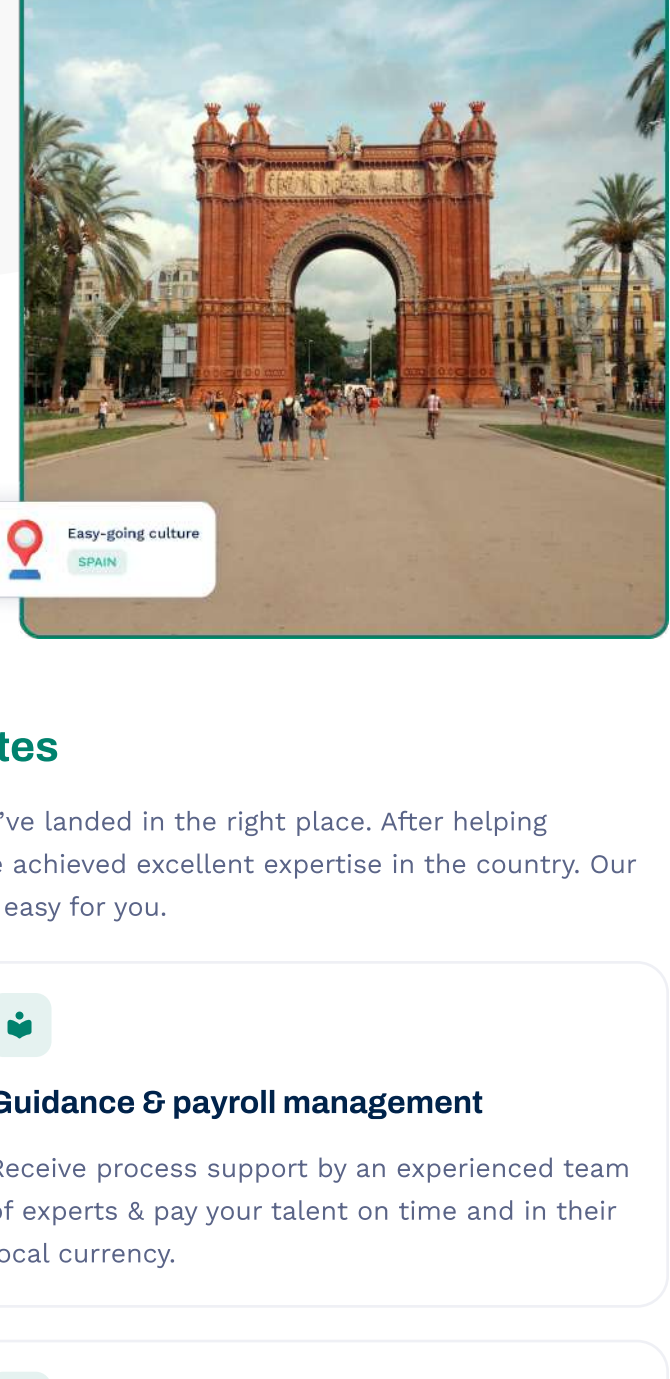

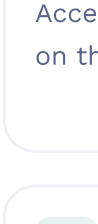


# Hire in Spain in 3 easy steps

Spain may be famous for its easy-going culture, siestas and beaches, but did you know it's also a hotbed of highly skilled international remote talent? Here's how you can hire employees in Spain while saving a ton of money and staying away from a complex web of legal hassles.




Easy-going culture  
SPAIN

Gold country

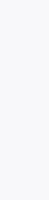
## Onboard your talent in Spain in 10 minutes

If you're considering hiring your next candidate in Spain, you've landed in the right place. After helping hundreds of businesses onboard their remote hires, we have achieved excellent expertise in the country. Our team of experts and tech solutions will make this incredibly easy for you.




### Visa support for employees

Access an easy work permit sponsorship process on the platform during onboarding.




