

# Country Snapshot: Spain



Overcoming Workforce Management  
Obstacles in Spain

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## Overcoming workforce management obstacles in Spain

### Compliance—a critical requirement

#### Wage regulation

- Federal and regional variations of minimum wage must be adhered to
- Overtime typically paid for more than nine hours a day or more than 40 hours a week

#### Employment contracts

- Written contracts are standard, reflecting key aspects of the employment relationship
- Working hours are defined for part-time work and overtime

#### Scheduling

- Scheduling leverages long-term (yearly) plans — modulation
- Unions need to receive these schedules to modify by quarter
- Schedule changes by managers must be approved by employees

#### Holiday entitlements

- Typically, 30 days of holiday per year

### Business and government<sup>1</sup>

#### Degree of influence

- Unions are easy to form and free to determine their own policies
- Workers' rights are well defined and guaranteed by law

- Spanish law establishes a 40-hour workweek, 12 paid holidays per year, and 30 days of holiday per year

#### Business ethics

- Spanish counterparts may sometimes view rules with skepticism and take a flexible attitude toward them

#### Attitudes toward business

- The Spanish perception of multinational companies is that they offer more security and higher salaries than smaller companies do
- Expect Spaniards to maintain a strong work ethic while not letting work become all-consuming



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<sup>1</sup> *GlobeSmart Culture Guides*, GlobeSmart, (April 21, 2020), found at [www.globesmart.com/products/culture-guides/](http://www.globesmart.com/products/culture-guides/).