



**Study 2015**

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## **Comparative Analysis to the Philosophy, Ideology and Business Principles of Trade Unions and National Business Federations**

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# Preface

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**This study will analyze and compare the inherent Philosophy, Ideology and Business Principles of the Portuguese Trade Unions and Business Federations.**

**By analyzing the respective statutory documents three main Trade Union Confederations are identified (CGTP, UGT and USI) as well as six main Business Federations (CAP, AIP-CE, CIP, CCP, CTP and AEP). The study is also a working platform for a better understanding of the role of these collective social agents who operate within the Portuguese Labor Relations system.**



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## BUSINESS CONFEDERATIONS

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## TRADE UNION CONFEDERATIONS

	TRADE UNION CONFEDERATIONS		
	CGTP-IN (Confederação Geral dos Trabalhadores Portugueses – Intersindical Nacional)	UGT (União Geral de Trabalhadores)	USI (União dos Sindicatos Independentes, Confederação Sindical)
<i>Official Website</i>	<a href="http://www.cgtp.pt/">http://www.cgtp.pt/</a>	<a href="http://www.ugt.pt/">http://www.ugt.pt/</a>	<a href="http://www.usi.pt/">http://www.usi.pt/</a>
<b>Philosophy</b>	Promotion of a fairer and fraternal society absent of the exploitation of the fellow Man	Contributing for the edification of an equalitarian, fairer and more free society	Defense of the suppression of the existing social and economic injustices in society
	Development of a class, union and political conscience among the workers	Efforts towards a healthy social and economic democracy	Intervention with responsible and constructive purpose
	Defense of the rights of collective and individual workers as well as their interests and aspirations	Heightening of solidarity towards the actions of representative democratic workers' organizations	Positive and free dialogue with all the social agents
	Civic, economic, social and cultural emancipation of the workers	Defense of a free negotiation policy built upon mutual respect and good negotiable faith	Promotion of an union association which is substantiated on democracy, freedom and independence
	Defense of the organic unit of the trade union movement and offense	Contribution for the strengthening of a free, independent and	Contribution to the credibility and enhancement of trade unionism

	against any actions that aim to undermine them	democratic trade union movement	
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<b>Basic Ideology</b>	Recognition of the role of class struggle in the historical evolution of Mankind	Possibility of workers to shape a body with union like expression	Rejection of the hegemonic claim instituted by CGTP-IN and UGT in regard to representing the Portuguese Workers
	Embodiment of class oriented Trade Union opposed to the capitalistic system and expressive private property	Acceptance of diverse ideological, political or social conceptions	Occupation of an adequate union operating space characterized by an effective and independent autonomy
	Dissemination of a Trade Unionism of the masses built on solidarity, unity, intervention and transformation	Respect for the full autonomy of the affiliated Trade Union Associations	Permanent connection to the associates, rejecting any type of dogmatism
	Intention in representing the individual and collective best interests of the employees (Union members or otherwise)	Independence from State, Parties and Employers	Defense for Unionism solidarity with a degree of respect for the existing
	Autonomy from State, Parties and Employers	Rebuttal of any being orchestrated by Political Parties	Party politics independence

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<b>Business Principles</b>	Participation in developing labor legislation while insisting on the right to collective bargaining without exceptions	Participation in the development of social and labor legislation while insisting on free collective bargaining	Critical analysis of labor, social and union issues
	Intervening in the establishment of income policies, always taking into consideration the purchasing power increase	Bearing in mind the compliance with conventions and recommendations provided by the International Labor Organization	Collaboration in the development of labor legislation
	Work appreciation and acknowledgment of the workers' dignity and all the dimensions inherent to their individual lives	Promotion of the workers' dignity their living conditions	Participating in establishing and demanding the labor conditions
	Progressive reduction of the time spent working and establishing a schedule that is compatible with personal life	Appreciation for the social dimension of the company, setting as the goal the democratic stability of the relationships and participation	Involvement in matters related to hygiene, security and safety in the workplace
	Promoting the social dimension of the company, democratically and permitting a personal and professional achievement	Defense of the right to choose, access to work and its safety	Supervision of the implementation of labor laws and established agreements
	Pursuit of a wellbeing system, for better conditions in the workplace regarding safety, security, hygiene and health	Promotion of the struggle against wage inequalities, substantiated on discriminatory elements	Action taken in regard to the dignification of the worker and his work