### Guidance & payroll management

Receive process support by an experienced team of experts & pay your talent on time and in their local currency.



### Net salary calculator

Calculate net salary in Spain post deductions and compare it with the salary in other countries instantly.

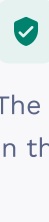



### Accelerated onboarding

Fast-track your talent onboarding while ensuring 100% compliance with local regulations.


## Why WorkMotion is your best choice for hiring in Spain

We have helped onboard hundreds of employees in Spain for our customers who needed qualified and cost-effective talent. We are also the only player in the market that provides **work permits** and **visa support** for hiring employees in Spain. We handle all the paperwork and data submission, while you receive constant support and timely notifications at every step.

Work permits


Visa support

## A quick overview of Spain




### Time zone

UTC+1




### Paid leave

23 days




### Minimum wage

€1080




### Currency

EUR



### Public holidays

14 days




### Payroll


Monthly


## What makes Spain's talent great?

Spain's economy is mainly based on tourism. This means there's a big number of university graduates with skills but don't often find a job they desire. Qualified candidates in Spain are looking for jobs but do not necessarily want to move out of the country. The obvious answer here is finding remote work.

*Cost-effective for you, life-effective for talent in Spain. A clear win win.*

Stellar qualifications

Quality of education

High productivity levels


37% of Spain's workforce is overqualified. That's **9 million workers** who do not have jobs that match their skills. It's also the third largest share to scientists and engineers in the EU.

Spain has tens of thousands of highly skilled workers. Spanish universities supply a steady stream of professionals with sought-after skills and qualities.

The productivity levels in Spain have been consistently going up in the last **10 years** reaching an all-time high in the second quarter of 2020.


## Basic facts

Spain is a country in the Southwest corner of Europe. The Spanish economy is the fourth-largest in the Eurozone and the fifth-largest in the European Union. Spain is well known for its vast monuments, snow capped mountains, stone castles, sophisticated cities, and cultural diversity. The total land area is **505,990 square kilometers**, with 12,500 square kilometers of islands. Spain is bordered to the west by Portugal; to the northeast, it borders France, from which it is separated by the small principality of Andorra and by the great wall of the Pyrenees Mountains.




### Capital

Madrid



### Population

47.33 M



### VAT - standard rate

21%


## Statutory holidays

The national holidays mentioned below are valid for the year 2023. There are **14 bank holidays** (días festivos), made up of eight national holidays which are non-substitutable and six chosen by the region and local municipality.

DATE	HOLIDAY NAME
January 6	Epiphany day
April 7	Good Friday
May 1	Labor day
August 15	Assumption of the Virgin
October 12	Hispanic national holiday
November 1	All saints' day
December 6	Spanish constitution day
December 8	Immaculate conception
December 25	Christmas day


## Contract sharing time


The approximate time for sharing the contract with an employee in Spain is **3 business days** assuming no special requests or changes to our standard employment contract. Any such requests or changes would need to undergo internal or external review, directly leading to a time delay.


Note

This number is subject to change and is only an estimation of the Contract Sharing Time. The estimated Contract Sharing Time begins from the moment that WorkMotion has received all required information from both the client and the employee.

## What you need to know

WorkMotion in Spain has a Collective Bargaining Agreement (CBA) with Convenio colectivo estatal de empresas de consultoría y estudios de mercado y de la opinión pública. The provisions in the CBA are followed in lieu of the statutory minimum set by the labor code.

All talents hired through WorkMotion in Spain are only offered indefinite contracts of employment. WorkMotion does not offer fixed-term contracts anymore.

It is a statutory requirement for companies to grant remote workers a home office allowance to cover the expenses they encounter in carrying out their work from home.

