

SUBJECT	LEGAL CHANGE	ACTION REQUIRED
Labour law reform		
No change scheduled for 2019	There are no labour law changes scheduled for 2019. The Spanish Government lacks the support of Parliament, which has stalled progression for the time being.	Monitor the political climate, and look out for news of labour law reform.
Data protection		
Local data protection law updated to reflect the EU General Data Protection Regulation ('GDPR')	<p>Spanish data protection law was amended in December to harmonise the local rules with GDPR. This will have a significant impact on employers in 2019, including, for example, an obligation on employers specifically to notify staff in advance of any digital employee monitoring that may take place.</p> <p>Effective date: Although the new law became effective in December 7, 2018, the impact will be felt in 2019.</p>	Become familiar with the new data protection requirements and update policies and procedures to ensure compliance.