

IER COMMITTEE MEETING - 29 OCTOBER 2024

SPANISH NATIONAL REPORT

ROUNDTABLE OF NATIONAL DEVELOPMENTS – By IER experts

- Collective agreements in general and in the MET industries: recent outcomes
- Labour conflicts and the right to strike – latest developments
- Regulatory and labour activity – latest developments

Collective agreements in the MET industries: recent outcomes

COLLECTIVE BARGAINING

GENERAL OVERVIEW. LABOUR RELATIONSHIPS

Most of the collective bargaining agreements registered and with economic effects this year through August are revisions of agreements signed before 2024. Of the 2,833 collective bargaining agreements registered in REGCON (Official Spanish's Register of collective agreements) 2,588 were signed before 2024. The average agreed wage variation of the agreements signed before 2024 is 2.90%. That of the 451 signed between January and August is 3.96%.

COLLECTIVE BARGAINING IN GENERAL

As of August 31, 2024, the number of registered collective bargaining agreements with economic effects for this year is 3,039. These agreements affect 9,391,400 workers. Compared to the same period in 2023, they show an increase in the number of agreements (51) and workers covered (108,730). They also show a lower wage variation, standing at +3.02% compared to 3.38% up to August 2023.

The average agreed wage variation is 2.98 % in all agreements with economic effects in 2024, being 2.90 % in agreements under review and 3.96 % in newly signed collective bargaining agreements. The average agreed working time is **1,759.09 hours per year**.

METAL SECTOR

In the Metal Sector,

As of 16 September, 43 provincial collective agreements in the Metal Industry with economic effects in 2024 have been registered. Of these, 40 agreements were signed before 2024. And this year, three have been signed. Until the end of the year, 7 remain to be signed.

Altogether, these 43 agreements affect 1,031,028 workers. The weighted average wage increase is 3.18 %, and the weighted average working time is 1,745.77 hours on an annual basis. It should

be noted that the average increase for agreements signed before 2024 is 3.16%, while those signed in 2024 are 3.45%.

Total number of collective bargaining agreements signed with economic effects in 2024:

- Total number of agreements with economic effects 2024..... 43
- Weighted average wage %3.18 %.
- Weighted average working day1,745.77 h/year
- Number of workers affected..... 1,031,028

LABOUR CONFLICTS

According to CEOE's August Report on Conflicts, 301 strikes began in the first seven months of the year, involving 198,841 workers, and 2,672 workers who participated in strikes that had begun months earlier remained on strike in July. Overall, 5,923,544 working hours were lost - including those lost in strikes that began in previous months and continued at the beginning of the year-, 63.73% of which were strikes in public services.

With regard to the causes of conflict, it should be noted that from January to July 2024, 41 strikes took place due to the processing of employment adjustment plans, 41 strikes took place, involving 4,859 people, in addition to the strikes that began in previous months and were still open at the beginning of the year, and 34,859 people were lost.

With regard to the causes of conflict, it should be noted that from January to July 2024, 41 strikes took place due to the processing of employment regulation proceedings, in which 4,859 people participated, in addition to those who supported strikes initiated in previous months and still open at the beginning of the year, and 341,660 working hours were lost. Due to the negotiation of collective bargaining agreements, 35 strikes were initiated, involving 92,370 workers who, together with those who took part in strikes initiated in previous months which remain open at the beginning of the year, lost 2,180,110 working hours, 36.80% of those lost so far this year.

Finally, to point out that during the first seven months of 2024, the sectors most affected by strikes, from the perspective of the number of working hours lost, were :

LABOUR CONFLICT BY ACTIVITY SECTORS

ACTIVITY SECTOR	Total lost working hours	
	Absolute values	% total
Transports & communications	1.446.608	24,42
Health activities	1.327.976	22,42
Other services	894.126	15,09
Metallurgic	761.304	12,85
Education	489.024	8,26
Financial institutions and insurance	390.120	6,59

REGULATORY AND LABOUR ACTIVITY

The Spanish Official Bulletin (BOE) of August 2, 2002, published Organic Law 2/2004, of August 1, 2002, on equal representation and balanced presence of women and men.

The purpose of the law is to advance in the achievement of the real and effective exercise of the constitutional principle of equality, in accordance with the mandate addressed to the public authorities by Article 9.2 of the Spanish Constitution. To this end, the requirement of equal representation in certain areas and bodies is declared, which leads to the introduction of a series of modifications in our legal system.

From the labor point of view, this law affects the following matters:

- A new additional provision is added to Organic Law 11/1985, of August 2, 1985, on Trade Union Freedom, with the following content: *“The representative, governing and administrative bodies of the trade unions constituted under this law shall be appointed in accordance with the principle of parity representation and balanced presence between women and men, in such a way that the persons of each sex do not exceed sixty percent nor are they less than forty percent. If the percentage of members of the underrepresented sex does not reach forty percent, a reasoned explanation of the reasons shall be provided, as well as the measures adopted to reach this percentage. to reach that percentage”.*
- A new additional provision is added to Royal Legislative Decree 2/2015, of October 23, which approves the Revised Text of the Workers' Statute Law, with the following content: *“The representative, governing and administrative bodies of the business associations referred to in Article 87 of this law shall be appointed in accordance with the principle of equal representation and balanced presence between women and men, in such a way that the persons of each sex do not exceed sixty percent and are not less than forty percent. If the percentage of members of the under-represented sex does not reach forty percent, an explanation shall be provided. If the percentage of members of the underrepresented sex does not reach forty percent, a reasoned explanation of the causes shall be provided, as well as the measures taken to reach that percentage.”*