



Confederació de Comerç de Catalunya



**PROJECT
TRASDEM-
Empowerment of social dialogue in trade sector
as a contribution to the overarching
EU employment and social
policy challenges**

**WORKSHOP/PROJECT MEETING OF PROJET PARTNERS
BARCELONA, SPAIN 3-4 JUNE 2013**

This project has been funded with financial support from the European Union. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.



ROUNT TABLE I , BARCELONA 18.03.2013

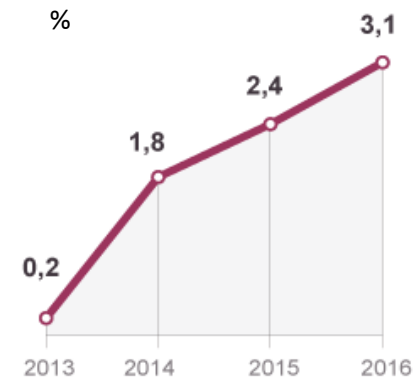
SPANISH STATISTICAL DATA

	2012 4TH QUARTER			2013 1ST QUARTER	
POPULATION	46.200.000,00				
ACTIVE POPULATION	22.922.000,00		100,00	22.836.000,00	86.000,00
INACTIVE POPULATION	15.410.000,00		59,80	15.432.000,00	-22.000,00
UNEMPLOYED	5.965.000,00		26,02	6.202.000,00	-237.000,00
EMPLOYED	16.957.000,00		59,80	16.634.000,00	323.000,00
MINORS	7.868.000,00			7.868.000,00	
	46.200.000,00			46.136.000,00	

