



Industrial relations and social dialogue
**Spain: Metadata for the Eurofound
database of collective agreements
for low-paid workers**

**Minimum wages for low-paid workers
in collective agreements**

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

In Spain, a complete register of collective agreements is publicly available. It provides reliable information on the sector (broken down at NACE-2 level), companies and employees covered, as well as on the type of agreement (sectoral or company-level). This information is submitted by the signatory parties through statistical factsheets.

1 - Agriculture

Background information

Actors landscape is similar to other sectors of the Spanish economy. On the union side, the two main organisations at national level, namely Workers' Commissions (CCOO - Confederación Sindical de Comisiones Obreras) and the General Workers' Union (UGT - Unión General de Trabajadores y Trabajadoras) are also the main bargaining parties in the sector. On the employers' side, however, the landscape is more territorially fragmented due to the relevance of collective bargaining at regional and provincial levels.

Agricultural sector is nearly entirely covered by sector-level bargaining at regional and provincial level, with the only exception of northern regions (Galicia and Basque Country), where no collective agreements exist. This is due to the traditional smallholding land ownership structure in these regions, which has prevented the emergence of a labourer base strong enough to engage in collective bargaining processes (Alarcón, 2007).

The largest collective agreements are found in southern regions (Andalucía, Extremadura, Murcia) which also accounts for the highest share of employment in the sector.

It is difficult to provide an estimate of collective bargaining coverage in the NACE-2 sectors of interest since many agreements overlap with other sectors in agriculture and manufacturing. Overall, according to official register figures, a total of 107 collective agreements are related to the NACE-1 sector.

Sampling information

Information on collective agreements is publicly available through the Electronic Register of Collective Agreements (REGCON).

A total of 13 sectoral collective agreements have been selected in accordance with the sampling criteria. It should be noted that the scope of some of these agreements overlaps with NACE-2 sectors other than crop and animal production, such as forestry and logging, the manufacture of food products or water collection, treatment, and supply. Since it is not feasible to provide an estimate of the extent of such overlap, figures of employees covered in the sectors of interests are only provided in those cases where the scope of the agreement match with the sector description.

The largest agreements in terms of total employees covered have been listed. No major agreements are missing from the sample.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	467,200	467,200	Labor Force Survey, annual figure for 2021 (NACE 01)

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	433,781	433,781	Register of Collective Agreements (REGCON)
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 1 - Agriculture 11 collective agreements were listed, and out of these 6 were approved for coding and fully included in the database.

Agricultural, farming and forestry works - Sevilla

Eurofound identifier	CA-ES-1192
Title (native language)	Faenas Agrícolas, Forestales y Ganaderas.
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	123,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Agricultural activities - Jaen

Eurofound identifier	CA-ES-1193
Title (native language)	Actividades Agropecuarias - Jaen
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	80,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	80,000
Quality of the figure	Numbers are (relatively) precise and reliable

Agriculture - Córdoba

Eurofound identifier	CA-ES-1194
Title (native language)	Convenio Colectivo del sector del campo de la provincia de Córdoba
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	70,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Agriculture - Extremadura

Eurofound identifier	CA-ES-1195
Title (native language)	Convenio Colectivo de Trabajo del Campo de la Comunidad Autónoma de Extremadura
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	65,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	65,000
Quality of the figure	Numbers are (relatively) precise and reliable

Harvest of citric fruits - Valencia Region

Eurofound identifier	CA-ES-1196
Title (native language)	Conveni col·lectiu per a la recol·lecció de cítrics de la Comunitat Valenciana
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	48,000
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	48,000
Quality of the figure	Numbers are (relatively) precise and reliable

Agriculture - Catalonia

Eurofound identifier	CA-ES-1197
Title (native language)	Conveni col·lectiu agropecuari de Catalunya
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	46,500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	46,500
Quality of the figure	Numbers are (relatively) precise and reliable

Agriculture sector - Cádiz

Eurofound identifier	CA-ES-1198
Title (native language)	Convenio Colectivo del sector del campo en la provincia de Cádiz
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	5,500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Note: This collective agreement was listed by the correspondent but not coded in the database.

Agriculture - Málaga

Eurofound identifier	CA-ES-1199
Title (native language)	CONVENIO COLECTIVO DEL SECTOR AGROPECUARIO DE LA PROVINCIA DE MÁLAGA
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	31,000
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	31,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Harvest and production of tomato - Murcia

Eurofound identifier	CA-ES-1200
Title (native language)	Empresas Cosecheras y Productoras del Tomate - Murcia
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	28,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	28,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Agriculture, forestry and farming - Murcia

Eurofound identifier	CA-ES-1201
Title (native language)	Convenio colectivo del Sector Agrícola, Forestal y Pecuario, Murcia.
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	22,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Note: This collective agreement was listed by the correspondent but not coded in the database.

Fruits and vegetables - Lleida

Eurofound identifier	CA-ES-1203
Title (native language)	Conveni col·lectiu de treball del Sector de recaptació, emmagatzematge, manipulació i venda de fruites i

	verduras a la provincia de Lleida
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	18,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	18,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 1 - Agriculture (as defined in the project)
- Most (more than 50% to 89%) of those workers in 1 - Agriculture (as defined in the project), which are covered by a collective agreement.

2 - Manufacture of food, leather, textiles, and clothes

Background information

Actors landscape is similar to other sectors in the Spanish economy. On the union side, the sectoral federations of the two main trade union organisations at national level: Workers' Commissions (CCOO - Confederación Sindical de Comisiones Obreras) and Workers' General Union (UGT - Unión General de Trabajadores y Trabajadoras) are represented in most collective agreements. On the employers' side, however, the landscape is more territorially fragmented due to the relevance of collective bargaining at province level.

Collective bargaining coverage in the selected manufacturing NACE-2 sectors is close to 100% because of the prevalence of sector level agreements at national and province level.

