

# The system of union relations in Spain: a general balance of the legal framework and the union practice in the social system (Document 149/2009)

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The system of Trade Union relations effective in Spain rests on a legal frame that comes certain in its essential characteristics by the Spanish Constitution. One becomes serious thus, to the highest normative rank of the ordering, a “democratic model” of collective relations of work, heir of course of our rich historical tradition, if the traumatic parenthesis of the Francoist dictatorship is excepted naturally. The present paper, consequently, intends the elaboration of general and systematic a balance sheet, that they follow the opportune conclusions, of the institutional ingredients compose that it in the present, thus like of its practical operation within the social system. In order to conclude, with some considerations critics for the debate and proposals of legislative policy.

The union practice shows two main characteristics consolidated within the social system. First, the generalized of the labor system, based unionisation, in a representative basic implantation union (electoral hearing) and non-associative (union affiliation). Then, the consolidation of a process of “concentration” union in a few organizations and, of singular way, “bi-unionisation” (UGT and CCOO) in the scope of the set of the country.