5 <u>PANTRANS (SPAIN-TIR)</u>	<u>26.588</u>	<u>2,5%</u>
▪ SDV	24.828	2,4%
▪ KÜHNE & NAGEL	17.874
....

	2004	2005	2006	2007	FC 2008
TURNOVER TEUR	32.363	40.901	50.388	64.433	88.900
Land	19.353	21.696	24.230	29.973	52.056
Air + Sea	12.232	18.100	23.976	31.562	32.894
Log	777	1.105	2.181	2.897	3.950

	2004	2005	2006	2007	FC 2008
JOB FILES	59.032	63.853	65.695	82.817	110.865
Land	47.351	49.125	48.391	55.964	81.385
Air + Sea	11.681	14.728	17.304	26.853	29.480

• TAKEOVERS

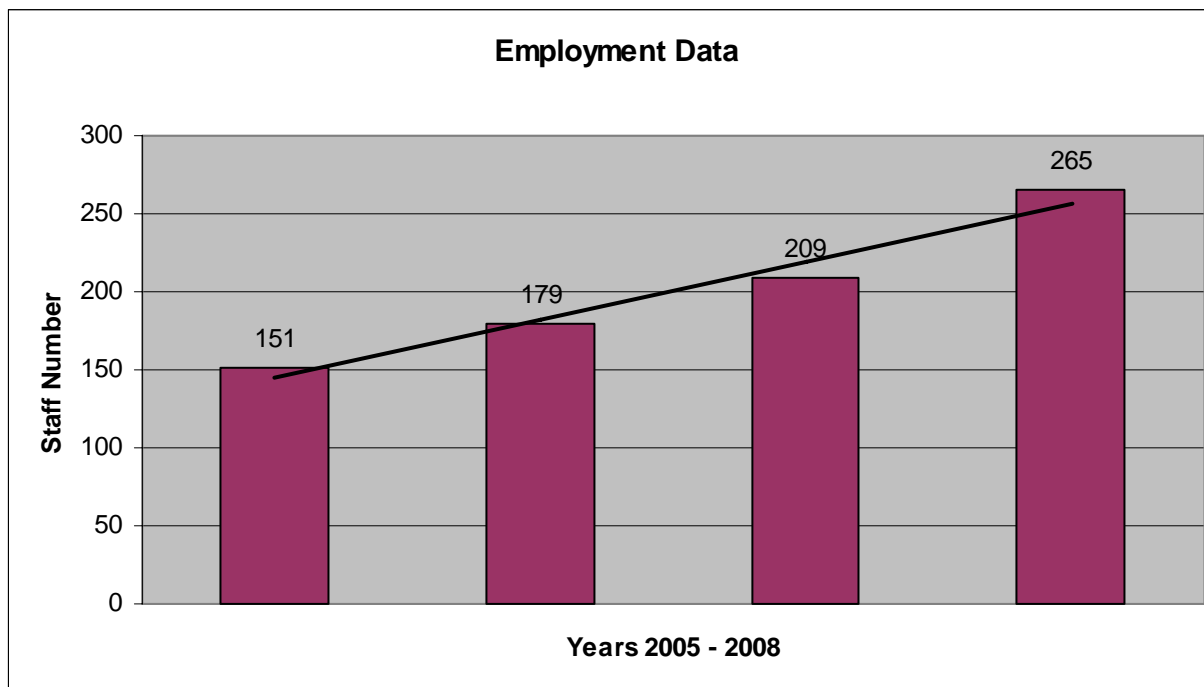
- Bax Global (February 2007)
- Pantrans (October 2008)

• OUTSOURCINGS / INSOURCINGS

- Temporary workers for Cross-Docking and Logistic extraordinary activities
- Implant with Schenker staff in customers facilities

• COOPERATIONS

- Transport Association
- Chambers of Commerce



Schenker / Pantrans

Before Integration		After Integration (estimate)	
LISBON		LISBON	
Schenker	105	Schenker	119
Pantrans	<u>52</u>		
	157		
PORTO		PORTO	
Schenker	101	Schenker	130
Pantrans	<u>34</u>		
	135		
COVILHÃ		COVILHÃ	
Pantrans	6	Schenker	6
FARO		FARO	
Schenker	3	Schenker	3
TOTAL		TOTAL	
(as of 31.12.2007)	301		258

- There are no trade union delegates in the company, no works council and no board level representation
- Union Membership: 3.18%
- There is 1 representative to the EWC of DB: information is released to all staff using the company Intranet (there is a dedicated space in it), and is fixated in a board accessible and seen by all
- Employees participate only in solving operational issues (team work), but with no power to influence or veto decision-making
- There are no other companies of the DB Group in Portugal

Thank you for your attention