Industrial relations

Spain: Developments in working life 2017

Developments in working life in Europe: EurWORK annual review 2017

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

In 2017, the Popular Party was the party in power in the Spanish Government, but they did not have an absolute majority, which obliged them to reach pacts with other political parties in order to approve measures, pass laws, etc.

The Catalan crisis, derived from the drive for independence, created tension across the Spanish political spectrum, particularly from September 2017 onwards. As some parties did not agree with how the Popular Party was dealing with the Catalan independence crisis, they did not support the Popular Party for the passage of Spanish 2018 budget, which was delayed. This had a direct effect on the approval and implementation of different measures and policies in the labour and social fields, among others.

Social partners reactions following changes in governments

As well as this, after the 2017 summer, social partners were supposed to engage in negotiation concerning salaries and social protection agreements. Trade unions criticised the paralysis of the social agenda as a consequence of the Catalan issue. Without denying their worry for the Catalan crisis, UGT and CCOO trade unions’ leaders considered that the issue was pushing other important labour and social problems into the background.

Labour market reforms or major packages of working life regulations

There were no relevant labour market reforms in 2017.

Developments in industrial relations 2017

Changes affecting the national-level actors and institutions of industrial relations and social dialogue in 2017

Representativeness

There were no major changes in the way in which representativeness of social partners is regulated.

Actors

In June 2017, CCOO trade union named a new General Secretary, Mr Unai Sordo, replacing Mr Ignacio Fernández Toxo (who had spent 9 years in that position). Among the main challenges to be faced by CCOO, it is worth mentioning the recovery of membership rates lost during the crisis and developing a more efficient management system closer to workers’ needs. Membership figures are not available.

There were no major developments concerning employers organisations.

Institutions

There have not been any major legislative/ institutional changes to the main social dialogue institutions.

Changes in the social dialogue processes

There was no major change in practice of national-level social dialogue processes.
# National social dialogue in 2017 – Scope and Contribution

## Main social dialogue topics and outcomes in 2017

<table>
<thead>
<tr>
<th>Themes</th>
<th>Description of issue</th>
<th>Code(s)-interaction</th>
<th>Type of Interaction</th>
<th>Code(s)-Outcome</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General labour market topics</strong></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>Job creation, reduction of unemployment, active labour market policies, labour market participation of different groups</td>
<td>At the beginning of July 2017, public employment representative trade unions (UGT, CCOO and CSI-F) and the Ministry of Finance reached an Agreement on Public Employment Offer to create more public posts.</td>
<td>7</td>
<td>Bipartite formal negotiations. Public employment representative trade unions (UGT, CCOO and CSI-F) and the Ministry of Finance negotiated an agreement for the creation of public employment.</td>
<td>5</td>
<td>Bipartite agreement reached. As agreed, on the one hand, reposition rates (coverage of ‘empty’ posts due to leaves and retirements) would increase (100% for ‘priority services’, and 75% for ‘non-priority services’). On the other hand, public examinations would be announced, so that the ‘temporary posts’ which have existed as ‘provisional’ for the last 3 years can be offered as indefinite career civil servants’ posts. In any case, at the end of 2017, the implementation of this agreement was subject to the approval of the 2018 General Budget, which was still pending.</td>
</tr>
<tr>
<td></td>
<td>In September 2017, the Spanish Government and social partners agreed on several measures to support youth employment, including a salary complement (subsidy) of 430 Euros per month</td>
<td>2</td>
<td>Tripartite negotiation. Negotiations between Government and social partners begun in March 2017 and finished in September 2017.</td>
<td>4</td>
<td>Tripartite agreement or joint position reached. In spite of reaching an agreement with social partners, the Government was not able to implement the measure in 2017,</td>
</tr>
</tbody>
</table>
Spain: Developments in working life 2017

