

Spain

Fixed Term Contracts

In Spain, fixed-term contracts must be for a reason permitted by law. Those reasons can include work for a specific project when there is an excess of work/orders, or for filling a temporarily open position (for example, when someone goes on maternity leave). The maximum length of the contract depends on the reason for it. Fixed-term contracts can generally only be renewed once. Workers are entitled to severance of 12 days of salary per year of service at the end of a fixed-term contract. If the Worker continues working after the end of the fixed term, then the contract is automatically converted to an indefinite agreement.

Probationary Periods

Probationary periods in Spain generally cannot be longer than two months. During a probationary period, no notice or severance is required to terminate an employment contract.

Holidays

In Spain, Workers recognize 14 national bank holidays as well as various regional holidays.

Vacation

Full-time Workers are entitled to at least 30 calendar/22 working days of paid vacation per year. Generally, leave must be taken within the calendar year that it is earned. Accrued but unused vacation must be paid out at the time of termination.

Sick Leave

Workers are entitled to paid time off for illness and various other life events, which is generally compensated by the Spanish Social Security System.

Working Hours

A regular workweek is 40 hours per week. Workers must receive a minimum of 12 hours of rest between the end of one workday and the beginning of the next.

Overtime

Workers must not exceed an annual average of 40 hours per week.

Termination

Unless on a fixed term agreement or in cases of serious misconduct, Workers must be given advanced written notice before terminations or pay in lieu. The amount of written notice required is generally 15 days and must be accompanied by an objectively reasonable justification as well as severance compensation generally equal to 20 days of pay per year of service up to a maximum of one year. Client agrees to abide by local law in instructing the termination of Workers.

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Mandatory Employer Costs

Social Security (covers Unemployment, professional education/training, work accident insurance, salary guarantee fund, CNAE classification for Economical Activity, and health care.)

Benefits

In Spain, healthcare is public, free and universal. It is included in the cost of Social Security. But the resources of the private system make it a great, affordable choice. Private health insurances in Spain offer a set of advanta