

## Summary

**Royal Decree-Law 16/2013, which introduces measures to improve the employability and stability of workers.**

**Law 22/2013 that regulates the national budget for 2014.**

**Law 23/2013 that introduces new provisions concerning retirement benefits.**

In December 2013, significant changes in labor matters, whose are discussed below, were introduced:

Royal Decree-Law 16/2013, which introduces measures to improve the employability and stability of workers, has introduced changes including:

- Amendments to part –time contracts:
  - a) Part-time workers will not be permitted to work overtime, except for the prevention or repair of extraordinary and urgent damages.
  - b) The possibility of offering part-time workers voluntary “bonus” hours.
  - c) Part-time workers working time must be registered every day and calculated every month together with monthly pay slips, the company must provide a summary of ordinary and bonus hours of part-time workers.

An increase in duration of the right to a reduction in working hours for childcare until the child is 12 years old, previously 8 years old.

•The following allowances and benefits are now included within the scope of Social Security contribution:

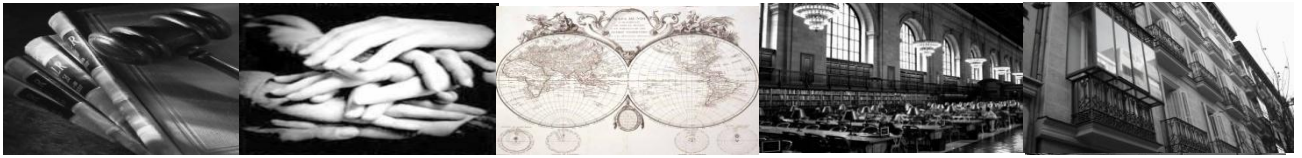
- a) Transport allowances and shift workers away from home to normal work centre.
- b) Companys voluntary enhancements on Social Security benefits such as retirement schemes.
- c) Other allowances granted by companies.

•Temporary contracts entered into for less than six months permit a maximum trial period of one month.

•It is now possible to enter into contracts of work for the support of part-time entrepreneurs.

•It is now possible to obtain training contracts through employment agencies for temporary work.

•The concept of group companies in relation to the calculation of Social Security contributions by layoffs of workers of 50 years old or more in



companies with benefits is amended.

**TEAM**

- Irregular distribution of working time.

Law 22/2013 that regulates the national budget for 2014 has repealed the partial payment of severance from the Guarantee Fund where terminations of employment contracts due to objective reasons, occur in companies with less than 25 employees.

Law 23/2013 that introduces new provisions concerning retirement benefits introduces the following amendments to retirement benefits from 1st January 2019, retirement benefits will be calculated considering the life expectancy of the retired population and from 1st January 2014.

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