

DEVCובה

Developing Collective Bargaining in the Care Sector

WP5 Policy Recommendations

SPAIN

Oscar Molina and Joan Rodriguez
(Universitat Autonoma de Barcelona)

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1. Title of the recommendation

Strengthen Sectoral and Regional Coordination to Improve Job Quality in Long-Term Care (LTC)

2. Problems/needs addressed

- High fragmentation due to Spain's decentralized governance and multiple actors (social partners) in LTC provision.
- Uneven implementation of collective agreements across Autonomous Communities.
- Weak coordination between public and private providers and inconsistent enforcement in home-based care.
- Social partners need to act to reduce regional inequalities and protect vulnerable, informal workers.

3. Recommendation

Social partners should jointly develop a national coordination platform for collective bargaining in LTC to align regional agreements, ensure basic standards for all care workers (especially in home-based services), and push for integrated care employment frameworks.

4. Target Actors

Trade unions

Employer organisations/care providers

Bipartite bodies

5. Rationale and supporting evidence

The VIII Framework Agreement provides only partial coordination, and regional fragmentation undermines equity in employment conditions. Home-based care suffers from high informality and coverage gaps. A stronger coordinated framework can improve both coverage and bargaining outcomes. The case of the Andalusian first regional collective agreement, aiming to standardise working conditions across provinces that had their own collective agreements before.

- Improved recruitment and retention in private ECEC.
- Higher professional recognition and job satisfaction.
- Reduced segmentation in working conditions and better career pathways.
- Better outcomes for children through stable, experienced staff.

6. Expected impact

- Greater consistency in wages, working hours, and conditions.
- Better working conditions in under-regulated subsectors (e.g. home-based care).
- Enhanced institutional dialogue and bargaining legitimacy.
- Reduced interregional inequalities in LTC employment. Stronger industrial relations and more effective bargaining

1. Title of the recommendation

Standardize Working Conditions and Raise Professional Recognition in Early Childhood Education and Care (ECEC)

2. Problems/needs addressed

- Fragmentation in collective agreements: 3 national agreements for private ECEC, plus regional variations.
- Deep disparities between public and private sector conditions.
- Lack of recognition and undervaluation of non-teaching roles (e.g., “educadoras infantiles”, assistants).
- Low job attractiveness due to poor pay, especially in 0–2 centers.
- Social partners must act to reduce segmentation and promote career pathways.

3. Recommendation

Social partners should advocate for cross-sectoral standardization of pay scales, working conditions, and recognition frameworks across public and private ECEC settings, with special focus on the 0–2 age group and support roles.

4. Target Actors

Trade unions

Employer organisations/care providers

Bipartite bodies

5. Rationale and supporting evidence

Workers in the 0–2 segment of private centers earn near-minimum wages despite similar qualifications as public-sector workers. This leads to turnover, burnout, and recruitment problems. Standardizing agreements can promote equity and professional dignity.

6. Expected impact

- Improved recruitment and retention in private ECEC.
- Higher professional recognition and job satisfaction.
- Reduced segmentation in working conditions and better career pathways.
- Better outcomes for children through stable, experienced staff.