<table>
<thead>
<tr>
<th>Themes</th>
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<tbody>
<tr>
<td>Skills, training and employability</td>
<td>In December 2017, central and regional governments and social partners approved the Training Plan in Digital Competences. Training actions and priority groups have been agreed based on sectoral collective bargaining.</td>
<td>2</td>
<td>Tripartite negotiation. The Ministry of Employment, autonomous communities, business organisations and trade unions took part in the negotiation process.</td>
<td>4</td>
<td>Tripartite agreement or joint position reached. The agreement approves the call to offer subsidies to training programmes aimed at improving professional digital competences linked to ICTs. The agreement sets 12 priority fields (such as cybersecurity or broadband communications) and priority target groups (women, people with disabilities, workers over 45 years of age...).</td>
</tr>
<tr>
<td>Benefits (unemployment, sickness schemes, minimum income)</td>
<td>In 2017, the central Government, together with regional governments and social partners, tried to revise all support programmes aimed at the long-term unemployed, with the aim of integrating them and creating a more efficient single programme, managed directly by autonomous communities.</td>
<td>2</td>
<td>Tripartite negotiation.</td>
<td>7</td>
<td>Issue not closed: ongoing exchange. The reorganisation of support programmes for the unemployed is expected by April 2018.</td>
</tr>
</tbody>
</table>

**Working life related themes**

<p>| Wage setting systems, including | The negotiation of the Pact on Salaries for 2017 begun in | 7 | Bipartite formal negotiations. The Discussion on Salaries for | 8 | Issue dropped, no concrete outcome, no further exchange. |</p>
<table>
<thead>
<tr>
<th>Themes</th>
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</tr>
</thead>
<tbody>
<tr>
<td>the setting of minimum wages (but excluding the ‘regular’ annual debates about the determination of the level of the new minimum wage)</td>
<td>September 2016. Employers’ representatives were in favour of salary moderation, whereas trade unions wanted workers to recover lost purchasing power. In the following months, both parties’ positions got closer, but they were not able to agree on linking (or not) salaries to inflation.</td>
<td>interaction</td>
<td>2017 is part of the ‘Agreement for Employment and Social Dialogue 2015-2017’, signed by main Spanish trade unions and employer organisations.</td>
<td></td>
<td>By July 2017, as social partners had not been able to reach an agreement on salary recommendations for the year 2017, negotiations were finally broken.</td>
</tr>
<tr>
<td>Terms and conditions of employment, including different forms of contracts</td>
<td>In March 2017, the Spanish Ministry of Finance and Public Function and the major Spanish unions representing public employees signed the ‘Agreement to Improve Public Employment’ to reduce the high levels of temporary positions within the Spanish Public Administration, amongst other issues.</td>
<td></td>
<td>Bipartite formal negotiations. The negotiations were officially initiated in February 2017. Unions committed themselves to submit their proposals and the Ministry of Finance showed predisposition to negotiate.</td>
<td></td>
<td>Bipartite agreement reached. On 29 March 2017 both parties signed the Agreement to Improve Public Employment. One of its main outcomes is the objective of maintaining the temporariness rate under 8%. Agreed ‘fixed’ posts should be created through the period 2018-2020.</td>
</tr>
<tr>
<td>In the last quarter of 2017, the Minister of Employment wanted to negotiate on the following measures: i) the creation of three contractual modalities, namely, fixed, training and ‘temporary of growing protection’ (‘temporal de protección creciente’ in Spanish), with a maximum length of 2 years (extendable to 3 by collective agreement) and with a severance payment equivalent to 12 days after the first year of work, 16 days after</td>
<td>2</td>
<td>Tripartite negotiation. CEOE employers’ organisation was against increasing companies’ costs (for instance, dismissal costs and social security quotas in temporary contracts) and did not approve the Government’s proposals. Meanwhile, CCOO and UGT trade unions did not approve the ‘temporary contract of growing protection’, and they asked for the</td>
<td></td>
<td>Issue not closed: ongoing exchange. At the end of 2017, the debate was still open, and would continue in 2018.</td>
<td></td>
</tr>
<tr>
<td>Themes</td>
<td>Description of issue</td>
<td>Code(s)-interaction</td>
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<tr>
<td>Work-life balance related themes, incl.</td>
<td>the second year and 20 days after the third year (similar to the severance payment in permanent contracts); ii) a ‘bonus malus’ system to increase/decrease Social Security quotas for companies with high/low temporality rates.</td>
<td>-</td>
<td>interaction</td>
<td></td>
<td>increase of fraud sanctions as well as the increase of company social security quotas in short temporary contracts.</td>
</tr>
<tr>
<td>family leaves</td>
<td>By September 2017, the Ministry of Employment proposed to continue with the negotiation of different issues, such as work-life balance. Social partners and the Government should reach an agreement on a ‘Plan for more efficient timetables’ (‘Plan de racionalización de horarios’ in Spanish).</td>
<td>2</td>
<td>Tripartite negotiation.</td>
<td></td>
<td>Issue not closed: ongoing exchange. The negotiation for the ‘Plan for more efficient timetables’ would continue in 2018.</td>
</tr>
<tr>
<td></td>
<td>Any other relevant themes/topics addressed in the national level/peak level social dialogue</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Gender salary gap</td>
<td>At the end of 2017, the Ministry of Employment proposed to social partners to negotiate on measures to promote transparency concerning salaries by gender. The idea proposed by the Government was to oblige large companies (with more than 250 employees) to conduct audits in order to make salaries public from a gender perspective, quantifying remuneration according to a professional classification table. The objective was to reach</td>
<td>2</td>
<td>Tripartite negotiation.</td>
<td></td>
<td>Issue not closed: ongoing exchange. The negotiation on measures to reduce the gender salary gap would continue in 2018.</td>
</tr>
<tr>
<td>Themes</td>
<td>Description of issue</td>
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<tr>
<td></td>
<td>salary equality between women and men.</td>
<td>-</td>
<td>interaction</td>
<td>workers, and added that companies should register their salaries every year in a specific official register. Meanwhile, employers’ organisations are not particularly against the Government’s proposal; they are open to accept it.</td>
<td>-</td>
</tr>
</tbody>
</table>

