

## MEASURES OF WORKERS

# Unions are opposed to raising the retirement age

The groups propose to equalize low pensions to the minimum wage and raise contributions by eight points

They criticize the CEA's plan to charge more to the employees the increase of the contributions

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The unions are totally opposed to the proposal of different actors participating in the Study Commission for the Sustainability of Retirement Pensions of the CASS to increase the retirement age to 67 years. As the organizing secretary of the Andorran Public Education Union (SEP) – one of the signatories of the collective proposal – Carla Guinot explained to EL PERIÒDIC: “we do not support the measure to delay the age of retirement”, “these are actions that are being tried to implement with previous studies, but it is already known that when you do these analyzes you get the numbers that interest you”. In this way, Guinot pointed out that “two years will not increase the reserve we will have in the future to pay pensions”, while stressing that if the door is opened to these changes “in the end we will end up retiring at 80”. In fact, in their proposal, the unions allege that “any mechanism that advocates raising the retirement age in relation to life expectancy is unfair and regressive”.

The next June 7th, it will be the turn of the unions to share with the other members of the commission their reform proposal, which begins by increasing pension contributions by eight points gradually. Within this action, the workers' representatives point out that it is necessary to establish that “the CASS is only for managing pensions”, that is, to separate the 3% that is currently contributed to the general branch, at the same time as they suggest adding this part of the pension branch so that it gradually reaches 30 contribution points. At the same time, they are betting on financing the health care system through taxes.

Another important measure is to equate the lowest pensions with



► Marisa Santos, Carla Guinot and Gabriel Ubach, in a presentation of the unions days ago.

the minimum interprofessional wage. Guinot explained that at the moment, the average of the lowest retirement contributions “does not reach 600 euros”, and that is why the unions argue that it is necessary to reach equal the minimum wage, as it is established as basic that you need to live”. In addition, they also refer to other actions such as always revaluing CPI pensions and reforming welfare and non-contributory pensions, while considering it “imperative” to hold a referendum on



**CARLA GUINOT**  
SECRETARY ORGANIZATION SEP

«Pension reform must go hand in hand with housing and the tax model. These are three legs that go hand in hand»

all contributors «so that they can decide on their future».

In addition, with regard to the other recipes they have been able to see, the unions point out that “increasing the contribution by 4% is the proposal of almost all the formations involved in the commission, except the PS and us are committed to a 8%”. In any case, Guinot emphasized that “the three agents must have been involved in the issue of contributions: the wage earner, the employer and the state”.

ce it above and «engage in speculation».

These proposals, in fact, are some of the ones that the unions will present in the framework of the Economic and Social Council, around which Guinot regretted that “it is being done in reverse”, because “instead of talking to the employers and the unions and then make decisions, first the decisions are made and then we discuss them”. «We are being consulted on something that is already being done,» she said. ≡

Therefore, with regard to the CEA measure so that these four points are divided into three by the worker and one by the company, the member of the SEP assessed that «we do not find it fair or feasible to charge more in contributions to the employee».

**OTHER ACTIONS** // In any case, the unions argue that «pension reform must go hand in hand with others, which are housing and the tax model,» noting that «we believe that they are three legs that they go hand in hand and you can't reform something like pensions, which is the most important thing right now, without paying attention to the other two parts».

In this sense, the main measures they see as necessary are, in tax matters, that people with a profit of more than 40,000 euros a year be subject to a gradual increase in taxation to 20%. And around the house, they advocate setting a consensual reference price in order to subsidize tenants who respect it and tax those who place it above and «engage in speculation».

