



ECONOMIC AND SOCIAL COUNCIL OF SPAIN

Madrid, 25 May 2006

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Secretary General
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“Social dialogue in Spain: the Economic and Social Council's experience”

1.- The Spanish experience in building and consolidating social dialogue

2.- The Spanish Economic and Social Council: Composition, functions and working method Relations with other similar councils and institutions

3.- Social dialogue as a factor in competitiveness

“Social dialogue in Spain: the Economic and Social Council's experience”

DEMOCRACY



New, plural labour relations system

Stable legal framework

Social dialogue **REQUIRES**

Economic and Social Agents:

- ✓ Representatives
- ✓ Recognised as elected delegates
- ✓ Strong, independent and autonomous

“Social dialogue in Spain: the Economic and Social Council's experience”

- ❖ ***Franco period***
- ❖ ***Transition to democracy (1975-1978)***
- ❖ ***Moncloa accords (1977)***
- ❖ ***Basic Interconfederal Agreement (1979)***
- ❖ ***Workers' statute (1980)***
- ❖ ***Constitutional Court Jurisprudence***
- ❖ ***Freedom of the Unions Organic Law (1985)***

SOCIAL ACCORDS 1979 - 1986

1979	ABI (Basic Interconfederal Agreement)	UGT CEOE	<ul style="list-style-type: none"> - Collective autonomy - Recognition of union rights - Non paternalism of the state
1980	AMI (Framework Interconfederal Agreement)	UGT CEOE	<ul style="list-style-type: none"> - Provides for collective bargaining for over 3500 agreements
1981	ANE (National Agreement on Employment)	UGT,CC.OO. CEOE- CEPYME Government	<ul style="list-style-type: none"> - Commitments on institutional participation by several bodies within a social and work context.
1983	AI (Interconfederal Agreement)	UGT, CCOO, CEOE- CEPYME, Government	<ul style="list-style-type: none"> - Salary capping to halt inflation
1984 (until)	AES (Economic and Social Accord)	UGT CEOE Government	<ul style="list-style-type: none"> - Structural reforms and tax, salary and contracting measures

FREEDOM OF THE UNIONS ORGANIC LAW (1985)

Legal recognition of freedom of the unions and setting this down in regulations

- Individual union freedom
- Union autonomy

Most representative unions at state level



CC.OO
UGT

Most representative unions from
Autonomic Communities



ELA-STV
CIG

Purely representative unions

SPANISH CONSTITUTION 1978 AND FOUNDING OF THE CES

Art. 6 – Political parties

Art. 7 – Unions and Business Organisations

“DEFENCE AND PROMOTION OF ECONOMIC AND SOCIAL INTERESTS PROPER TO THEM”

Art. 129.2 – Workers' involvement in companies

Art. 131.2 – CREATION OF THE COUNCIL TO ADVISE AND WORK WITH THE GOVERNMENT

Art. 9 – Public authorities MUST facilitate participation by ALL citizens in social, economic and political life

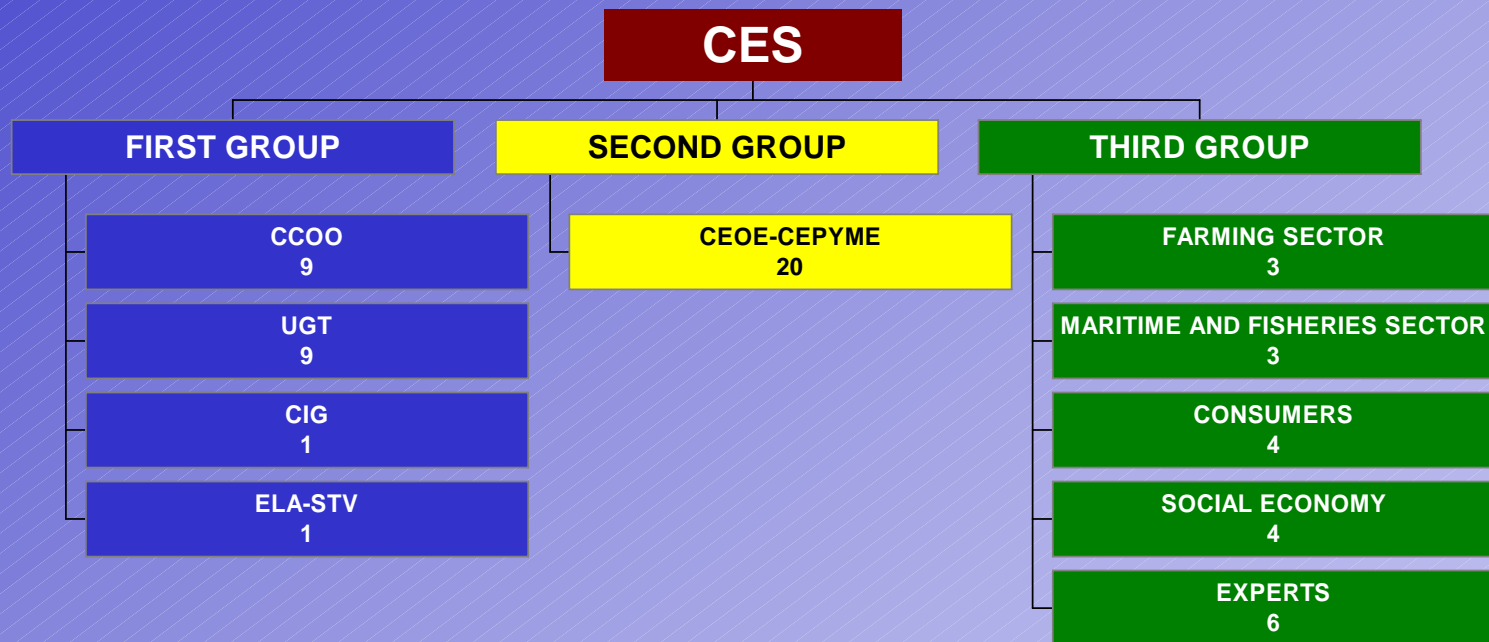
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• ACT 21/1991, of 17 June, creating the ECONOMIC AND SOCIAL COUNCIL

