

Remote Work and Digital Rights in Spanish Banking Sector



Background

European Level

17 november 2017

**Joint Declaration on
Telework in the financial
sector**

30 november 2018

**Joint Declaration on the
impact of digitalization on
employment in the financial
sector**

7 may 2020

**Joint Declaration on
employment aspects of
providing financial services
including guidance**

Background

Spain Level

5 december 2018

Organic Law 3/2018 on
Personal Data Protection
and Guarantee of Digital
Rights

22 september 2020

Royal Decree-Law 28/2020
on Remote Work

Two pioneering Collective Agreements

✿ **Collective Agreement for Savings Banks and Financial Institutions** (30 september 2020):

Regulation on Remote Work

Regulation on Digital and Labour Disconnection

✿ **Collective Agreement for Banks** (29 january 2021):

Regulation on Remote Work

Regulation on Digital Transformation and Digital Rights

Remote Work / Telework

The regulation in these collective agreements improve the laws:

It details the equipments that companies have to provide for the employees

Monthly amounts are set to compensate employees for teleworking

It's agreed upon the possibility of teleworking as a mechanism to solve structural or temporary employment problems

Teleworking is regulated for less than 30% of the daily work load

The unions are allowed to use the companies telematics means to communicate with employees working remotely

Remote work will be implemented to cover any unforeseeable or exceptional circumstances



servicios
s. financiero

Digital Rights

Rights to go off line and disconnect from work

Rights to privacy in the use of digital devices

Rights to privacy with respect to the use of video surveillance, sound recording and geolocation devices in the workplace

Rights to digital training

Rights concerning the use of artificial intelligence



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The collective agreements in practice

Bargaining at company level



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