According to the official register, a total of 459 collective agreements are related to the different sub-sectors (NACE-2 sectors 10, 15, 13, and 14): 30% are sector-level agreements which account for nearly 90% of total employees covered by collective bargaining.

National level bargaining is more prominent in the manufacturing of food products (NACE-10). The largest national sectoral agreement in the food industry is the one for the meat industry subsector. However, the actual coverage of the agreement may be lower than estimates due to the extensive use of subcontracting, mainly through worker cooperatives, which raises the risk of the use of bogus self-employment, with a potential negative impact on wages and working conditions in the sector (Riesco Sanz, 2020).

Sampling information

Information on collective agreements is publicly available through the Electronic Register of Collective Agreements (REGCON). The register provides information on the bargaining level, the sectors (at NACE-2 level) and the number of companies and employees covered by each one of the agreements. This information is submitted by the same signatory parties.

A total of 25 sectoral agreements have been identified according to sampling criteria. It should be noted that the scope of some of these agreements overlaps with other sectors, mainly in the wholesale and retail activities (NACE-46 and NACE-47). Since it is not feasible to provide an estimate of the extent of such overlaps, inconsistencies in the estimates of bargaining coverage cannot be completely avoided.

The largest agreements in terms of total employees covered have been listed. No major agreement is missing from the sample.

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not	551,000	551,000	Labour Force Survey (2020)

excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	505,529	505,529	Register of Collective Agreements (REGCON)

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 11 collective agreements were listed, and out of these 7 were approved for coding and fully included in the database.

Meat industry

Eurofound identifier	CA-ES-1207
Title (native language)	Convenio colectivo estatal de industrias cárnicas
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	44,775
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	44,775
Quality of the figure	Numbers are (relatively) precise and reliable

Handling and packing of citrus and vegetables

Eurofound identifier	CA-ES-1208
Title (native language)	Conveni col·lectiu de manipulació i envasat de cítrics, fruites i hortalisses per a la Comunitat Valenciana
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	40,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	40,000

Quality of the figure	Numbers are (relatively) precise and reliable
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Preseves and salted fish and seafood

Eurofound identifier	CA-ES-1209
Title (native language)	Convenio colectivo del sector de conservas, semiconservas y salazones de pescado y marisco
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	31,899
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	31,899
Quality of the figure	Numbers are (relatively) precise and reliable

Vegetables preserves - National

Eurofound identifier	CA-ES-1215
Title (native language)	Convenio colectivo de ámbito estatal para la fabricación de conservas vegetales
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	29,800
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	29,800
Quality of the figure	Numbers are (relatively) precise and reliable

Shoe industry - National

Eurofound identifier	CA-ES-1216
Title (native language)	Convenio colectivo de la industria del calzado
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	29,526
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Dairy and processing industries - National

Eurofound identifier	CA-ES-1217
Title (native language)	Convenio colectivo estatal para las industrias lácteas y sus derivados
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	28,200
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	28,200
Quality of the figure	Numbers are (relatively) precise and reliable

Handling and packing of fruits and vegetables - Province of Almeria

Eurofound identifier	CA-ES-1218
Title (native language)	Manipulado y envasado de frutas, hortalizas y flores de Almería
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	25,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Compound feed industries

Eurofound identifier	CA-ES-1219
Title (native language)	Convenio colectivo nacional de la industria de fabricación de alimentos compuestos para animales
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	14,436

Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	14,436
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Bakery and pastry - Valencia

Eurofound identifier	CA-ES-1220
Title (native language)	Convenio colectivo de panadería y pastelería de la Comunitat Valenciana
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	14,185
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Note: This collective agreement was listed by the correspondent but not coded in the database.

Seafood and processing industry

Eurofound identifier	CA-ES-1221
Title (native language)	Convenio colectivo de empresas de elaboración de productos del mar con procesos de congelación y refrigeración.
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	9,475
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	9,475
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Olive oil manufacture - Málaga

Eurofound identifier	CA-ES-1222
Title (native language)	Convenio colectivo del sector de fábricas de aceite de oliva, extractoras de orujo y aderezo y exportación de aceitunas
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	8,500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- Most (more than 50% to 89%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

The actors' landscape in the two construction sectors of interest does not differ much from other sectors due to the concentration of trade union representativeness in the two major trade union federations at national level: Workers' Commissions (CC.OO. - Confederación Sindical de Comisiones Obreras) and General Workers' Union (UGT - Unión General de Trabajadores y Trabajadoras). In contrast, the employers' organisations are more territorially fragmented due to the dominance of collective bargaining at province level.

According to official registers, a total of 218 collective agreements are related to the two sectors of interest (NACE-41 and NACE-43), with an estimated coverage rate of around 60% of the total number of employees. Despite doubts around the reliability of the statistical data provided by the signatory parties, scholars suggest that the coverage rate may be higher due to the effect of automatic extension of sectoral agreements that can be found in most Spanish regions (Calvo Gallego et al, 2022).

Provincial level agreements account for more than 90% of total employees covered by collective bargaining in the two NACE-2 sectors.

Nevertheless, the efficacy of collective bargaining in the construction sector is challenged by the widespread use of subcontracting and externalisation practices in small firms and self-employed workers. The rise of self-employment in the Spanish construction sector is potentially mostly associated to bogus self-employment.

Sampling information

Information on collective agreements is publicly available through the Electronic Register of Collective Agreements (REGCON).

A total of 15 sectoral agreements have been selected in accordance with the sampling criteria. The scope of many of the agreements listed in the sample overlaps with other construction related activities (civil engineering, NACE-42), wholesale and retail activities and the rental and leasing of construction machinery and materials (NACE-46, NACE-47, and NACE-77 respectively). Since it is not feasible to provide an estimate of the extent of such overlap, figures of employees covered in the sectors of interests are only provided in those cases where the scope of the agreement matched the NACE-2 sectors of interest. This might be the reason for inconsistencies between estimates of bargaining coverage.

The largest agreements in terms of total employees covered have been listed. No major agreements are missing from the sample.

