



A meeting of the Economic and Social Council (CES).

The CEA is opposed to the fact that there is an intervention in wages

They defend a consensus between workers and company

EL PERIÒDIC
ESCALDES-ENGORDANY

The Economic and Social Council (CES) has on the table the task of starting to negotiate, very so-

on, the salary increases for next year. In fact, after negotiations between employers and workers ended without an agreement last year, the Minister of the Presidency, Economy, Labor and Housing, Conxita Marsol, expressed the desire that this year the talks should start earlier in order to close an increase agreed between the parties.

Although the negotiation has

The CEA points out that it is necessary to know what inflation will be before starting any kind of conversation

not yet started, the Andorran Business Confederation (CEA) has a series of premises clear. Thus, they pointed out that «in principle, it is against the fact that there is an intervention in wages beyond the minimum wage», since they defend that the increase in wages must be the result of a consensus between workers and the company and that you also need to know



Iago Andreu

CEA MANAGER



«[The CEA] in principle is against the fact that there is an intervention in wages beyond the minimum wage»

«It is very difficult to want to face this negotiation without knowing what inflation we are talking about»

what inflation will be before starting any kind of conversation.

«We understand that the minimum wage must be regulated by decree as is done every year. We agree that it should be done above inflation as it has been for the last eight years, but the rest of the wages must be left to the negotiation between employer

and worker», defended the director of the CEA, Iago Andreu, who reiterated the need for collective agreements to support these negotiations.

According to the ANA, Andreu defended that the current market situation, in which there is a lack of labor, makes «intervening in wages somewhat absurd because the market itself makes them (wages) rise».

INCREASE IN THE MINIMUM WAGE// In this way, the representative of the CEA claimed that the employer has agreed in recent years that the minimum wage has increased even above inflation, an issue that differentiates them from employers of the «neighboring countries» who have not supported this position. And he acknowledged that in recent years the improvements that have been made in Spain regarding this minimum wage have «put pressure» on the country to be able to maintain this differential and to be able to attract labor. Now, beyond this increase, they do not see favorably the intervention of the Government and the General Council in determining this increase.

In this sense, the director of CEA was particularly critical of the decision taken by the Executive two years ago to «create that kind of wage escalation» which he considers «the worst decision

The director of the CEA, Iago Andreu, highlights the difficulty there has been in being able to negotiate collective agreements

► Regarding the negotiation of wages, Andreu is of the opinion that it should not correspond to the CES and that if it is being done it is because «it is the last resource», but he defended that it should be done in the 'sectoral scope and highlighted the difficulty that has existed in the country to be able to negotiate sectoral agreements that he believes would be interesting in sectors such as construction or transport. And as for the lack of workers' representatives, his opinion is that it is «inherent in the type of economic structure» of the country where there is no industry, which is the sector in which unions have traditionally been strong; the size of the companies and the «rotation» of the staff are also against it. Andreu denied, however, that the workers' representatives were not motivated by the fear of being

on of all», since it was a complex system in its application and added that at least this year's decision «is at least not as bad» as that of 2023 even if it is not employers cup of tea.

And as for the application of the CPI to salaries, he stated that «at the outset» before starting the negotiations on the salary

fired, since he recalled that if a person who was a representative of the employees was fired «the dismissal would be null».

Finally, the employer's representative also regretted that the negotiation at the CES is a bit «fake» because the unions know that if there is no agreement «the General Council will come to tell us how we should raise wages» and that makes this negotiation also «flawed». In short, to face the negotiation he stressed that there are «a few problems» on the one hand, this fact that has been mentioned about the final political intervention if there is no agreement; on the other, that there are no exact data on salaries and, the third difficulty, that it is considered that «some interlocutors are missing on the other side of the table», since the members of the USDA mostly come from the public sector.


increase, what is needed is «to be attentive to the evolution of inflation. It is very difficult to want to face this negotiation without knowing what inflation we are talking about». And he assured that «inflation that falls below 3%» may not need to be applied to salaries beyond the minimum wage. ●

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