## Labour conditions

### Working hours

**40 hours** is the maximum working time per week

**09 hours** are the maximum working hours per day

**08 hours** is the maximum no. of hours workers under the age of 18 may work

**15 minutes** is the break needed after six hours of work

**12 hours** is the rest period between two working days

### Overtime

**80 hours**

Overtime work is voluntary. The maximum number of overtime hours must not exceed 80 hours in a year. Overtime is compensated for either in the pay cheque (which in no case may be less than the value of the ordinary hour) or by rest periods over the next four months.

### Probation period

Termination may be done at any time so long as the applicable notice period is respected.

EDUCATION LEVEL /ENTERPRISE SIZE	PROBATION PERIOD
Qualified technicians (college and junior college graduate specialists)	Must not exceed 6 months
Other workers	Must not exceed 2 months
Enterprises with less than 25 workers	Must not exceed 3 months for workers who are not qualified technicians
Fixed-term contracts not exceeding 6 months	Must not exceed 1 month

## Termination notice period

The length of the probation period depends on several factors such as the education level of the incumbent and the size of the enterprise:

CAUSE	NOTICE PERIOD	NOTICE PERIOD
Objectively based	15 days	An employee may take 6 hours of paid leave per week to find alternative employment
Disciplinary dismissal	No notice period	The termination must be notified in writing, stating the reason and date for the termination
Resignation	No statutory minimum notice period	General practice is 15 days

## Leave / time off

### Annual

In Spain, the annual paid holiday period, which may not be replaced by economic compensation, is no less than 30 calendar days (**22 working days**). Some collective agreements establish higher minimums for annual leave.

### Sick

Employees are entitled to sick pay in Spain if they have contributed to the social security system for at least **180 days** in the five years prior to the illness. The sickness benefits are paid as follows:

DURATION OF SICK LEAVE	BENEFIT	PAID BY
First 3 days	No pay	Not applicable
Day 4 - 15	60% of the calculation basis	Employer
Day 16 - 20	60% of the calculation basis	The social security system "Sistema nacional de la seguridad social"
Day 21 onwards	75% of the calculation basis	The social security system

The employer (once they receive the employee's medical certificate within three days) is responsible for applying for the employee's sick leave. In order to receive support, the employee will need a medical examination. A doctor from the Servicio Público de Salud (State Health Services) will certify their illness.

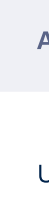
## Parental


Workers are entitled to a leave of not more than three years to care for each child, whether conceived or adopted. During the first year of parental leave, a worker is entitled to job protection. After this period, the employee will be referred to a job of the same professional group or equivalent category.

## Maternity leave

**16 weeks**

is a maternity leave in Spain

6 weeks are mandatory and must be taken after the baby's birth.

10 weeks can be taken in full or half days:

The enjoyment of each weekly period or accumulation of periods must be communicated at least 15 days in advance. The full-time or part-time enjoyment of this period will require an agreement between the company and the worker.

During maternity leave, workers receive a maternity benefit administered by Social Security. The maternity benefit is the public welfare benefit to compensate the lost income for the employee due to the birth of a child, adoption, guardianship, or foster care.

To be entitled to maternity leave, the employee should qualify the following:


AGE OF THE BENEFICIARY	MINIMUM PERIOD OF CONTRIBUTION
Under 21 years old	None
Between 21 and 26 years old	90 days of contribution during the prior 7 years, or 180 days in total
Over 26 years old	180 days of contribution during the prior 7 years, or 360 days in total


If the employee does not fulfill all these requirements, she will be entitled to receive a birth grant.

## Paternity leave

**16 weeks**

The other parent (other than the biological mother) is entitled to up to 16 weeks of leave from social security.

The first 6 weeks are mandatory and must be taken after the baby's birth.

The 10 weeks can be taken before the child attains the age of one.

