

iGlobal Law 2024 Annual Alert : Spain

Legal Change	Effective Date	Action required
<p>Reduction in working works</p> <p>The new Government has announced the reduction of working hours without reduction of wages, up to 37.5 working hours per week.</p>	<p>Its application will take place progressively, reducing to 38.5 hours in January 2024 and culminating in 2025.</p>	<p>Employers will need to be made aware of the changes and how it affects their existing workers.</p>
<p>Birth Benefits</p> <p>The new Government has announced the Extension of the birth benefits for both parents from 16 to 20 weeks.</p>	<p>Early 2024</p>	<p>No action required currently but keep an eye out for the effective date.</p>
<p>National Flexible Work Plan</p> <p>The new Government has announced a National Flexible Work Plan to advance in the regulation of hybrid forms of work, presential and remote.</p>	<p>No date yet.</p>	<p>No action required currently.</p>
<p>Changes to CV Composition</p> <p>The Government has announced the implementation of a blind curriculum vitae that does not include personal images or data on age or sex, in order to reduce gender bias.</p>	<p>No date yet</p>	<p>No action required currently.</p>
<p>General Social Security Scheme changes</p> <p>All scholarship holders and trainees must be registered in the General Social Security Scheme, regardless of whether they receive remuneration or not.</p>	<p>January 1st 2024.</p>	<p>Take note and ensure compliance.</p>