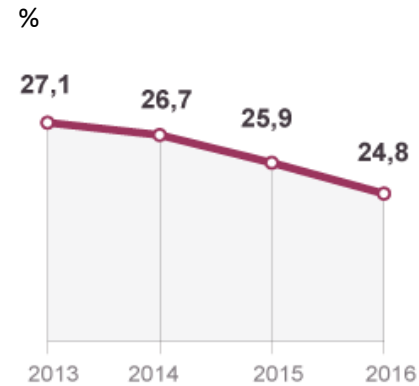


GOVERNMENT FORECASTS

► NOMINAL GDP



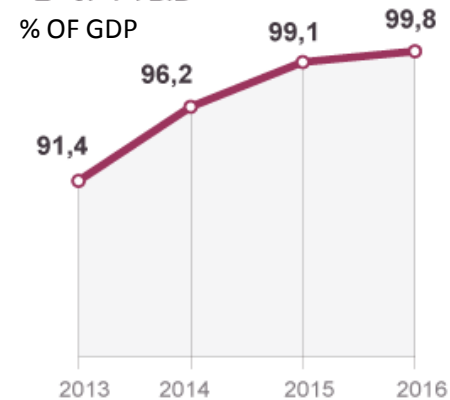
► UNEMPLOYMENT RATE



► PUBLIC DEFICIT

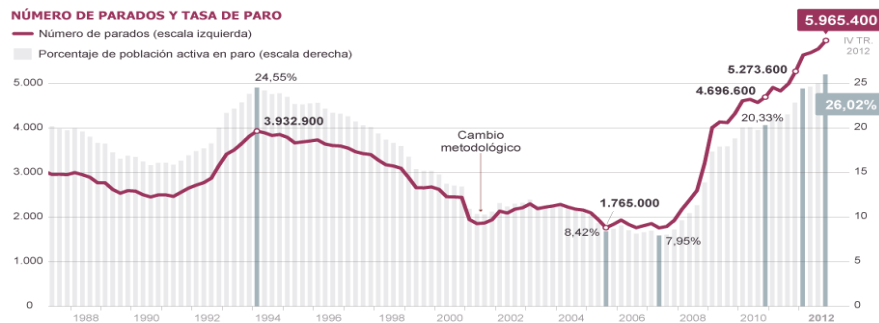


► PUBLIC DEBT





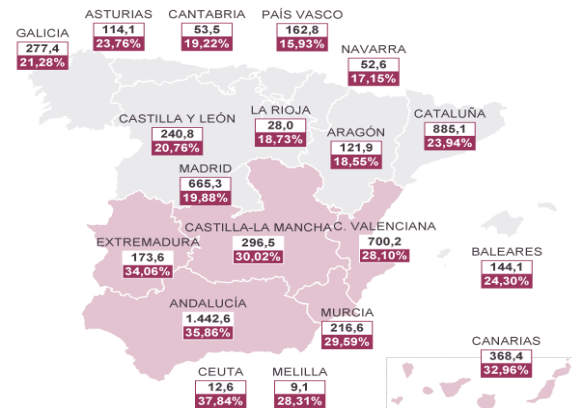
NUMBER OF UNEMPLOYERS AND UNEMPLOYMENT RATE



POR COMUNIDADES

En miles de desempleados

TOTAL



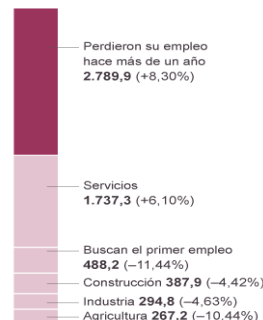
POR SEXO

Parados y variación respecto al trimestre anterior



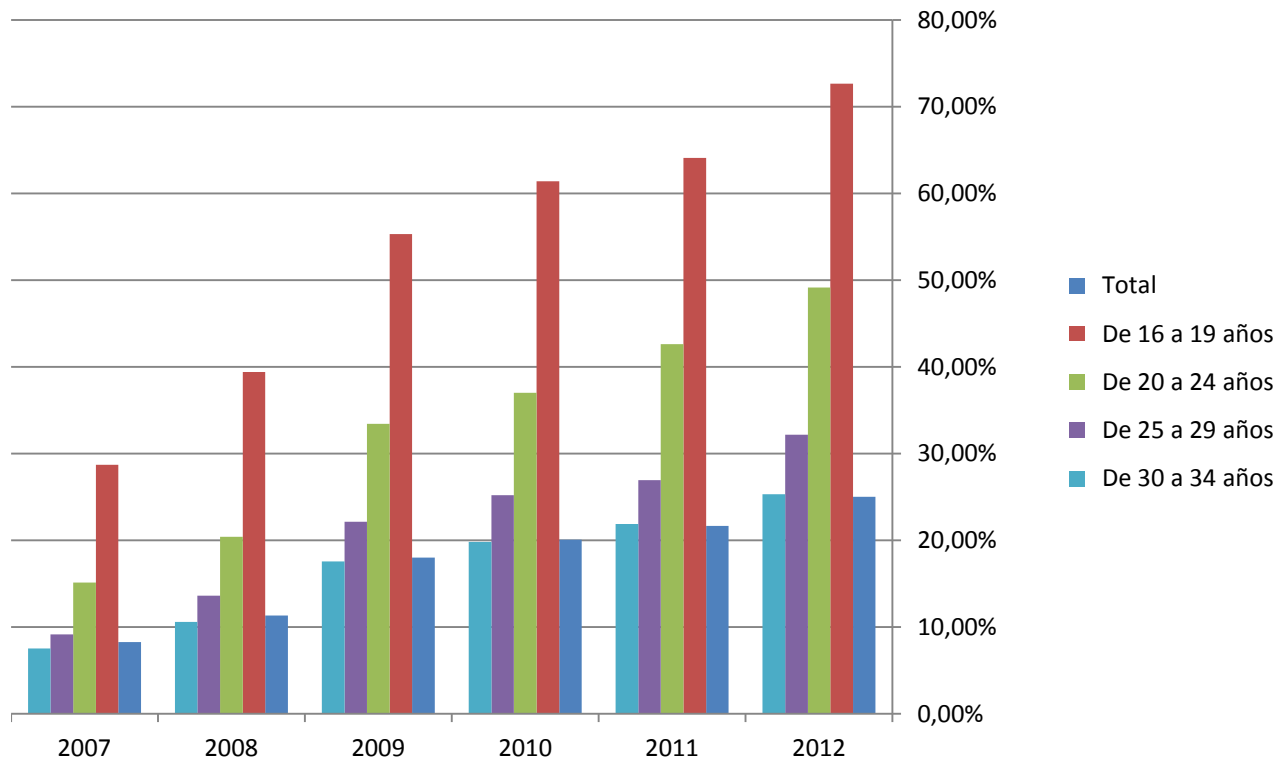
POR SECTORES

Parados, en miles, y variación respecto al trimestre anterior



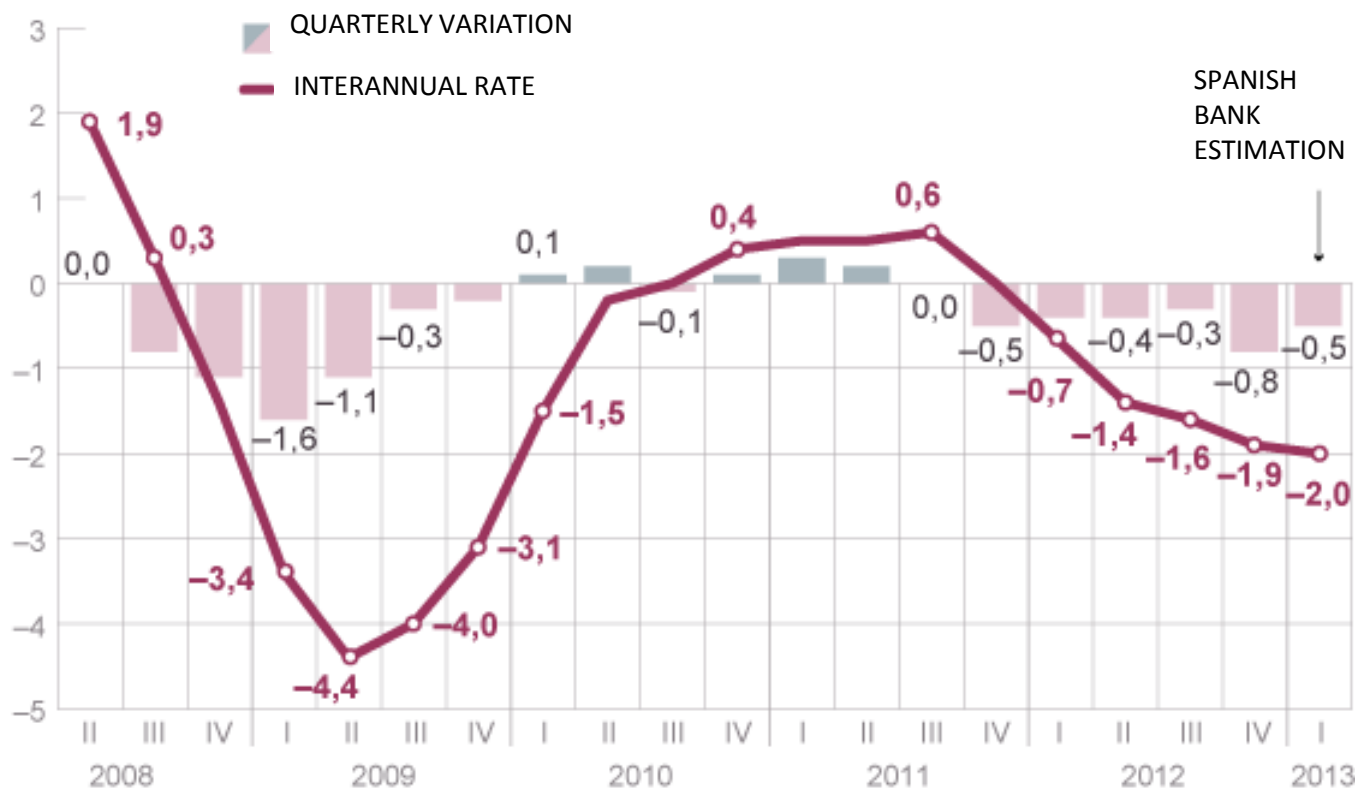


Evolution of unemployment by age groups in young people





SPANISH GDP





1: INCOMES (VAT, PERSONAL INCOME TAX,...), PAYMENTS AND STATE DEFICIT

(SPANISH BANK) 2013 VALUES ARE THE SUM OF THE JANUARY TO FEBRUARY VALUES DIVIDED BY 2 AND MULTIPLIED BY 12



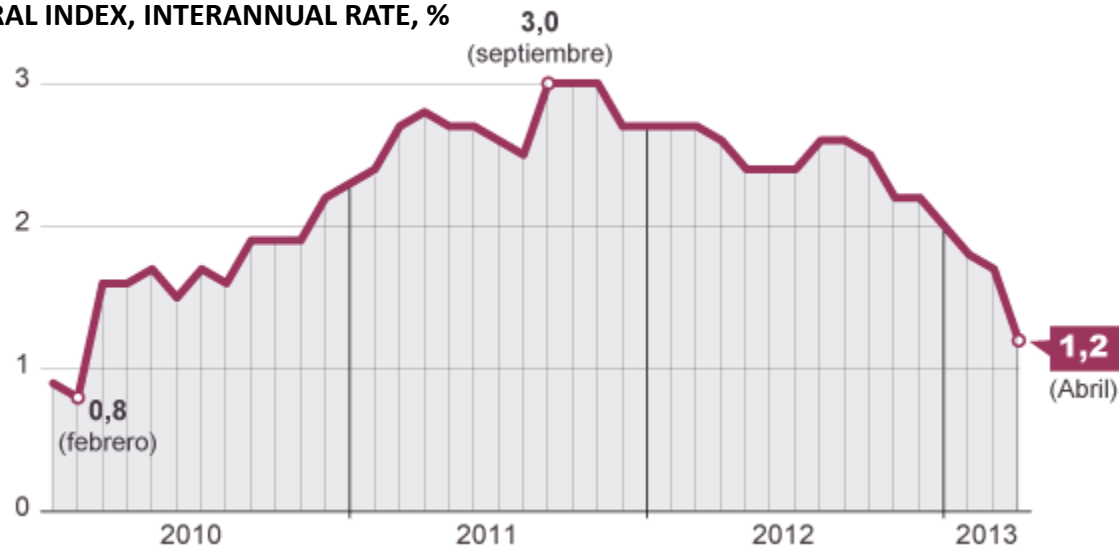


4: SPANISH DEBT RESPECT TO GDP (SPANISH BANK)