Table 11: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not	814,700	814,700	Labour Force Survey (figure for total employees in 2020)

excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	462,335	462,335	Register of Collective Agreements (REGCON)

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 3 - Construction excl. civil engineering 11 collective agreements were listed, and out of these 7 were approved for coding and fully included in the database.

Metal industry - Valencia

Eurofound identifier	CA-ES-1237
Title (native language)	Convenio colectivo del sector de comercio del metal
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	51,622
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Construction and public works - A Coruña

Eurofound identifier	CA-ES-1238
Title (native language)	Convenio colectivo de construcción da provincia da Coruña
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	50,000
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Construction and public works - Murcia

Eurofound identifier	CA-ES-1239
Title (native language)	Convenio colectivo para el sector de las industrias del sector de la construcción y obras públicas de la Región de Murcia.
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	32,594
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	32,594
Quality of the figure	Numbers are (relatively) precise and reliable

Construction - Pontevedra

Eurofound identifier	CA-ES-1240
Title (native language)	Convenio colectivo provincial do sector de construcción de Pontevedra
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	25,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Metal industry - Zaragoza

Eurofound identifier	CA-ES-1241
Title (native language)	Convenio colectivo del sector comercio del metal de Zaragoza.
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	22,492

Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Construction sector - Bizkaya

Eurofound identifier	CA-ES-1242
Title (native language)	Convenio colectivo del sector de la construccion de Bizkaia
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	22,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Construction and public works - Toledo

Eurofound identifier	CA-ES-1243
Title (native language)	Convenio colectivo para construcción y obras públicas de la provincia de Toledo
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	21,600
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	Numbers are (relatively) precise and reliable

Construction sector - Tarragona

Eurofound identifier	CA-ES-1244
Title (native language)	Conveni col·lectiu de treball del sector de la construcció, de la província de Tarragona
Bargaining level	Other type of agreement

Number of workers covered by the agreement in total	18,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Note: This collective agreement was listed by the correspondent but not coded in the database.

Construction and public works - Córdoba

Eurofound identifier	CA-ES-1245
Title (native language)	Convenio colectivo provincial de construcción de obras públicas de Córdoba
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	15,600
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Note: This collective agreement was listed by the correspondent but not coded in the database.

Construction and public works - Ciudad Real

Eurofound identifier	CA-ES-1246
Title (native language)	Convenio colectivo provincial para la construcción y obras pública de la provincia de Ciudad Real
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	15,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	15,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Cosntruction - Lleida

Eurofound identifier	CA-ES-1247
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Title (native language)	Conveni col·lectiu del sector de la construcció de la província de Lleida
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	15,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	15,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- A small sample (less than 20%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

The actors' landscape in the commerce sector is significantly different from other sectors in the Spanish economy due to the presence of union organisations not affiliated to the main union confederations at national level, namely Workers' Commissions (CC.OO. - Confederación Sindical de Comisiones Obreras) and General Workers' Union (UGT - Unión General de Trabajadores y Trabajadoras). Professional union organisations such as the Federation of Trade Union Associations (FASGA) or the Independent Union Confederation (FETICO) are well established in large companies of the department stores subsector.

Collective bargaining structure in the commerce and retail sector is characterised by the dominance of sector level bargaining. Company level bargaining is also relevant but mostly in large retail chains. Overall, estimates of the coverage of collective bargaining in the sector are close to 90%. Sectoral level accounts for the largest share of employees covered in the sector.

Sampling information

Information on collective agreements is publicly available through the Electronic Register of Collective Agreements (REGCON). Coverage figures for each agreement are submitted by the signatory parties.

Many of the sectoral agreements in the commerce sector overlap with related activities in the manufacturing and the construction sectors. The scope of all the listed agreements in the sample matches with the sector description in terms of NACE-2 (NACE-46 and NACE-47) with the only exception of the national sectoral agreement for department stores, the largest sectoral agreement in the commerce sector, whose scope overlaps with other service activities. This might be the reason for inconsistencies between bargaining coverage estimates in the meta data section.

A total of 15 collective agreements have been selected in accordance with the sampling criteria.

The four company-level agreements of the largest retail companies in Spain are included. Overall, the coverage of these agreements represents nearly two third of the total employees covered by this bargaining level.

The largest agreements in terms of total employees covered have been listed. No major agreement is missing from the sample.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	1,410,100	1,410,100	Labour Force Survey (total employees in NACE 47, figure for year 2020)
B. Total number of employees in the	1,268,570	1,268,570	Official register of collective agreements

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sampled sectors of interest, estimated to be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 4 - Retail 11 collective agreements were listed, and out of these 10 were approved for coding and fully included in the database.

Department stores - National

Eurofound identifier	CA-ES-1258
Title (native language)	Convenio colectivo del sector de grandes almacenes.
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	233,073
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Mercadona

Eurofound identifier	CA-ES-1259
Title (native language)	Convenio colectivo del Grupo de empresas Mercadona, SA, y Forns Valencians Forva, SA, Unipersonal
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	86,100
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	86,100
Quality of the figure	Numbers are (relatively) precise and reliable

Retail - Girona

Eurofound identifier	CA-ES-1260
Title (native language)	Comerç en general de la província de Girona
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	65,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	65,000
Quality of the figure	Numbers are (relatively) precise and reliable

Food retail - Madrid

Eurofound identifier	CA-ES-1261
Title (native language)	Convenio colectivo del Sector de Comercio de Alimentación
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	51,250
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	51,250
Quality of the figure	Numbers are (relatively) precise and reliable

Service Stations - National

Eurofound identifier	CA-ES-1262
Title (native language)	Convenio colectivo estatal de estaciones de servicio
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	50,596
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	50,596
Quality of the figure	Numbers are (relatively) precise and reliable

Textile retail - Madrid

Eurofound identifier	CA-ES-1263
Title (native language)	Comercio textil - Madrid
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	47,750
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	47,750
Quality of the figure	Numbers are (relatively) precise and reliable