	Defense of the right to choose and access to work and its safety	Efforts towards the upkeep and development of the rights associated with the most vulnerable groups	Defending employment stability
	Promoting equality of rights for both men and women	Be aware of conversion and professional recycling processes, in order to minimize technological unemployment and underemployment	Participation in initiatives that allow for professional, personal and cultural valorization of the workers
	Professional valorization of workers and the rights to freedom of information and opinion	Valorization of the Social Economy	Service provision to members of an economic, social, cultural and recreational nature



# BUSINESS CONFEDERATIONS

	BUSINESS ASSOCIATIONS AND CONFEDERATIONS					
	CAP (Confederação dos Agricultores de Portugal)	AIP-CE (Associação Industrial Portuguesa - Confederação Empresarial)	CIP (Confederação da Indústria Portuguesa)	CCP (Confederação do Comércio e Serviços de Portugal)	CTP (Confederação do Turismo Português)	AEP (Associação Empresarial de Portugal, Câmara de Comércio e Indústria)
<i>Official Website</i>	<a href="http://www.cap.pt/">http://www.cap.pt/</a>	<a href="http://www.aip.pt/">http://www.aip.pt/</a>	<a href="http://www.cip.org.pt/">http://www.cip.org.pt/</a>	<a href="http://www.ccp.pt/">http://www.ccp.pt/</a>	<a href="http://confederacaoturismoportugues.pt/">http://confederacaoturismoportugues.pt/</a>	<a href="http://www.aeportugal.pt/">http://www.aeportugal.pt/</a>
<b>Philosophy</b>	Establishment as a Socio-Professional Agricultural Organization	Establishment as a National Economic Partner	Responsible, idoneous and coherent performance in defense and protection of the entrepreneurs	Increasing the dynamism of Associativism and Entrepreneurship of Commerce and Services	Establishment as a flexible, believable and efficient Organization with the ability to intervene	Establishment of a considerable professional attitude, with critical and constructive positioning of credible proposals
	Promotion of analysis and debates with the Social Partners about social and economic policies	Relationship with National, Foreign and International Entities (private, public and quasi-public ones)	Work developed for the increase of productivity and competition of Companies	Dialogue between businesses and the Government, Public Administration, Educational System and Financial Community	Work developed for a competitive Tourism Industry	Contribution with the appropriate (technical) skillset for the enhancement of the competitiveness of companies
	Defense of a dignifying quality life for all farmers that	Active Collaboration with the Public	Contribution for the growth of the Economy and the	Representatives of Commerce and Services as key elements of the	Contribution for the setup of favorable framework for the	Claim as a representative institution of the



	wish to maintain proceed with their activities	Administration (Central, Regional or Local) every time such collaboration is requested or proposed	creation of jobs	Tertiary Sector	development of Tourism	Portuguese Business Community
	Representation of the Confederate Activities in the Public Entities, Public, Private or Unions	Representation of the Associates with the proper Bodies and Services (Officials or private)	Promotion of a solidarity support for all the associate Members	Associate Representation in dialoguing with the Employers and other Trade unions, both foreign and domestic	Representation of the associates and their interests on Public or Private Entities (internal or external)	Promotion of the role of Corporate Associativism
	Close and permanent relationship that allows to scan the problems and needs of National Agriculture	Promotion of the relationship, understanding, collaboration and solidarity among Associates	Promotion of the Social responsibility of Companies	Promotion of a converging attitude and solidarity among Associates	Promotion of a cohesion spirit, as well as solidarity and subsidiarity among Associates	Efforts towards an increase of the Dynamics associated with the attitude and ability of the Associates and respective coordination

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<b>Basic Ideology</b>	Preservation of the natural resources	Enhancement of the economic progress of the country, as well as organizational, technical, commercial, associative, social and cultural	Setup of a development model built upon the market economy	Contribution for the development of the country	Appreciation of the natural assets of the country, defending and utilizing them in a sustainable fashion	Critical reflection in regard to the evolution of the World's Economy, Global Trade and Technology
	Promotion of the rural development	Achievement of a sustainable development on behalf of the Economic Activities that operate in Portugal	Defense of the Private Sector and the free initiative to transfer State services to the Business Domain	Efforts for the development of a Social Contract that is mobilizing and modern	Defense of the development of the Economy in broad terms and the Tourism activity in particular	Contribution for the development and internationalization of the Portuguese Economy
	Defense of the Portuguese Agricultural best interests on all fronts in which it operates	Defense of the legitimate rights of the Associates	Accomplishment of a financial balance by the State through restraint in public expenditure	Efforts in dignifying the Associative and Business entities of the Tertiary Sector	Establishment of a dome body of the Business Associativism in the Tourism Industry	Representation of the Business community when faced with the Political Establishment and Public Administration



