

Employment advisory in Spain: What your company needs to know

At Seegman, we understand the importance of companies being aware of and complying with Spanish employment regulations. Below, we provide a detailed guide on mandatory and optional employee benefits in Spain, designed to help your company stay compliant with local regulations and strengthen its employer brand.

Who is entitled to employment benefits in Spain?

According to the Workers' Statute, both permanent and temporary employees are entitled to the same employment benefits. However, self-employed workers and independent contractors are not covered under these benefits.

Mandatory Employee Benefits in Spain

Minimum Wage	As of February 2025, the minimum wage for full-time employees is €1,184 per month. In addition to the base salary, employees may receive additional benefits such as meal vouchers, health insurance, and company vehicles where applicable.
Overtime	The maximum standard workweek in Spain is 40 hours. Any hours worked beyond this threshold are considered overtime and must be compensated accordingly. The annual limit for overtime hours is 80, except in special circumstances according to the applicable collective bargaining agreement.
Annual Leave and Public Holidays	<ul style="list-style-type: none">• Annual Leave: Employees are entitled to a minimum of 30 calendar days of paid vacation per year. However, it could be improved in accordance with the applicable collective bargaining agreement.• Public Holidays: Spain has 14 public holidays per year, with 8 being national holidays and the rest varying by region and municipality.
Maternity and Paternity Leave	<ul style="list-style-type: none">• Maternity Leave: 16 weeks of fully paid leave, extendable in specific cases.• Public Holidays: : 16 weeks of fully paid leave, also extendable in certain situations. <p>Both types of leave can be taken flexibly within the first 12 months after birth or adoption.</p>
Sick Leave	Employees are entitled to temporary disability benefits starting on the fourth day of illness. The amount and duration of these benefits depend on the nature of the illness and the applicable collective bargaining agreements.
Social Security Contributions	Employers are required to contribute to Social Security, covering benefits such as unemployment, retirement and healthcare. The employer's contribution amounts to 23.6% of the employee's gross salary.

Optional Employee Benefits in Spain

In addition to mandatory benefits, many companies offer additional perks to attract and retain talent, such as:

Private Health Insurance	While Spain has an accessible public healthcare system, providing private health insurance can enhance employee satisfaction and well-being.
Pension Plans	Additional contributions to supplement employees' retirement savings.
Meal Vouchers	Subsidies for meal expenses during working hours.
Remote Work Options and Flexible Schedules	These help employees balance work and personal life, increasing motivation and productivity.
Company Vehicles	it is a vehicle owned by the company, which the company makes available to its employees mainly for professional and business purposes.

Regulatory Compliance and Risk Management

Failure to comply with Spanish employment laws can lead to significant penalties for your company. At Seegman, we offer specialized advisory services to ensure your company remains compliant with all employment regulations, helping you mitigate risks and efficiently manage your workforce in Spain.

CONTACT US:

For personalized advice tailored to your company's specific needs, do not hesitate to contact our team of experts at Seegman.



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