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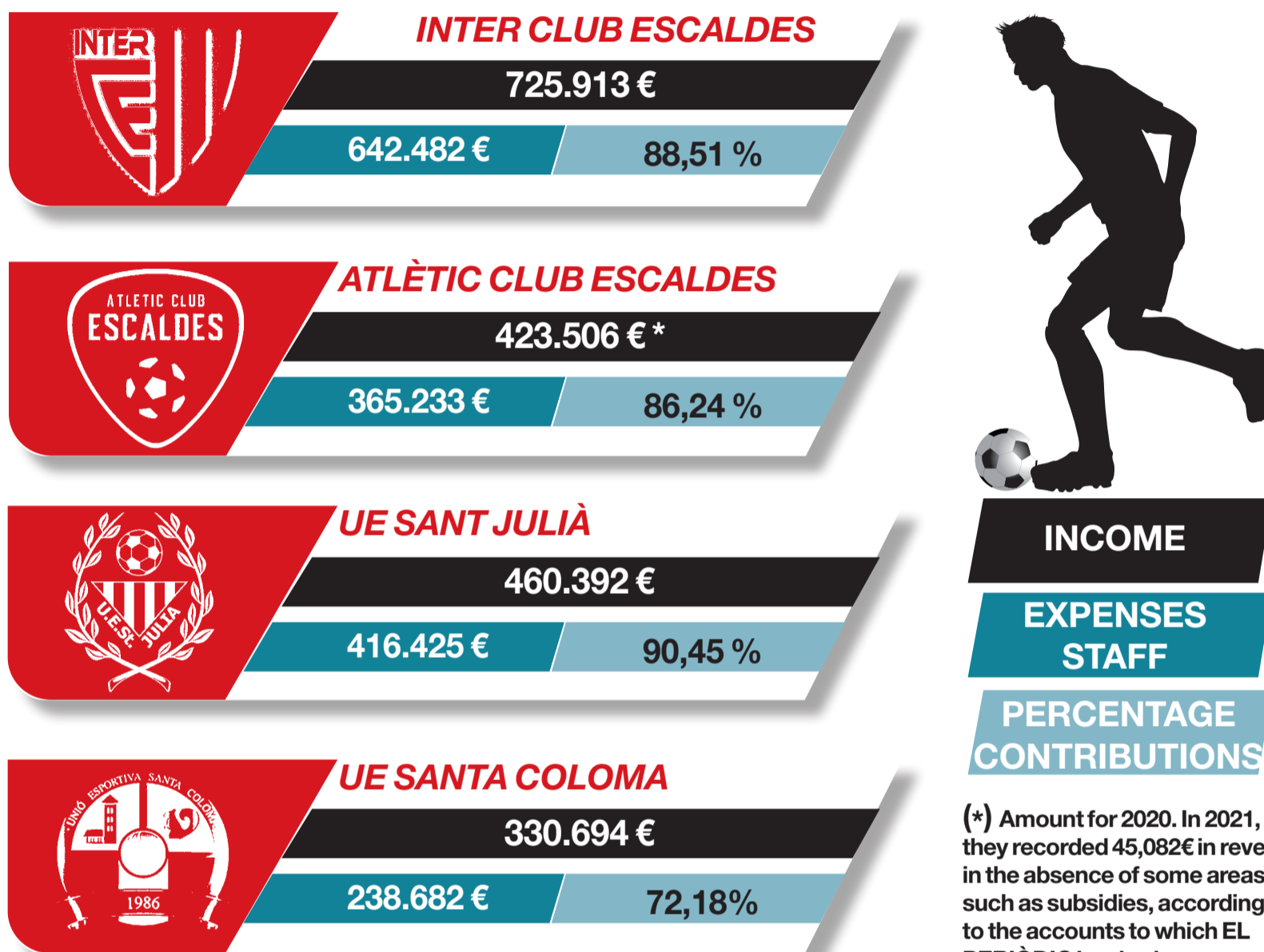
FOOTBALL ► EUROPEAN COMPETITIONS

# UEFA issues

The new regulations of the entity will oblige the clubs not to exceed 70% of their income in personnel expenses

GRAPHIC PAKO TEMPRADO

## TEAMS THAT COULD QUALIFY FOR EUROPEAN PRELIMINARIES



**INCOME**  
**EXPENSES STAFF**  
**PERCENTAGE CONTRIBUTIONS**

(\* ) Amount for 2020. In 2021, they recorded 45,082€ in revenue in the absence of some areas such as subsidies, according to the accounts to which EL PERIÒDIC has had access.