General commerce - Sevilla

Eurofound identifier	CA-ES-1264
Title (native language)	Convenio colectivo para el comercio en general de Sevilla
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	40,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Commerce of flowers and plants - National

Eurofound identifier	CA-ES-1265
Title (native language)	Convenio colectivo estatal para las empresas dedicadas al comercio de flores y plantas
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	37,411
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Butchers' shops - Valencia

Eurofound identifier	CA-ES-1266
Title (native language)	Convenio colectivo de comercio minorista de carnicería y charcutería de la Comunitat Valenciana
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	36,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	36,000
Quality of the figure	Numbers are (relatively) precise and reliable

Commerce and varied activities - Valencia

Eurofound identifier	CA-ES-1267
Title (native language)	Convenio colectivo del comercio de actividades diversas para la Comunitat Valenciana 2
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	35,400
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Supermarket and self-service - Catalonia

Eurofound identifier	CA-ES-1268
Title (native language)	
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	30,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	30,000

Quality of the figure

Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 4 - Retail (as defined in the project)
- A good fraction (20% to 49%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

The actors' landscape is similar to other sectors in the Spanish economy. On the trade union side, the sectoral federations of the two main trade unions organisations at national level – Workers' Commissions (CCOO - Confederación Sindical de Comisiones Obreras) and Workers' General Union (UGT - Unión General de Trabajadores y Trabajadoras) – are represented in most collective agreements. On the other hand, employers' collective organisation in the transport sector is highly fragmented due to the high numbers of independent self-employed and very small companies often consisting of one entrepreneur and few employees.

Collective bargaining coverage in the transport sector is higher than 90%, but territorially fragmented due to the prevalence of provincial level of bargaining. According to official register data, more than 800 agreements are related to the different sectors of interest (NACE-49, NACE-52, and NACE-53). More than 80% of total employees are covered by sectoral agreements but the extent of company level bargaining is particularly relevant in the land transport subsector and related activities (NACE49 and NACE 52), where many small and medium sized companies operate.

Sampling information

Information on collective agreements is publicly available through the Electronic Register of Collective Agreements (REGCON).

A total of 14 sectoral collective agreements have been selected according to the sampling criteria. The scope of all the agreements listed in the sample matches with the sector description with the only exception of the National sectoral agreement for the ambulance sector which overlaps with human health activities (NACE-86). This might be the reason for inconsistencies in bargaining coverage estimates provided in the meta data section.

The largest agreements in terms of total employees covered are included. No major agreements exist beyond those listed in the sample.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	762,400	762,400	Labor Force Survey (annual figure for total employees in 2020)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	710,309	710,309	Register of collective agreements (REGCON)

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 11 collective agreements were listed, and out of these 6 were approved for coding and fully included in the database.

Road freight transport - Alicante

Eurofound identifier	CA-ES-1275
Title (native language)	Transporte de mercancías por carretera de la provincia de Alicante
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	54,420
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	54,420
Quality of the figure	Numbers are (relatively) precise and reliable

Taxi services - National

Eurofound identifier	CA-ES-1276
Title (native language)	Convenio colectivo nacional para el sector del auto-taxi
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	35,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	35,000
Quality of the figure	Numbers are (relatively) precise and reliable

Road freight transport - Madrid

Eurofound identifier	CA-ES-1277
Title (native language)	Transporte de mercancías por carretera de la Comunidad de Madrid
Bargaining level	Regional industry/sector level agreement

Number of workers covered by the agreement in total	33,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	33,000
Quality of the figure	Numbers are (relatively) precise and reliable

Road freight transport - Valencia

Eurofound identifier	CA-ES-1278
Title (native language)	Transporte de mercancías por carretera, logística y mensajerías de la provincia de Valencia
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	25,200
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	25,200
Quality of the figure	Numbers are (relatively) precise and reliable

Ambulance transport - National

Eurofound identifier	CA-ES-1279
Title (native language)	Convenio colectivo para las empresas y las personas trabajadoras de transporte sanitario de enfermos/as y accidentados/as.
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	24,583
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Road freight transport - Zaragoza

Eurofound identifier	CA-ES-1280
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Title (native language)	Convenio colectivo del sector de transportes de mercancías, mudanzas, guardamuebles y logística de Zaragoza
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	20,500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	20,500
Quality of the figure	Numbers are (relatively) precise and reliable

Road freight transport - Barcelona

Eurofound identifier	CA-ES-1281
Title (native language)	Transports de mercaderies per carretera i logística de la província de Barcelona
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	20,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	20,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Road freight transport - Málaga

Eurofound identifier	CA-ES-1282
Title (native language)	Transportes de mercancías por carretera, agencias de transportes y despachos centrales y auxiliares
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	17,698
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	17,698
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

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Logistics - Madrid

Eurofound identifier	CA-ES-1283
Title (native language)	Convenio colectivo de logística, paquetería y actividades anexas al transporte de mercancías de la Comunidad de Madrid
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	15,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	15,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Passengers transport - Girona

Eurofound identifier	CA-ES-1284
Title (native language)	Transports de viatgers de la provincial de Girona
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	10,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	10,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Road freight transport - A Coruña

Eurofound identifier	CA-ES-1285
Title (native language)	Convenio colectivo do sector de transporte de mercadorías por estrada da provincia da Coruña
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	9,445
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	9,445
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- A good fraction (20% to 49%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

Actors landscape in the sector is similar to other sectors in the Spanish economy. On the trade union side, the sectoral federations of the two main trade union organisations at national level – Workers' Commissions (CCOO - Confederación Sindical de Comisiones Obreras) and Workers' General Union (UGT - Unión General de Trabajadores y Trabajadoras) – are represented in most collective agreements.

On the employers' side, however, the landscape is more territorially fragmented due to the relevance of collective bargaining at regional and provincial levels.