**INFLATION OF EURO ZONE
GENERAL INDEX, INTERANNUAL RATE, %**





SPAIN BEFORE AND AFTER THE CRISIS





ROUND TABLE TOPICS of the project will focus on:

- flexicurity**
- modernisation of the labour market**
- quality of work**
- anticipation**
- preparation & management of change and restructuring**
- mobility & migration**
- youth employment and active ageing**
- active inclusion & decent work**
- equal participation of women & men in decision making bodies**



Confederació de Comerç de Catalunya



Social dialogue at national level



<ul style="list-style-type: none">• scope of action	<ul style="list-style-type: none">• General framework – Negotiating collective bargaining agreements• Interconfederal agreement• Occupational risk prevention• Continuous training
---	---



Confederació de Comerç de Catalunya



Social dialogue at regional level



<ul style="list-style-type: none">• scope of action	<ul style="list-style-type: none">• Autonomic framework – Negotiation collective bargaining agreements• Consortium for the Continuous Training of Catalonia• Council of Professional Training of Catalonia
---	--



Confederació de Comerç de Catalunya



Social dialogue in trade sector



Confederación Española de Comercio



The Commerce Framework Agreement (February 2, 2012), signed by trade unions and employer organisations at the State level



Confederació de Comerç de Catalunya





LEGISLATION PLATFORM – labour relations, labour market and employment

National laws and regulations	<ul style="list-style-type: none">- Royal Legislative Decree 1/1995 of March 24, approving the revised text of the Workers' Statute Law.- Royal Decree 713/210 of May 28, on registration and deposit of contracts and collective work agreements.- Royal Decree Law 3/2012 of February 10, for urgent action to reform the labour market.- Law 3/2012 of July 6, about urgent measures of reform of labour market
--------------------------------------	---