	Action taking in the sense of alerting and compelling the Government to develop the proper essential infrastructures	Efforts in the search for the individual and collective best interests	Promotion of the simplification and efficiency of Fiscal and Judicial Systems	Defense of the Associates interest at a national and international level	Contribution for the definition of Tourism Policy	Accomplishment of an active and constant participation of the entrepreneurs at a decision making level
	Promotion of internal democracy and Independence from the State	Servicing a priority support to Small and Medium Enterprises	Promotion of internal democracy and Independence from power and pressure groups	Promotion of initiatives that contribute for the progress and image strengthening of the sector	Promotion of internal democracy and Independence from the State	Promotion of economic and financial independence in the conducted operations

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<b>Business Principles</b>	Intervention in collective labor bargaining	Defending the entrepreneurs in the proper local, national and international institutions	Efforts towards the prompt payment of the Public Sector debts to the companies	Intervention in collective labor relations	Intervention in collective labor relations	Intervention as a privilege Partner in the discussion of relevant affairs to the Portuguese Economy
	Celebration of collective bargaining agreements	Support in the attaining functional efficiency	Incentive to bureaucracy reduction and administrative simplification	Development of cooperation agreements	Celebration of Intervention in collective bargaining agreements	Defense of the Portuguese Business Community interests
	Efforts toward the professional and business training of agricultural entrepreneurs, particularly the younger ones	Contribution for the progress of the associates in regard to the economic, organizational, technical, commercial and social domains	Intervention in collective bargaining agreements (concerning labor issues, salaries, safety, hygiene and healthcare)	Action taking in regard to the Public Entities in order to attain the best interests of the Third Sector	Contribution for the dissemination, promotion and innovation of products and services associated with the Touristic Activity	Development of actions to promote the Portuguese Products and Services
	Efforts towards the training of Leaders and Technicians of Agricultural Organizations	Promotion of fairs, exhibitions, shows, and conferences that concern the Associates	Collective bargaining agreements conclusion	Statement regarding the relevant legislative measures for the progression of the Sector	Cooperation with Public or Private Entities with the objective of developing initiatives of mutual interest	Promotion of Businesses, Investments and Entrepreneurial Missions

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Business Principles (cont.)	Promotion and support to technical investigation	Dissemination of the National Business Activity and product placement both internally and externally	Labor legislation adaptation to new economic and social realities (non-compatible with the dominating rigidity)	Promotion of vocational training in the sector	Involvement in the development and operation of Specialized Organisms	Fair organization, shows and conferences
	Promotion, training and assistance in regard to the application of production techniques or protection from biohazard materials	Efforts toward vocational training, entrepreneurial and Associate culture	Labor flexibility in order to allow for a correct corporate management	Study development	Vocational training promotion	Dissemination and promotion of Science and Technology
	Referral of issues and agricultural necessities to specialized studies and technical analyses	Promotion of a technological investigation	Promotion of an education and vocational training according to the real needs of the Labor Market	Participation in the development and management of entrepreneurial or institutional instruments	Development and publication of diagnosis and legal advices	Promotion of education and vocational training (including higher education in Business Sciences)
	Organization and maintenance of the services relevant for Agricultural	Study regarding the inherent problems to the National Economy	Study and dissemination of issues that accurately	Organization and development of services aimed at the associates	Promotion of studies and useful debates to the development, modernization and	Awareness to the prompt adaptation ability of the Companies and



	Entrepreneurs as well as Agricultural in general		contribute for the development of the associates		competitiveness of the Touristic Activity	incentive to their innovative potential
	Services provider for technical issues, economic and juridical	Consulting Services of the following issues: economic, technological, training and associative	Technical support as well as economic, juridical to the Associated Entities	Services in consulting with the aim of strengthening the operational ability of the Sector Businesses	Information related Services as well as training, technical consulting, economic, juridical and managerial	Assistance services to companies, namely technical, economical, juridical



## Environmental Policy

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