

iGlobal Law Annual Alert 2023 : Spain

Legal Change	Effective Date	Action required
<p>Directive (EU) 2022/2041 of the European Parliament on Minimum Wages in the EU</p> <p>and of the Council of October 19th, 2022, on adequate minimum wages in the European Union has been published in the Official Journal of the European Union.</p> <p>This Directive has the aim of improving the living and working conditions of employees in the territories of the European Union, the directive establishes procedures for the adaptation of legal minimum wages, promotes collective bargaining on wage setting and improves access effective access to minimum wage protection for those employees who are entitled to it under applicable national law.</p>	<p>Member States must adopt the necessary measures to comply with the provisions of the directive no later than November 15th, 2024.</p>	<p>Nothing at this stage.</p>
<p>EU Directive on transparent and predictable working conditions</p> <p>The government has passed the Draft Bill of Law for the implementation of the EU Directive on transparent and predictable working conditions.</p> <p>The bill includes a series of measures, highlighting the following:</p> <ul style="list-style-type: none"> • paternity leave of 10 business days that cannot be subject to previous periods of work nor seniority; • parental leave of a minimum of four months, extending the minimum parental leave that cannot be transferred from one parent to the other to 2 months; • leave for carers of five working days per year per worker; • the right to be absent from work on grounds of force majeure due to urgent family reasons, in the case of illness or accident that make the immediate presence of the worker essential; • flexible work formulas to ensure that employees with children of at least up to eight years old and carers can fulfill their obligations. 		