No major social dialogue debates were held on the following themes: Taxation and non-wage related labour costs; Pension reforms; Working time regulations; Health, safety and well-being at work.

Note:

Codes for ‘Type of interaction’: 1 - Tripartite debate; 2 - Tripartite negotiation; 3 - Formal consultation of both social partners; 4 - Formal consultation of trade unions; 5 - Formal consultation of employers organisations; 6 - Bipartite debate; 7 - Bipartite formal negotiations; 8 - Lobbying from at least one side; 9 – Type of interaction unknown.

Codes for ‘Outcome as per 1.1. 2018’: 1 - Unilateral decision by government; 2 - Legislation passed; 3 - Legislation prepared (in legislative process, not concluded); 4 - Tripartite agreement or joint position reached; 5 - Bipartite agreement reached; 6 - Joint opinion of social partners reached; 7 - Issue not closed, ongoing exchange; 8 - Issue dropped, no concrete outcome, no further exchange; 9 – Outcome unknown, none of these types.
Selected major social dialogue debates

Agreement with measures to support youth employment

In June 2017, the Ministry of Employment announced her intention to implement a direct aid for NEETs under 30 years old. The aid consisted of 430 Euros per month, with 18-month duration, always linked to a training contract. To be eligible, youngsters would have to be enrolled in the Spanish Youth Guarantee system. In September 2017, the Spanish Government and social partners agreed on several measures to support youth employment, including this salary complement for young workers. However, at the end of 2017, no advancements had been made, and the measure was not implemented yet.

Several reasons could explain why this measure was not in force in at the beginning of 2018. On the one hand, as this system is mostly funded by the EU, the European Commission requested the Spanish Government to show evidences of the measure’s potential effectiveness. Also, one crucial aspect that the EC wanted to determine was the nature of the measure, that is, whether it was a salary supplement or a subsidy. The Government defended it was a subsidy, to be added up to the ordinary salary (which had to respect the minimum wage), as only in this case would Spain receive European funding (this subsidy would be part of the Youth Guarantee system). At the end of December 2017, it was not clear if the EC would accept the financing of this measure.

On the other hand, at the national level, the Socialist Party (main opposition party) set conditions on other political issues for giving their support to the Popular Party (the party in power) to definitely approve the measure (that is, to set a legal framework). At the same time, the ‘Catalan crisis’ created political tension at the Spanish Parliament, which made it more difficult for all parties to agree.

Agreement to Improve Public Employment

The use of temporary employment within the Public Administration system is relatively spread in Spain. Both the economic crisis and budget constraints are behind the extensive use of temporary substitutes as a flexible tool to avoid staffing with permanent posts.

The negotiations between the Spanish Ministry of Finance and Public Function and the three major trade unions in the Spanish Public Administration (CCOO, UGT and CSI-F) were officially initiated on 14 February 2017. Unions committed themselves to submit to the Spanish Ministry of Finance and Public Function their main interest topics to be addressed in the negotiation, including a solution to the high temporary public employment, the introduction of a replacement plan to cover the job positions lost by retired civil servants or a salary increase higher than the 1% initially foreseen by the Spanish government. Meanwhile, the Spanish Ministry of Finance showed predisposition to negotiate and to incorporate the agreement to the Spanish General Budget Law.