Regional laws and regulations

Regional laws and regulations	<ul style="list-style-type: none">- Regulations of the Autonomous Communities (regions), reflected in the corresponding Official Journals.- Decree 352/2011 of June 7 to restructure the Department of Business and Employment (Autonomous Government of Catalonia).- Law 26/2010 of August 3, on the legal system of government of Catalonia
--------------------------------------	---



Collective bargaining Agreements for Trade Sector - list	
	<p>There are approximately 450 collective bargaining agreements in Spain. Most are province-wide agreements and are made according to the criterion of activity (CNAE).</p> <p>In the trade sector there are nationwide agreements of department stores and supermarket chains.</p> <p>Company-wide agreements.</p> <p>Regional scope agreements.</p> <p>Example: TRADE AGREEMENT OF CATALONIA</p>



TRADE AGREEMENT OF CATALONIA

• Parties on the employee side	CCOO-UGT
• Parties on the employers side	CCC
• Concluded for a defined/undefined period of time	From 2 years to 1 year (according the economic situation)
• In force from - to	2013 - 2014
• Is valid for the parties of collective agreement or its members	YES It's valid for 175.000 trade sector employees of Catalonia approximately.
• Has an extending validity to all employers with activity or activities for which has been concluded	It applies to all sectors of activity without an own agreement.



RECENTLY ADOPTED REFORMS OR CHANGES OF LEGISLATION -SINCE 2010

	<ul style="list-style-type: none">• Reform of the pension system, delaying the retirement age of 65 to 67 years and lengthening the period of calculation
	<ul style="list-style-type: none">• Labour reform



	I. CHANGES OF LEGISLATION IN NEGOTIATION OR LEGISLATIVE PROCEDURE – pensions, labour relations, labour market and employment, collective agreement – list and short description
	<ul style="list-style-type: none">• Modification of temporary incapacity for work
	<ul style="list-style-type: none">• Transfer workings from employment offices to private temporary employment agencies
	<ul style="list-style-type: none">• Development of professional skills



I. ACTIONS FOR ENCOURAGING THE FLEXICURITY	
Actions for encourage youth employment	Royal Decree Law 4/2013, of 22 February, the entrepreneur support and stimulation of growth and job creation measures.
<ul style="list-style-type: none">• exemption of contributions/taxes (social, pension, income taxes...)	<p>STRATEGY OF ENTREPRENEURSHIP AND YOUTH EMPLOYMENT</p> <p>85 measures with medium-long term effect</p> <p>These measures are designed to adapt education and training of young people to the labour market needs, to improve the guidance and information they receive when looking for a job, as well as other measures to encourage the recruitment, promote flexibility and equal opportunities.</p> <p>The shock measures will benefit more than one million young people during the four years of the development of the strategy. A figure, to which must be added the beneficiaries of medium and long term measures, as well as the recipients of additional initiatives driven by the various agencies, both public and private.</p> <p>For the development of the measures included in the strategy are expected new financial resources amounting to 3.485 million euros.</p> <p>Strategy of entrepreneurship and youth employment 2013 - 2016</p>



<ul style="list-style-type: none">• reduction of contributions/taxes (social, pension, income taxes...)	<p>Training and employability</p> <ul style="list-style-type: none">• Support ESO• Training with recruitment commitment <p>Self-employed and entrepreneurs</p> <ul style="list-style-type: none">• Flat rate for young self-employed• Compatibility provision by unemployment and register in RETA• Possibilities of application of the capitalization by unemployment• Improvement of financing• Resumption of the payment of the unemployment benefit after performing an activity for their own account• Offices of the public employment services reference• Contract “Generations”• Collective entrepreneurship <p>Recruitment incentives</p> <ul style="list-style-type: none">• Incentive to part-time contracts with training links• “Micro sme’s and autonomous”. Removal of the quote for the young people recruitments.• Young contract “first job”• Contract practices. Incentives for the practical first employment contract.
---	--




Actions for encourage employment of elderly people

There aren't specific measures

exemption of contributions/taxes (social, pension, income taxes...)

reduction of contributions/taxes (social, pension, income taxes...)



