

# **Spain: Major agreement provides for 10% pay rise over three years.**

June 2023

CCOO, UGT and the employers have agreed a National Framework Agreement valid for three years. The text will serve as a guide for collective bargaining in the country.

## **Pay rise.**

The agreement provides for an annual wage increase of 4% in 2023, 3% for 2024 and 3% for 2025. In addition, there is a 1% annual safeguard clause if inflation exceeds the projected increase. However, it remains to be seen if the pay rise will keep up with living costs.

## **The quality of employment**

Furthermore, the agreement commits to limit the use of short-term contracts to specific and determined circumstances, in line with the 2022 labour reform in Spain.

## **Telework and the right to disconnect.**

Telework should be regulated by collective agreements with minimum amounts of in-person working time, mechanisms for expenses compensation and so on. There should be a right to disconnect. No one should have to communicate with their executives outside working hours. Employees using this right must not be affected by any differential treatments or sanctions.

## **Artificial intelligence**

Collective agreements should include a guarantee on transparency and human control. Workers have the right to be informed about algorithms that organise work and assess and value workers' skills.

## **Training**

Lifelong learning is needed to constantly update workers' skills in view of the dual green and digital transition. There should be a transition from sectors with labour surplus to those that are struggling to find people with the required competences. Collective bargaining should be used to identify skills that are in demand and foster hiring of youth, as well as facilitating career change, using dual work-study contracts.

## **Equality**

There should be measures to promote hiring of women, especially where their participation is low. The rights of LGTBI people must be ensured for effective equality and for combatting discrimination. There should be greater transparency in pay and promotion.

**Edited by industriAll Europe.**