On 29 March 2017 both parties signed the Agreement to Improve Public Employment, which is an important step forward to improve job quality within the Spanish public employment. It includes the following main elements:

- The goal of reducing by up to 90% the number of workplaces occupied by temporary substitutes in three years, basically with the aim of maintaining the temporariness rate below 8%. (Approximately 250,000 temporary employment positions are expected to be turned into permanent positions in the coming three years, reducing temporality rates from 20% to 8%).
- The preservation of 100% of the job posts lost due to civil servants’ retirement in certain strategic public services, as well as the preservation of 50% of the job posts lost in other public sectors.
- The set-up of several working groups between the Spanish Public Administration and representative trade unions.
All these posts should be made ‘stable’ in the time frame 2018-2020. However, Government and trade unions were not able to agree on the salary increase of public employees, issue which was still to be discussed at the end of 2017. The difficulties to agree on this point were linked to the difficulties to approve de 2018 Budget Law. Thus January 2018 begun without a salary increase for public employees.

**Agreement on 2017 salaries**

The Discussion on Salaries for 2017 is part of the ‘Agreement for Employment and Social Dialogue 2015-2017’, signed by main Spanish trade unions (CCOO and UGT) and employer organisations (CEOE and Cepyme). The negotiation of the Pact on Salaries for 2017 begun in September 2016, with the idea of reaching an agreement before the end of the year.

At the very beginning, employers’ representatives were in favour of salary moderation (with increases of around 1% maximum), in order to keep employment creation levels. Meanwhile, for trade unions the priority was that workers recovered the purchasing power lost during years of crisis, and argued that productivity increases and benefits obtained by Spanish companies should be reflected on significant pay rises. Moreover, trade unions wanted to link salary increases to national economic indicators, such as GDP growth or the inflation index.

By February 2017, the negotiation was broken and protests grew, and trade unions organised mobilisations in the main Spanish cities. In April 2017, CEOE made a new proposal, assuming that Spanish companies were in a better economic situation than 2 years ago, so they accepted slightly higher salary increases (a range of between 1% and 2%, with an additional 0.5% based on companies’ productivity). By June, there seemed to be a consensus among trade unions and employers’ representatives, with salary increases ranging from 1.2 to 2.5%. However, at that moment the key issue in negotiations was inflation. Trade unions considered it irrevocable to introduce wage guarantee clauses linked to inflation, whereas employers’ organisations were categorically against it.

Thus, by July 2017, as social partners had not been able to reach an agreement on salary recommendations for the year 2017, negotiations were finally broken. In September, after the holiday period, social partners resumed their negotiation process, but now looking at the year 2018.

After the failure to reach a Pact on Salaries in July 2017, the Ministry of Employment was interested in reactivating social dialogue. Moreover, the ‘Agreement for employment and collective bargaining 2015-2017’ was about to expire, so it was necessary to resume collective bargaining from a broader perspective. For this reason, in December 2017 the Ministry of Employment tried to boost social dialogue working on a tripartite agreement for the increase of the minimum wage.

By December 2017, and concerning the Pact on salaries for 2018, a large part of CEOE members were willing to offer a salary increase of between 1.2% and 2% (plus 0,9% extra depending on the productivity of the company), which would be really close to trade unions’ proposal. This caused internal discrepancies in CEOE. In any case, all CEOE members remained against linking increases to inflation.

**Unilateral government actions – without social dialogue**

There were no unilateral government actions in 2017.

In previous years, the statutory minimum wage had been approved unilaterally by the Spanish Government. However, the minimum wage for 2018 was set via tripartite agreement. In December 2017, the Ministry of Employment and social partners agreed to progressively increase the minimum wage up to 850 Euros by 2020 (and, in particular, 735.9 Euros in 2018, with 4% increase compared to 2017).
Changes affecting the sectoral and company level social dialogue 2017

No major changes in the legislation, the institutions or the practice affecting collective bargaining and social dialogue took place in 2017.

Innovation in collective bargaining

‘The right to disconnect’ in the new AXA collective agreement

The insurance company AXA introduced an innovative aspect in its new company-level collective agreement, which was arranged between AXA’s management representatives and CCOO trade union (the main trade union representing their employees). This agreement, intended to cover the period 2017 - 2020, includes the recognition of the right to switch off phones out-of-hours. This implies that employees of AXA are not required to answer work e-mails or messages out of their work day. The approval of this innovative measure makes AXA the first company in Spain to recognise such right.