Collective bargaining in the food and accommodation sector is characterised by the existence of a national framework agreement regulating the structure of collective bargaining, occupational classification, and other working conditions in the sector but not wages, which are established in sectoral bargaining at regional and province level. Collective bargaining coverage in the sectors of interest is around 60% according to estimates. Nearly all (98%) of total employees covered by collective bargaining are covered by sectoral agreements at regional and province level. National sectoral bargaining plays a relevant role in the regulation of working conditions in the catering industry.

As a final note, the figure referring to the total number of employees in the NACE-2 sectors of interest estimated to be covered by collective bargaining is based on the number found the official Register of Collective Agreements (REGCON), but adjusted in consistency with the total number of employees in the NACE-2 sectors of interest not excluded from collective bargaining: this is because the number in the REGCON (without adjustment) presents overlaps with other sectors or activities.

Sampling information

Information on collective agreements is publicly available through official Register of Collective Agreements (REGCON).

A total of 14 sectoral collective agreements have been selected according to sampling criteria. It should be noted that the scope of some of the listed agreements partially overlaps related activities in the sports and recreation sectors (NACE-93). This might be the reason for inconsistencies between bargaining coverage estimates provided in the sector's metadata section.

Major collective agreements in the sector have been listed in the sample according to sampling criteria, and no major agreement is missing from the sample.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	1,133,400	1,133,400	Labour Force Survey (annual figure for 2020).

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	650,000	750,000	Estimate based on the Register of collective agreements (REGCON)
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 6 - Hospitality 11 collective agreements were listed, and out of these 8 were approved for coding and fully included in the database.

Tourism and catering - Madrid

Eurofound identifier	CA-ES-1298
Title (native language)	Convenio colectivo de hostelería y actividades turísticas de la Comunidad de Madrid.
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	149,875
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	149,875
Quality of the figure	Numbers are (relatively) precise and reliable

Tourism and catering - Catalonia

Eurofound identifier	CA-ES-1299
Title (native language)	Conveni Col·lectiu Interprovincial del sector de la Indústria d'Hosteleria i Turisme de Catalunya
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	125,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	125,000
Quality of the figure	Numbers are (relatively) precise and reliable

Catering industry

Eurofound identifier	CA-ES-1300
Title (native language)	Convenio colectivo estatal del sector de la restauración colectiva
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	82,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	82,000
Quality of the figure	Numbers are (relatively) precise and reliable

Hostelry sector - Málaga

Eurofound identifier	CA-ES-1301
Title (native language)	Convenio colectivo del sector de la hostelería para la provincia de Málaga
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	80,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	80,000
Quality of the figure	Numbers are best estimates

Hostelry sector - Tenerife

Eurofound identifier	CA-ES-1302
Title (native language)	Convenio colectivo del sector de hostelería de Santa Cruz de Tenerife
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	55,257
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	55,257
Quality of the figure	No estimates can be made at all (N/A)

Hostelry - Sevilla

Eurofound identifier	CA-ES-1303
Title (native language)	Convenio colectivo para el sector de la hostelería en Sevilla
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	40,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	40,000
Quality of the figure	Numbers are (relatively) precise and reliable

Hostelry - Alicante

Eurofound identifier	CA-ES-1304
Title (native language)	Convenio colectivo provincial de industrias de hostelería
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	39,600
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	39,600
Quality of the figure	Numbers are (relatively) precise and reliable

Hostelry - Las Palmas

Eurofound identifier	CA-ES-1305
Title (native language)	Sector de la hostelería de la provincia de las Palmas
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	32,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	32,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Hostelry - Zaragoza

Eurofound identifier	CA-ES-1306
Title (native language)	Hostelería de Zaragoza
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	32,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	32,000
Quality of the figure	Numbers are (relatively) precise and reliable

Hostelry - Cantabria

Eurofound identifier	CA-ES-1307
Title (native language)	Convenio Colectivo del sector de Hostelería de Cantabria
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	21,125
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	21,125
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Hospitality - Madrid

Eurofound identifier	CA-ES-1308
Title (native language)	Hospedaje de la Comunidad de Madrid
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	17,899
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	17,899
Quality of the figure	Numbers are (relatively) precise and reliable

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 6 - Hospitality (as defined in the project)
- Most (more than 50% to 89%) of those workers in 6 - Hospitality (as defined in the project), which are covered by a collective agreement.

7 - Business support services

Background information

The actors' landscape is similar to other sectors in the Spanish economy. The sectoral federations of the two main trade union confederations at national level – Workers' Commissions (CCOO - Confederación Sindical de Comisiones Obreras) and Workers' General Union (UGT - Unión General de Trabajadores y Trabajadoras) – are represented in most collective agreements.

On the employers' side, however, the landscape is more territorially fragmented due to the relevance of collective bargaining at regional and provincial levels.

Estimates on the collective bargaining coverage in the administrative and support service activities are close to 100% due to the dominance of sectoral collective bargaining at national level and its automatic extension to all employees and companies. There are hundreds of collective agreements partially or totally related to administrative and support service activities in different sectors and companies. Attention is drawn to the fact that the scope of many sector-related agreements overlaps with other service activities, such as those in advertising and marketing sector (NACE-73), consultancy (NACE-70), residential care (NACE-87) and activities of households (NACE-97). This is why the total number of employees covered by collective bargaining exceeds the figure of all employees working in the sectors of interest and the subsequent inconsistencies in the bargaining coverage estimates provided in the sector's metadata section.

Sampling information

Information of collective agreements is publicly available through the electronic Register of Collective Agreements (REGCON).

A total of 10 sectoral collective agreements have been selected according to sampling criteria. The scope of all the agreements listed in the sample matches with the sector description in terms of NACE-2 (78, 82, 80, 81), with the only exception of the national sectoral agreement for temporary work agencies, which also applies to related activities of head offices (NACE-70).

Major collective agreements in the sector have been listed in the sample according to sampling criteria, and no major agreement is missing from the sample.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	822,200	822,200	Labour Force Survey (annual figure for total employees in 2020)
B. Total number of employees in the sampled sectors of interest, estimated to	820,000	822,200	Estimate based on the Official register of collective agreements (REGCON)

be covered by collective bargaining			
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 10 collective agreements were listed, and out of these 7 were approved for coding and fully included in the database.