## Other types

Paid leave is provided for the following reasons:

LEAVE	DAYS
Marriage	15 days
Bereavement, accident, serious illness, hospitalization	2 days
Surgical intervention without hospitalization that requires home rest	2 days
Death of relatives up to the second degree of consanguinity or affinity	2 days
If travel is required for the above purposes	4 days
Transfer of the habitual domicile	1 days
Inexcusable duty of a public and personal nature, including the exercise of active suffrage	As per legal or conventional norms
Performing trade union duties	As per legal or conventional norms
Prenatal check-ups and preparation for childbirth and preparing for adoption	For the time necessary

## Unpaid

### Handicapped family member leave


The Workers' Statute Act guarantees employees unpaid leave of up to two years to take care of a close family member on account of an accident, illness or disability where the dependent cannot fend for themselves and do not carry out any paid activity.


### Voluntary leave


A worker with at least one year's seniority in the undertaking has the right to be granted the possibility of being placed on voluntary leave for a period of not less than four months and not more than five years. This right may only be exercised again by the same worker if four years have elapsed since they took the voluntary leave previously.


## Statutory benefits


Under the general regime, social security contributions are paid on salaries and wages. Benefits include the:


Old age pension, sickness, and disability.

Unemployment insurance.

Wage guarantee fund.

Professional training.


Accident insurance.

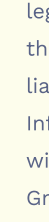
Intergenerational equity mechanism.


BENEFITS	EMPLOYER CONTRIBUTION	EMPLOYEE CONTRIBUTION
Old age pension, sickness, and disability	23.6%	4.7%
Unemployment insurance	5.5%	1.55% (1.6% for fixed-term contracts)
Wage guarantee fund	0.2%	-
Professional training	0.6%	0.1%
Accident insurance (e.g. office work)	1.5%	-
Intergenerational equity mechanism	0.5%	0.1%

## Health insurance

In Spain, people insured under the Sistema Nacional de la Seguridad Social (National Social Security System) and their beneficiaries are entitled to healthcare. Foreigners not registered or authorized as residents in Spain have the right to health protection and to healthcare under the same conditions as people with Spanish nationality. The state healthcare coverage contains:

Medical care: access to public healthcare centers and hospitals.

Emergencies: access to emergency care and hospitals.

Rehabilitation.

Excluded from the coverage are dental and vision services.

## Accident insurance

People who have suffered injuries or damage from an accident at work or occupational disease, can apply for benefits. In the event of an accident at work, the amount of the daily allowance is calculated at 75% of the daily calculation basis from the day after the accident. This allowance is paid by Mutua (mutual insurance company) or the Instituto Nacional de la Seguridad Social (INSS).

The employer pays a variable rate for occupational risk insurance. The rate ranges from 1.5% for office work, for example, to 8.5% for mining work or 7.6% for the construction sector.

## Wage guarantee fund

The wage guarantee fund is an autonomous entity that acts in case of insolvency of the employer, paying outstanding wages to the workers.

## Intergenerational equity mechanism

This tax has the objective of distributing the cost of pensions among different generations of workers . In this way, the government intends to fatten the pension piggy bank and ensure the collection of baby boom pensions. Employers contribute 0.5% whilst employees contribute 0.1%.

## Unemployment insurance

A contributory benefit, commonly known as "el paro", is awarded to people who are unemployed but committed to working and who have contributed for a minimum of 360 days during the six years before becoming unemployed.

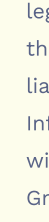
## Professional training


The vocational training system for employees aims at improving workers' skills and company productivity as well as helping to meet labor market needs.

## Public pension

In Spain, the retirement pension depends on the age of the beneficiary and the contributions accumulated throughout their working life. Workers covered by the social security system will, upon reaching the pensionable age, be entitled to receive the corresponding retirement pension as long as they meet the requirements established in each case.

The minimum age for the retirement pension is currently:


65 if the individual can prove they have paid at least 37 years and 3 months of contributions.

66 years if the individual has contributions less than 37 years and 3 months.

All employees hired by WorkMotion's Spanish partners are automatically insured via the Spanish Social Security system ("Sistema Nacional de la Seguridad Social").

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