

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

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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. Although it does not have a normative character, it does bind the parties and is the frame of reference.

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 each year if inflation exceeds the projected increase. However, it remains to be seen if the pay rise will keep up with living costs and whether this clause materialises.

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, a result of social dialogue.

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 that already exists by law. 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 LGBTBI people must be ensured for effective equality and for combatting discrimination. There should be greater transparency in pay and promotion.

Comments from FICA/UGT:

The Vth Agreement for Employment and Collective Bargaining (AENC) was born with the aim of sharing wealth, facilitating the signing of more than 1400 collective agreements which were pending of negotiation, and generating certainty, stability and confidence as well as increasing the money available and increasing consumption.

We stress that it is a pact that means "a contribution for the country" that aims to "leave no one behind" and, in part, has been favored thanks to the change in the dynamics of the economy, but, above all, thanks to the willingness of the parties to agree and will reduce conflict in the field of Collective Bargaining for the next 3 years.

It is an agreement that goes beyond wages, as it regulates many other aspects that will have to be developed both in the Social Dialogue and in Collective Bargaining.

Issues such as contractual relations with permanent-discontinuous contracts, teleworking, digital disconnection, or how mutual insurance companies should deal with workers on sick leave.

The need to promote real equality between women and men in employment is the backbone of the entire AENC, as well as lifelong learning as a strategic element for the adaptation and professional retraining of workers to technological, digital, and ecological transitions.

New aspects of this agreement are the inclusion of subjects such as disability, gender violence, LGBTBI workforce diversity, technological, digital, and ecological transition and artificial intelligence. These are central elements of the pact that will have to be implemented a posteriori in the corresponding areas of negotiation.

Edited by industriAll Europe.