



Spain

Impact of the COVID-19 outbreak in the EFFAT Sectors and measures taken to deal with the consequences of the pandemic

EFFAT affiliates: UGT FICA, CCOO Servicios, FeSMC UGT, CCOO Industria, ELA-STV, FI-USO

Governmental measures:

The measures approved by the government make it possible to carry out temporary employment regulation (ERTE) proceedings, which practically all companies are taking advantage of. During the duration of the ERTE, 70% of the salary is paid by the State (the company can complement this payment).

The government decided to apply the Tax deferral, exemption from payment of social security contributions if they are covered by the ERTE and rapidity of management of the same. All this is complemented by the measures that are taken in each autonomous community.

CCOO is asking companies to supplement up to 100% of the salary of all workers during the period of unemployment through temporary regulation. And the government has implemented a series of measures from which we highlight that every person will have the right to receive unemployment benefit even if they do not have an enough period of contribution to be able to advance to it.

At both federal and confederal level, the necessary proposals have been made to obtain the maximum protection and guarantees for workers. Starting with the most general proposals to provide social protection in extraordinary and unforeseen circumstances. The most important ones have been agreed upon with business organisations, some of which have already been accepted by the government. Firstly, strict compliance with prevention measures, in accordance with current labour regulations and the protocols of the Ministry of Health. To provide workers with protective equipment so that, in those cases where the activity continues, they can carry it out in complete safety, respecting all the prevention measures and protocols. More information on the governmental measures can be found on the ETUC webpage [here](#).

Impacts in the EFFAT sectors and specific measures adopted to deal with them

Agriculture sector:

The activity in the agricultural sector has not stopped so far. Businesses in the agricultural sector are currently working normally, applying security measures where possible. The use of gloves and masks is not widespread because of their "scarcity". Displacements to the farms and production centers are the ones that generate more doubts and problems because the royal decree of the Government requests that they are carried out one by one, and that is not easy to fulfill in the field. On open-air farms there are fewer problems in keeping safety measures in place, but in greenhouses it is more complicated.

In marketing companies and in horticultural plants special attention is being paid, as there is a higher concentration of workers than in the fields. At these sites, masks, gloves, inter-shift disinfections and distance, in addition to "very much" controlling the access conditions to the centres, are being observed.

For the time being, the closure of borders is already going to seriously affect the agricultural sector in the strawberry and red fruit harvesting campaigns, as there was an influx of workers from Morocco. At this time, 60% of the people expected to enter were still missing.



If this situation continues over time, it will affect the stone fruit, sweet fruit, asparagus and harvesting seasons in which a large number of seasonal community workers (Romanians, Bulgarians, Poles etc.) and workers from sub-Saharan countries (Senegal, Cameroon, Ivory Coast, Morocco, Algeria etc.) are involved.

Various measures are proposed to contain the fall in employment:

- Record of Temporary Employment Regulation, reductions in working hours, family life conciliation measures.
- There are companies in the forestry sector that are considering to temporarily suspend the activity.
- Other companies post workers on compulsory leave.
- Other formulas that are used are flexible unemployment pockets.

Food, Drink and Tobacco sector:

[Establishment special Commission among Social partners to deal with COVID-19 Outbreak Protocol and guide to good practice for the protection and prevention of workers in the food and drink sector during the health crisis caused by the COVID 19](#)

HRCT sector:

At large, the whole hospitality sector is closed for business as there is a total lockdown in Spain at the moment.

A certain number of hotels are being used for emergency purposes to host patients or medical staff.

Melia chain: redundancies affected 260 workers. CCOO is in negotiation with this company asking for the reinstatement of the dismissed workers and their inclusion in an ERTE.

The restaurant and fast food sector is all closed except those who provide take away services.

Measures adopted in specific companies

[Press release UGT FICA / Huelva](#)
[CEHAT – UGT and CCOO Agreement – ERTES Agreement](#)

For more information on the measures adopted in transnational companies please check the main page

Links to affiliates communications/statements:

[Press release UGT FICA / Employers do not provide their workers with transport](#)
[CEHAT, UGT and CCOO joint proposals to the Government to protect the Spanish tourist accommodation sector in the face of the crisis](#)