Temporary agency work - National

Eurofound identifier	CA-ES-1313
Title (native language)	Convenio colectivo estatal de empresas de trabajo temporal
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	715,775
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Private security - National

Eurofound identifier	CA-ES-1314
Title (native language)	Convenio colectivo estatal de las empresas de seguridad
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	91,975
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	91,975
Quality of the figure	Numbers are (relatively) precise and reliable

Building cleaning services - Madrid

Eurofound identifier	CA-ES-1315
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Title (native language)	Convenio colectivo de Sector de Limpieza de Edificios y Locales
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	86,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	86,000
Quality of the figure	Numbers are (relatively) precise and reliable

Contact Center - National

Eurofound identifier	CA-ES-1316
Title (native language)	Convenio colectivo de ámbito estatal del sector de contact center (antes telemarketing).
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	80,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	80,000
Quality of the figure	Numbers are (relatively) precise and reliable

Cleaning services - Catalonia

Eurofound identifier	CA-ES-1317
Title (native language)	Neteja d'Edificis i Locals de Catalunya
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	65,380
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	65,380
Quality of the figure	Numbers are (relatively) precise and reliable

Stocking and other marketing services - National

Eurofound identifier	CA-ES-1318
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Title (native language)	Empresas dedicadas a servicios de campo para actividades de reposición y servicios de marketing operacional
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	44,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	44,000
Quality of the figure	Numbers are (relatively) precise and reliable

Desinfection and rodent control - National

Eurofound identifier	CA-ES-1319
Title (native language)	Convenio colectivo estatal del sector de desinfección, desinsectación y desratización
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	36,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	36,000
Quality of the figure	Numbers are (relatively) precise and reliable

Access control services - National

Eurofound identifier	CA-ES-1320
Title (native language)	Servicios auxiliares de información, control de accesos y comprobación de instalaciones
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	27,069
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	27,069
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Office group - Alicante

Eurofound identifier	CA-ES-1321
Title (native language)	Convenio colectivo provincial de oficinas y despachos
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	25,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	25,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Cleaning services - Valencia

Eurofound identifier	CA-ES-1322
Title (native language)	Limpieza de edificios y locales de la
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	23,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	23,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 7 - Business support services (as defined in the project)
- A good fraction (20% to 49%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

The actors' landscape is similar to other sectors in the Spanish economy. The sectoral federations of the two main trade union organisations at national level – Workers' Commissions (CC.OO. - Confederación Sindical de Comisiones Obreras) and Workers' General Union (UGT - Unión General de Trabajadores y Trabajadoras) – are represented in most collective agreements.

On the employers' side, however, the landscape is more territorially fragmented due to the relevance of collective bargaining at regional and provincial levels.

According to the official register, nearly 200 collective agreements are related to the NACE-2 sectors of interest Q-87 (residential care activities) and Q-88 (social work activities without accommodation).

The structure of collective bargaining in the sectors targeted in the project is characterised by the predominance of bargaining at national sectoral level.

Company level bargaining is relevant in the social work subsector due to the existence of a large national institution in support for the labour and social inclusion of blind and visually impaired persons in the country (ONCE - Organización Nacional de Ciegos Españoles).

Estimates of the coverage of collective bargaining in social work and care activities (NACE-86 and NACE-87) are close to 100% due to the prevalence of national sectoral bargaining.

Working conditions in the sector are faced with downward pressure due to the extent of subcontracting, notably in the provision of homecare services.

Sampling information

Information on collective agreements is publicly available through the Electronic Register of Collective Agreements (REGCON).

A total of six collective agreements (five at sectoral level and one at company level) have been selected according to sampling criteria.

It should be noted that the scope of many of the sectoral agreements overlap with education related activities, such as those for private education institutions and childhood centres (NACE-85) and activities of membership organisations (NACE-94). Since it is not feasible to offer an estimate of the extent of such overlap, figures of employees covered in the sectors of interests are only provided in those cases where the scope of the agreement fully matches the NACE-2 sectors of interest. This might be the reason for the inconsistencies between bargaining coverage estimates provided in the sector's meta data section.

Major collective agreements in the sector have been listed in the sample in accordance to the sampling criteria, and no major agreement is missing from the sample.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
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A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	563,100	563,100	Labour Force Survey (annual figure for total employees in 2020).
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	520,506	520,506	Official register of collective agreements

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 8 - Residential and social care 6 collective agreements were listed, and out of these 6 were approved for coding and fully included in the database.

Care centre for people with disabilities - National

Eurofound identifier	CA-ES-1323
Title (native language)	Convenio colectivo general de centros y servicios de atención a personas con discapacidad.
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	200,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Care services for dependent people - National

Eurofound identifier	CA-ES-1324
Title (native language)	Convenio colectivo marco estatal de servicios de atención a las personas dependientes y desarrollo de la promoción de la autonomía personal
Bargaining level	National industry/sector level agreement

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

Number of workers covered by the agreement in total	180,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	180,000
Quality of the figure	Numbers are (relatively) precise and reliable

Private education centres - National

Eurofound identifier	CA-ES-1325
Title (native language)	Convenio colectivo de empresas de enseñanza privada sostenidas total o parcialmente con fondos públicos
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	175,976
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	175,976
Quality of the figure	Numbers are (relatively) precise and reliable

Social action and intervention - National

Eurofound identifier	CA-ES-1326
Title (native language)	Convenio colectivo de acción e intervención social
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	150,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Centres for childhood education and assistance - National

Eurofound identifier	CA-ES-1327
Title (native language)	Convenio colectivo de centros de asistencia y educación infantil

Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	74,268
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Spanish National organisation for the Blind

Eurofound identifier	CA-ES-1328
Title (native language)	Convenio colectivo de la Organización Nacional de Ciegos (ONCE) y su personal.
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	23,259
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	23,259
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 8 - Residential and social care (as defined in the project)
- Most (more than 50% to 89%) of those workers in 8 - Residential and social care (as defined in the project), which are covered by a collective agreement.

