

Ministry of Labour and Social Economy of Spain

To the attention of the Directorate of Social Rights, Health and Environment,

Thank you for the opportunity to contribute to the **High-Level Conference on the European Social Charter**, to be held in Chisinau on 18–19 March 2026. Spain considers it essential to strengthen democratic practices within enterprises and to foster open, transparent dialogue between workers and employers. This contribution aligns with the principles established in Articles 6, 21, and 22 of the Revised European Social Charter, focusing on collective bargaining, rights to information and consultation, and promoting a more active role for workers in all aspects of the enterprise—beyond being merely a source of labour. This broader engagement will enrich the workplace, fostering greater cooperation, increased productivity, and long-term sustainability.

- 1. Worker Participation: Advancing Democratization and Consultation in Enterprises.**
In the globalized era, worker participation should go beyond mere compliance and evolve into a more democratic and inclusive process. This objective will explore how businesses can actively involve workers in shaping the work environment, health and safety protocols, organizational structures, and decision-making processes that influence the company's direction. Through proactive government policies and regulatory frameworks that promote and support consultation and democratization, businesses can enhance productivity, well-being, non-discrimination, and collaboration, as well as assist companies in managing green, demographic, and digital transitions.
- 2. Strengthening Collective Bargaining and Social Dialogue in the Digital Age.** With the emergence of new technologies in the workplace, collective bargaining processes must evolve to address the challenges posed by these innovations, including remote work, health and safety, digital disconnection, and flexible labour arrangements, among others. A discussion on adapting bargaining frameworks to the digital economy is essential to ensure these processes remain relevant and effective.
- 3. Enhancing Transparency: Best Practices for Information Sharing and Consultation.**
This includes transparency not only in traditional reporting but also in the use of artificial intelligence and algorithmic systems that increasingly influence workplace decisions. Sharing clear information about how these technologies affect employment, performance evaluation, or resource allocation is essential to uphold workers' rights and promote informed dialogue.