

CCOO, THE NUMBER 1 TRADE UNION IN SPAIN

RESULTS OF THE UNION ELECTIONS FOR WORKERS' REPRESENTATION BODIES IN PRIVATE COMPANIES AND PUBLIC ADMINISTRATIONS IN SPAIN

(Between January 2015 and January 2019)

CCOO

- 96.249 representatives
- 35,7% of the total of the 259,538 elected

Leading Trade Union status



CCOO is the Number 1 Trade Union in Spain, with the highest representativeness and this is a trend that has continued since the 1990s.



The **difference** in the number of delegates elected with the **second union**, the Unión General de Trabajadores, which has 88,198 representatives, is **8,051**.



Measurement of Trade Union representation in Spain

- The criterion used to measure union representativeness is objective and is based on the result of union elections for workers' representation bodies established by the labor law.
- The General Sub-directorate of Labor Relations of the Ministry of Labor, Migration and Social Security of Spain certified the status of CCOO as the leading Trade Union on 19 June 2019.
- Union elections are the electoral process through which workers' representatives are elected in the workplace every four years.
- Workers in a company or workplace with a minimum seniority of one month can participate in the suffrage that is free, personal, secret and direct to elect their representatives.
- These representatives must be 18 years old and have a minimum of 6 months' seniority in the company (except for activities in which, due to staff mobility, a shorter term is agreed in the collective agreement with a minimum limit of 3 months' seniority is required).

Organic Law 11/1985 on Freedom of Association

In accordance with article 6 of Law 11/1985, Trade Unions with more representativeness at state level are:

- ✓ Those that certify they have obtained, at state level, 10% or more of the total number of representatives or members of the works councils and of the corresponding bodies of the Public Administrations.
- ✓ Unions or trade union bodies, affiliated, federated or confederated to a state-level trade union organization which is considered to have the most representativeness in accordance with the provisions above.

The number of members of a trade union is not used to determine representativeness in Spain, since there is no objective mechanism for measuring representativeness, but each organization determines its own criteria for counting its members.