In addition to the right to switch off phones out-of-hours, the collective agreement signed between AXA and employees’ representatives includes some other interesting items. For instance, it promotes and regulates telework as a new form of work that facilitates better work life balance, and it also improves and creates new leaves and permissions (in addition to the leaves already offered by the Workers’ Statute, the main labour legal framework for employees in Spain). Finally, this collective agreement also introduces novelties concerning flexible remuneration, including different (voluntary and reversible) options of in-kind remuneration.

Collective agreement in the Spanish Chain Stores and Big Distributors sector

In April 2017, the Collective Agreement for the Chain Stores and Big Distributors sector (2017-2020) was signed by major sectoral social partners, that is, ANGED (National Association of Large Distribution Companies) and most representative trade unions (Fetico, Fasga, UGT and CCOO). It was the first time that ANGED was able to reach an agreement with all representative trade unions (the previous Agreement, which covered the period 2013-2016, was only signed by Fetico and Fasga).

Moreover, the previous agreement included wage freeze, as well as Sundays and holidays work without compensation in exchange for the maintenance of employment levels. In contrast, the new agreement 2017-2020 introduced a number of improvements. For instance, it included an increase of 2.5% in salary levels for 2017, as well as a 1% annual fixed increase for 2018, 2019 and 2020. Moreover, the Collective Agreement also included seniority complements as well as additional payment for overtime.

Collective labour disputes in 2017

There were no significant changes in the regulation of collective disputes.

As a general background, in 2017 Spain was finally recovering from the crisis (the GDP grew by 3.4% in 2015 and 3.3% in 2016, and followed the same trend in 2017) whereas employment levels were increasing by around 3% per year. Trade unions criticised that the recovery had reached companies, in terms of growing benefits, but argued that these had not been translated into higher salaries and better working conditions for workers. Data for 2017 showed increasing social imbalance and labour precariousness, in spite of economic growth. This is highlighted in the report ‘Spain, the recovery which is not reaching people’, by CCOO trade union.

In October 2017, both the International Monetary Fund and the Bank of Spain confirmed that the Spanish labour market was recovering in terms of numbers of employees, but warned that this recovery was happening mainly via low productivity jobs, in sectors such as tourism, commerce, low added value services or administrative activities. The report ‘The Legacy of the crisis’ highlighted that in the Spanish labour market there were too many low-qualified workers, and many of them were finding job opportunities thanks to the ‘tourism bubble’.
In addition to this, difficulties experienced by social dialogue in Spain concerning the 2017 Pact on salaries gave room to several demonstrations called by trade unions.

By February 2017, the negotiation on the 2017 Pact on salaries was broken and trade unions organised mobilisations in the main Spanish cities to ask for decent salaries and the recovery of the purchasing power lost by workers during the crisis. By the end of April, the 2017 agreement on salaries was still to be signed, and on the 1st of May unions called for more demonstrations.

At the end of the year 2017, trade unions were particularly active concerning public employment salaries, and several demonstrations were called concerning this issue. The delay of the approval of the 2018 Public Budget was putting at risk the improvement of public workers’ labour conditions.

Working time 2017

The main Spanish regulation concerning working days and working hours is included in the Workers’ Statute. Article 35.5 of the Worker’s Statute states how the employer must count and record overtime practices, stressing that each worker’s overtime has to be recorded day by day. However, as for the working hours’ record and control, there is not a clear and specific regulation. The Spanish Labour Inspectorate, following its Instruction 3/2016 about the intensification of control in terms of work and overtime, considers that it is mandatory to keep record of the working day, regardless of overtime being performed or not.

In a legal sentence pronounced in March 2017, the Spanish High Court stated that it was not mandatory to keep the work-day record because there is no legal precept for this. However, the Labour Inspectorate did not change its criteria and kept requiring the mentioned record and imposing fines to those employers not obeying its Instruction 3/2016. This caused complaints amongst employers denouncing ‘legal uncertainty’. Finally, a new sentence by the Spanish High Court passed in April 2017 (sentence STS 1748/2017) definitively solved the dispute about the work-day control issue, by concluding that the Workers’ Statute does not require keeping a daily record of the effective working day, as it only focuses on the register of overtime. Therefore, in May 2017, the Spanish Labour Inspectorate issued Instruction 1/2017, where it concluded that the former Instruction 3/2016 remained in force except for the employer’s obligation to record the daily work day (that is, this obligation should not be requested any longer by the Inspectorate having in mind the High Courts’ recent sentence).