9 - Arts, gambling and sports

Background information

Actors landscape in the arts and entertainment sector is similar to other sectors in the Spanish economy. The sectoral federations of the two main trade union organisations at national level: Workers' Commissions (CCOO - Confederación Sindical de Comisiones Obreras) and Workers' General Union (UGT - Unión General de Trabajadores y Trabajadoras) are represented in most collective agreements related to the sector.

On the employers' side, however, the landscape is more territorially fragmented due to the relevance of collective bargaining at regional and provincial levels.

According to official registers, there are more than 270 collective agreements related to the three NACE-2 sectors of interest (NACE 90, 92 and 93).

Sectoral bargaining accounts for the 85% of total employees covered by any form of collective bargaining. Estimates on the collective bargaining coverage vary across the three activities, ranging from nearly 100% in gambling and betting activities to less than 60% in the arts and entertainment activities.

Sampling information

Information on collective agreements is publicly available through the Electronic Register of Collective Agreements (REGCON).

A total of eight sectoral collective agreements have been selected according to the sampling criteria in the three sectors of interest. The scope of the agreements listed in the sample matches with the sector description in terms of NACE-2, with the only exception of the national sectoral collective agreement for educational leisure, which also covers activities classified in the food and accommodation sector and in the education sector.

Since it is not feasible to offer an estimate of the extent of such overlap, figures of employees covered in the sectors of interests are only provided in those cases where the scope of the agreement fully correspond to the NACE-2 sectors of interest. This may lead to some inconsistencies in the figures of the sector metadata tab.

Major collective agreements in the sector have been listed in the sample according to sampling criteria, and no major agreement is missing from the sample.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	259,600	259,600	Labour Force Survey (annual figure for total employees in 2020).

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	150,804	150,804	Register of collective agreements (REGCON)
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 9 - Arts, gambling and sports 8 collective agreements were listed, and out of these 5 were approved for coding and fully included in the database.

Sport facilities and fitness centres - National

Eurofound identifier	CA-ES-1329
Title (native language)	Convenio colectivo estatal de instalaciones deportivas y gimnasios
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	80,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	80,000
Quality of the figure	Numbers are (relatively) precise and reliable

Bingo gaming companies - National

Eurofound identifier	CA-ES-1330
Title (native language)	Convenio marco estatal para empresas organizadoras del juego del bingo.
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	8,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	8,000
Quality of the figure	Numbers are (relatively) precise and reliable

Gambling and betting activities - Madrid

Eurofound identifier	CA-ES-1331
Title (native language)	Convenio colectivo del sector empresas comercializadoras de juegos colectivos de dinero y azar
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	5,193
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	5,193
Quality of the figure	Numbers are (relatively) precise and reliable

Lottery administration - National

Eurofound identifier	CA-ES-1332
Title (native language)	Convenio colectivo sectorial de ámbito estatal de las administraciones de loterías
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	4,100
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	4,100
Quality of the figure	Numbers are (relatively) precise and reliable

Actors and actresses of Madrid

Eurofound identifier	CA-ES-1333
Title (native language)	Convenio colectivo del sector de actores y actrices de madrid
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	4,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	4,000

Quality of the figure	Numbers are (relatively) precise and reliable
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Note: This collective agreement was listed by the correspondent but not coded in the database.

Sport facilities and fitness centres - Galicia

Eurofound identifier	CA-ES-1334
Title (native language)	Convenio colectivo de instalacións deportivas e ximnasia da Comunidade Autónoma de Galicia.
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	3,911
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	3,911
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Educational leisure - National

Eurofound identifier	CA-ES-1335
Title (native language)	Convenio colectivo marco estatal de ocio educativo y animación sociocultural
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	232,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Golf courses - Murcia

Eurofound identifier	CA-ES-1341
Title (native language)	Explotación de campos de golf y servicios anexos
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	3,000
Quality of the figure	Numbers are (relatively) precise and reliable

Number of workers covered by the agreement in the low paid sector of interest	3,000
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 9 - Arts, gambling and sports (as defined in the project)
- Most (more than 50% to 89%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

The actors' landscape in other service activities is similar to other sectors in the Spanish economy. The sectoral federations of the two main trade union organisations at national level – Workers' Commissions (CC.OO. - Confederación Sindical de Comisiones Obreras) and Workers' General Union (UGT - Unión General de Trabajadores y Trabajadoras) – are represented in most collective agreements.

On the employers' side, however, the landscape is more territorially fragmented due to the relevance of collective bargaining at regional and provincial levels.

A total of 118 collective agreements are related to the sector. Multiemployer agreements account for more than 80% of total employees covered by collective bargaining. Attention is drawn to the fact that the scope of many of these sector-related agreements overlaps with other service-related activities (education, accommodation, sport activities and recreation activities). This is the reason for inconsistencies in the bargaining coverage estimates provided in the sector meta data section.

Estimated coverage of collective bargaining in the personal services sector is close to 100%, due to the prevalence of sectoral bargaining at national and province level and its automatic extension to all employees and companies.

Sampling information

Information on collective agreements is publicly available through the Electronic Register of Collective Agreements (REGCON).

A total of four sector-level agreements have been selected according to sampling criteria.

The scope of the agreements matches with the sector definition in terms of NACE-2, with the only exception of the national sectoral collective agreement for hairdressing, beauty salons and gyms, which also covers sports-related activities (NACE-93). Since it is not feasible to offer an estimate of the extent of such overlap, figures of employees covered in the sectors of interests are only provided in those cases where the scope of the agreement fully correspond to the sector description.

The largest agreements in terms of total employees covered have been listed. No major agreements exist beyond those already covered in the sample.

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	164,900	164,900	Labour Force Survey (annual figure for total employees in 2020).