• Regulations regarding Organisation and Functioning of the CES, 25.2.1993

ECONOMIC AND SOCIAL COUNCIL

SUPREME EXPONENT OF INSTITUTIONAL PARTICIPATION IN SPAIN



ECONOMIC AND SOCIAL COUNCIL

The government's consultative organ

(also Parliament's by accessory)



OPINIONS



REPORTS AND STUDIES



ANNUAL REPORT

CES topics

Economy
Taxation
Labour relations
Employment and social security
Social affairs

Farming and fisheries
Education and culture
Health and consumer
Environment
Transport and communications

Industry and energy
Housing
Regional development
European single market and
development cooperation

Most recent results of social dialogue

1997



AIEE Interconfederal Employment Stability Accord
AINC Interconfederal Collective Bargaining Accord
AICV Interconfederal Agreement on Loopholes

1998

Agreement on part-time employment

2001



III ANFC III National Agreement on Further Training
ASEC-2 Agreement on extra-judicial resolution of labour conflicts
Agreement on pensions

2002



ANC Collective bargaining accord for 2002
Agreement on accidents in the workplace

2003
and
2004



ANC Collective bargaining accord for 2003 and 2004
Competitiveness, Sustainable Employment Policy and Social Cohesion. Declaration for Social Dialogue 2004

2005

Interconfederal Collective Bargaining Accord

2006

Interconfederal Collective Bargaining Accord

INTERCONFEDERAL COLLECTIVE BARGAINING ACCORD (ANC-2006)

In force until 31.12.06
CCOO, UGT
CEOE, CEPYME

CRITERIA FOR BARGAINING TOWARDS AGREEMENTS 2006

Salaries:

POLICY OF MODERATING SALARY
GROWTH:

→
FORECAST INFLATION 2005: 2%

Aim: a more competitive
Economy to face UE integration, global
market challenges and the effects of the
economic situation in employment

Other topics:

- Employment , salary and competitiveness
- Internal flexibility, employment and qualification
- Equally fair treatment and opportunities
- Health and Safety at work
- Social corporate responsibility (RSC)

SOCIAL DIALOGUE: EMPLOYMENT AND CONTRACTING

EMPLOYMENT GROWTH (2005) : +4,9%

UNEMPLOYMENT RATE (2005): 9,4 %

PROBLEMS PERSIST:

TEMPORARY NATURE: 33%

LONG TERM UNEMPLOYMENT: 24,6%

RESULTS OF SOCIAL DIALOGUE

1997- AIEE

2002- ANC

2003- ANC

2004- ANC (renovation)

2005- ANC

2006- ANC (renovation)



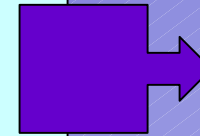
**FOSTERING OF FULL
TIME CONTRACTS.**

SOCIAL DIALOGUE: CONSOLIDATION OF SOCIAL SECURITY SYSTEM

1996

UGT
CCOO
Government

Agreement on consolidation and rationalisation of Social Security System

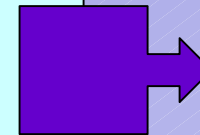


ACT 24/1997,
15 JULY

2001

CCOO
CEOE
Government

Agreement on improving and developing Social Welfare System



ACT 35/2002,
12 JULY

Social welfare of the society – without inequalities or social exclusion



Absolute respect of the fundamental rights.



Recognition and reinforcement of the economic and social agents represented



Priority promotion of Social Dialogue