Lifelong learning actions and incentives – list and short description	
 <p data-bbox="131 806 585 861">Fundación Tripartita PARA LA FORMACIÓN EN EL EMPLEO</p>	<ul style="list-style-type: none">• The Tripartite Foundation for training in employment develops a continuous training programme annually.
	<ul style="list-style-type: none">• Within the Foundation, the Joint Committee on trade develops a continuous training programme for the trade sector annually.
	<ul style="list-style-type: none">• The labour reform recognized vocational training as an individual right recognizing workers the right to a permission paid to vocational training.
	<ul style="list-style-type: none">• Also provides that the public employment services grant to each worker an account of training associated with the number of affiliation to Social Security.



I. SPECIFIC LEGISLATIVE SOLUTIONS REGARDING EMPLOYMENT RELATIONS AND EMPLOYMENT MARKET	DESCRIBE AND NAME THE LEGISLATIVE BASE
	<ul style="list-style-type: none">• Royal Legislative Decree 1/1995 of March 24, approving the revised text of the Workers' Statute Law.• Royal Decree 713/210 of May 28, on registration and deposit of contracts and collective work agreements.• Royal Decree Law 3/2012 of February 10, for urgent action to reform the labour market.• Law 3/2012 of July 6, about urgent measures of reform of labour market



<ul style="list-style-type: none">• Reasons for extraordinary termination of employment contract	They are regulated according to agreement that determines the kind of serious or very serious faults that can commit a worker.
<ul style="list-style-type: none">• Procedure for dismissal	It's the obligation to communicate the dismissal in writing 15 days in advance.
<ul style="list-style-type: none">• If you have any samples of documents needed in a procedure, please enclose	Settlement and certificate of company's Social security contributions.
<ul style="list-style-type: none">• Minimum periods of notice	15 days
<ul style="list-style-type: none">• Severance pay	Before: minimum 20 days, maximum 45 days for worked year, limit 42 months. Now: minimum 20 days, maximum 33 days for worked year, limit 24 months.
<ul style="list-style-type: none">• Inner flexibility	In accordance with the labour reform, are granted sweeping powers to the company to adapt the tasks of workers to their needs within the same professional group, facilitating internal mobility in the enterprise and mechanisms to extinguish the contract of employment, encouraging internal flexibility in the company as an alternative to job losses.



<ul style="list-style-type: none">• Is a period of break for lunch included in a work time? If not, how is organised.	<p>No. It isn't considered working time: unpaid time off. It can exist specific agreements in certain companies.</p>
<ul style="list-style-type: none">• Is the worker entitled to extra payment for years of service? If yes, what is the amount or %?	<p>No. Previously, there was the concept of "seniority in the company" by triennia, but since 2002 it has been eliminating in the most of the agreements.</p>
<ul style="list-style-type: none">• Must employer reimburse worker's expenses for meal, travel to and from work...? If yes, what is the amount or %?	<p>NO The travels are established in the collective bargaining agreement Diets and displacements are determined in the collective agreement and they can be both fixed or on costs actually incurred.</p>
<ul style="list-style-type: none">• Possibility of occasional and short time work for unemployed, retired persons...	<p>In special circumstances, the worker can opt for part-time work or a percentage of unemployment benefit. Retired persons may also choose this option.</p>



<ul style="list-style-type: none">• Duration of the unemployment cash benefit (for different groups regarding insurance period)	<p>The duration of the current unemployment benefit is at least 3 months and maximum 24 months. The duration is determined as following: To meet the requirement of having worked at least 26 weeks in the 36 weeks preceding unemployment it would result in the basic benefit for 3 months.</p>
I. YOUR COMMENTS AND RECOMMENDATIONS	<p>The economic situation facing Spain and demands on legislative matters in the EU on issues such as labour rights and social benefits cuts originates frequent legislative amendments. These laws are appealed to the Supreme Court by trade unions and some political party which creates an environment of social unrest, uncertainty and legal uncertainty. The presentation of the Danish training system has been considered a good practice by all attendees.</p>