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	160,000	164,900	Estimate based on the Official register of collective agreements.
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 10 - Personal services 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

Hairdressing, beauty salons and gymns - National

Eurofound identifier	CA-ES-1342
Title (native language)	Convenio colectivo para peluquerías, institutos de belleza y gimnasios
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	125,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	
Quality of the figure	No estimates can be made at all (N/A)

Industrial laundry - Catalunya

Eurofound identifier	CA-ES-1343
Title (native language)	Conveni col·lectiu de treball d'àmbit de la Comunitat Autònoma de Catalunya per al sector de les bugaderies industrials
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	9,500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	9,500

Quality of the figure	Numbers are (relatively) precise and reliable
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Hairdressing and beauty - Galicia

Eurofound identifier	CA-ES-1344
Title (native language)	Convenio colectivo de ámbito de la Comunidad Autónoma de Galicia para peluquerías de señoras, caballeros, unisex y salones de belleza
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	9,500
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	9,500
Quality of the figure	Numbers are (relatively) precise and reliable

Hairdressing and beauty - Catalonia

Eurofound identifier	CA-ES-1345
Title (native language)	Conveni col·lectiu de treball de perruqueries, centres d'estètica i bellesa de Catalunya
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	7,654
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	7,654
Quality of the figure	Numbers are (relatively) precise and reliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 10 - Personal services (as defined in the project)
- A small sample (less than 20%) of those workers in 10 - Personal services (as defined in the project), which are covered by a collective agreement.

11 - Domestic personnel

Background information

Although Spain is one of the EU countries with the highest share of household workers, collective bargaining in the sector is nearly absent. This is partly explained by the high prevalence of informal work in the care sector, but it is especially due to the institutional framework for the regulation of 'domestic work' as a 'special employment regime' which does not guarantee the same employment and social protection rights as those for workers under the standard employment relationship.

Although the law states that domestic workers are entitled to the same collective rights as general employees, some features of the regulation of domestic work, such as the possibility of dismissal at employer's discretion and the lack of social protection in the event of unemployment or sick leave, clearly undermines domestic workers' bargaining power, and has prevented the development of collective organisations in the sector.

Existing collective agreements in the sector are mostly concentrated in certain activities of bouncers and other employees in the maintenance of urban properties in some Spanish provinces.

These workers are represented by the main union organisations at national level, namely Workers' Commissions (CC.OO. - Confederación Sindical de Comisiones Obreras) and the General Workers' Union (UGT - Unión General de Trabajadores y Trabajadoras).

Sampling information

Information on collective agreements is publicly available through the Electronic Register of Collective Agreements (REGCON).

A total of four sectoral agreements have been selected according to sampling criteria. Bearing in mind the sector specificities already mentioned (see Background section), these agreements account for a good share of the employees covered by collective bargaining. The scope of one of the agreements listed in the sample (Employees in urban properties - Catalonia) also includes services in buildings and gardening activities (NACE-81). Since it is not feasible to offer an estimate of the extent of such overlap, figures of employees covered in the sectors of interests are only provided in those cases where the scope of the agreement matches with the sector of interest (NACE-97). This is the reason for inconsistencies in the provided estimates of bargaining coverage.

The largest agreements in terms of total employees covered have been listed. No major agreements exist beyond those already listed in the sample.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	537,800	537,800	Labour Force Survey (annual figure for total employees in 2020).

B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	11,699	11,699	Official register of collective agreements.
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Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 11 - Domestic personnel 4 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Urban properties - Castellon and Valencia

Eurofound identifier	CA-ES-1346
Title (native language)	Convenio colectivo de empleados y empleadas de fincas urbanas de las provincias de Valencia y Castellón
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	1,900
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,900
Quality of the figure	Numbers are (relatively) precise and reliable

Employees in urban properties - Catalonia

Eurofound identifier	CA-ES-1347
Title (native language)	Conveni col·lectiu de treball per a empleats de finques urbanes de Catalunya
Bargaining level	Regional industry/sector level agreement
Number of workers covered by the agreement in total	9,782
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	9,782

Quality of the figure	Numbers are (relatively) precise and reliable
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Employees in urban properties - Alicante

Eurofound identifier	CA-ES-1348
Title (native language)	Convenio Colectivo provincial de Empleados de Fincas Urbanas de la provincia de Alicante
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	642
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	642
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Urban properties - Zaragoza

Eurofound identifier	CA-ES-1349
Title (native language)	Sector fincas urbanas - Zaragoza
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	1,200
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	1,200
Quality of the figure	Numbers are (relatively) precise and reliable

Note: This collective agreement was listed by the correspondent but not coded in the database.

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 11 - Domestic personnel (as defined in the project)
- A good fraction (20% to 49%) of those workers in 11 - Domestic personnel (as defined in the project), which are covered by a collective agreement.

12- Multi-sectoral agreements

Background information

The main example of multisectoral collective bargaining in Spain are the Interconfederal Agreements for Collective Bargaining which are concluded by the main employers and union confederations at national level since the late '90s. On the employers' side, the signatory parties are the Spanish Confederation of Employers' Organisations (CEOE - Confederación Española de Organizaciones Empresariales) and the Spanish Confederation of Small and Medium-Sized Enterprises (CEPYME - Confederación Española de la Pequeña y Mediana Empresa). On the unions' side, the parties are the national confederations of Workers' Commissions (CC.OO. - Confederación Sindical de Comisiones Obreras) and the General Workers' Unions (UGT - Unión General de Trabajadores y Trabajadoras).

These agreements play an important role in coordinating collective bargaining, and particularly on wages, by setting general rules about pay increases and minimum pay rates to be implemented by bargaining parties in different sectors and bargaining levels. The last inter-sectoral agreement expired in 2020 and negotiations for its renewal proved difficult due to conflicting positions on how to tackle the increasing inflation levels through an income policy agreement at national level.

They do not, anyway, contain specific rates since their aim is that of coordinating collective bargaining and establishing the "framework" within which collective bargaining is to be carried out.

Sampling information

No agreement is relevant for the sampling, as explained in the Background tab.

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