Health and well-being at work 2017

Physical working environment

There were no major advancements concerning the physical working environment.

Psychosocial working environment

In the first half of 2017, there was increasing debate amongst Spanish social partners and political parties on the possibility to allow workers to disconnect their digital devices after work. In January 2017 the Spanish Ministry of Employment suggested the need to impulse a national debate on the right to workers to switch off their digital devices (primarily mobile phones and computers) once their working time is finished. In the same line of reasoning, the Socialist Party presented in March 2017 a proposal in the Spanish Parliament to regulate the digital rights of the Spanish citizens, including the digital disconnection outside working time. This measure was particularly valued by trade union representatives, who suggest that any specific legislative measure in this field is very urgent having in mind the current lack of ad-hoc legislation in the field and the increasing presence of stress and “burnout” symptoms associated to the continuous use of digital facilities outside traditional working time patterns.

By way of contrast, CEOE, the main Spanish employer organisation, suggested that there are
some sectors where this digital disconnection might not be feasible, without giving more details. In spite of the debate created, there were no advancements on this issue.

### Employment status 2017

<table>
<thead>
<tr>
<th>Type of contracts</th>
<th>Changes made during 2017.</th>
</tr>
</thead>
<tbody>
<tr>
<td>‘Standard’ employment contracts</td>
<td>No changes made</td>
</tr>
<tr>
<td>Self-employed</td>
<td>In October 2017, the Spanish Government approved <a href="https://www.boe.es/buscar/act.php?id=BOE-A-2017-8931">Law 6/2017 for the Urgent Reform of Self-Employment Work</a>. Among the measures approved in this Law, it is worth mentioning the following ones: extension of the 50 Euro flat rate for social security payments (before the approval of the Law, the 50 Euro quota was available for the first 6 months; the new Law extended it to the first whole year); possibility to claim for vehicle costs and water/electricity bills; more support for maternity/paternity leave (hiring a substitute is no longer a requisite for self-employed on maternity/paternity leave to access social security reductions); social security payments are calculated according to the exact day when the worker signed up/off (before the Law, it was compulsory to pay for the full month, regardless of the date); the surcharges for the late payment of social security quotas are modulated and depend on the delay (previously, surcharges were the same regardless of how long the payment had been delayed).</td>
</tr>
<tr>
<td>Fixed term contracts</td>
<td>The Spanish legislation foresees different severance payments for dismissed employees according to different contract types (temporary versus permanent workers). However, in a judicial decision of September 2016 (<a href="https://ec.europa.eu/justice/cases/court-europe/2016/c-596-14">C-596/14</a>), the European Court of Justice established that both temporary workers and permanent workers should receive the same severance payment amounts, based on the principle of ‘non-discrimination’. Following this decision, different Courts in Spain pronounced sentence in accordance with this argumentation (for instance, a Court of Madrid in October 2016 and a Court in Vitoria-Gasteiz -Basque Country, in March 2017) condemning different public entities to compensate temporary substitutes with the same severance payment as permanent employees. These initial judicial decisions were establishing legal precedents. In 2017, other cases had been submitted to Justice Courts and were awaiting judicial decision. Despite the different Courts’ decisions, by the end of 2017 Spanish regulation on severance payments remained the same (that is, differences for different types of contracts remain), as the Spanish Government had not taken a definitive position on the issue. In December 2017, the debate reversed the trend, as the Advocate General of the Court of Justice of the European Union accepted that different severance payments can be offered depending on the type of contract. Although the Advocate Generals’ opinion is not a definitive decision, it is</td>
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known that her view is normally in line with the final sentence of the EU Court of Justice. The new year 2018 may bring new advancements on this debate.

<table>
<thead>
<tr>
<th>Temporary agency workers</th>
<th>No changes made.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Posted workers</td>
<td>No changes made.</td>
</tr>
<tr>
<td>Seasonal workers</td>
<td>No changes made.</td>
</tr>
<tr>
<td>Zero hour contracts</td>
<td>No changes made.</td>
</tr>
</tbody>
</table>

References

- CCOO, (10.11.2017), ‘España, la recuperación que no llega a las personas’, [http://www.ccoo.es/c032f4deab6f875296fccb38c07c1ae000001.pdf](http://www.ccoo.es/c032f4deab6f875296fccb38c07c1ae000001.pdf)


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