►► A duel of the EU Sant Julià.

### UE Sant Julià is fighting for a UEFA license

►► The Unió Esportiva Sant Julià did not receive the approval of the Andorran Football Federation (FAF) to obtain a UEFA license, which would prevent it, if it qualified to play in the previous Conference League, from playing that competition. From the FAF, and as EL PERIÒDIC has learned, it is argued that the national entity has only acted as an intermediary, never as an executor, of a decision established by UEFA. The Lauredià club expressed their dissatisfaction with the situation in statements to RTVA, claiming to comply with all the requirements and taking the case to court, which will decide. The governing bodies claim that the EU Sant Julià does not meet two essential requirements: to be up to date with the CASS and to have paid all the salaries until December 31st, facts that are flatly denied by the club.

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UEFA changes regulations. The fact that the highest governing body of European football adds or tweaks part of

its rules in the face of competition always attracts the attention of clubs, especially the biggest ones. However, on this occasion the entity made public on April 7th a major reform that had been underway since 2010, and that the board chaired by Aleksander Ceferin will launch from the month of June.

UEFA's new Club Licensing and Financial Sustainability Regulation, which was passed at the last meeting in Nyon, has as its main novelty «the introduction of a rule on staff costs to better control spending in relation to the salaries of the players and the costs of the signings. The regulations limit spending on salaries, signings

and agent fees to 70% of the club's income. The assessments will be carried out on time and the infringements will result in predefined financial penalties and sports measures,» UEFA said. However, the application will be gradual over three years to give clubs the time they need to adapt.

Against this background, Ceferin stated that «UEFA's first financial regulation, introduced in 2010, met its main objective. It helped to bring European football finances out of the abyss and revolutionized the way football clubs are run. However, the evolution of the industry, together with the inevitable financial effects of the pandemic, has shown the need for a complete reform and a new regulation of financial sustainability». The president of the club concluded that «UEFA has worked together with the various stakeholders in all European football to develop these new measures to help clubs meet these new challenges. This regulation will help us protect fo-

otball and prepare it for any possible future impact, while encouraging rational investment and build-

### the keys

- ADAPTATION**  
UEFA will allow a three-year adaptation period to the new regulations, if there are no changes.
- TEAMS**  
At the moment, no Andorran team would comply with the regulations that will be implemented in June, but there are those who are close by.
- ANDORRA**  
Andorran clubs could enjoy a special, more permissive context that would not require them to adapt to 70%.

ding a more sustainable future for the game.

**IMPACT ON ANDORRA** // If the Andorran case is analyzed, with reference to the possible clubs that have the option to play, today, European competition next year, the teams affected would be the Inter Club d'Escaldes, Atlètic de Escaldes, UE Sant Julià and UE Santa Coloma (only three can compete in Europe: the league champion, the runner-up, and the winner of the Constitution Cup. At the moment, Inter and UE Santa Coloma they are vying for the championship, while UE Sant Julià could reach second place, and Atlètic should win the Cup final against Extremadura.

According to the accounts to which EL PERIÒDIC has had access, the UE Santa Coloma would be the group that would be closest to complying with the new UEFA regulations, having entered in the annual exercise of 2021, closed on December 31st, a total of 330,694

euros and to have a personnel expenses of about 238,682 euros, which supposes a 72.18% of contribution of the total income for this game.

On the other hand, Inter and Sant Julià should make more efforts to get into the regulation, as both teams spend about 90% of their total income on personnel expenses (salaries of players, employees, etc. ). Finally, Atlètic would be around 85%, which should be reduced to 15% to reach the maximum allowed.

In addition to the three-year adaptation period proposed by UEFA, it should be noted that by June this regulation could change. In addition, the permissibility of the entity with the semi-professional leagues should be added, so that Andorran teams may not be subject to 70%, enjoying a special and more permissive context. Everything would depend on the agreements between UEFA and the Andorran Football Federation. ≡

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