



Agreement

A Green Mentality for Collective Bargaining

Summary of the Spanish report

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The right to collective bargaining is a crucial instrument to put in practice the “Just Transitions” theoretical concept. Although environmental and labour rights have not much interacted in the Spanish collective bargaining context, in the last decade both fields are gradually overlapping and influencing one another, bringing social rights into the climate change debates. This insertion is highly influenced by the Law 2/2011, of 4 March, on Sustainable Economy, that came into force the 6 March 2011. In the Spanish context, the recourse to social dialogue and collective bargaining has been materialized in public and enforceable agreements that have facilitated a progressive just transition to a labour law that advances objectives of social and economic sustainability. In other words, collective bargaining has been revealed as a necessary tool for achieving sustainable environmental companies to realize a vigorous contribution to the mitigation of climate change.

In the frame of the Spanish system of industrial relations, the foundations of a “green labour law” are perhaps less evident than the basic regulations of some working conditions, but it’s gradually becoming a reality. The acknowledgement of environmental and labour issues shows that ecological problems need to be addressed in the Spanish world of work, and indicates the importance of the interdisciplinary dialogue in these matters. In this sense, a sector of the labour layers’ doctrine has underlined that the goals and objectives of climate and energy policy interrelate in complex ways. The intricacy of environmental problems demands a holistic and proactive approach in their management, rather than classical reactive enforcement mechanisms.

In the Spanish framework, green-friendly collective bargaining represents an option for these new broader notions. For instance, work-time reduction and redistribution of work could have a part to play in achieving environmental targets. The transition to a green economy has also the potential to reduce many aspects of workers' exposure to workplace hazards and pollution risks. Moreover, new regulations provided by collective agreements could contain important measures that can be employed to reduce such risks. Another of the most important challenges is the extension and quality improvement of education and the promotion of lifelong learning in the workplace, particularly through training, research, innovation, and the use of new technologies. New competences for the representative bodies and trade unions have appear as an important element for the transformative function of the social stakeholders. All of these matters deserve an affirmative answer, providing essential collective frameworks and tools as a crucial guarantee of the

environmental protection linked to social rights. This way to embrace the common interest implements a new perspective of the transformation of the productive models that have to be taken into consideration.

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