

## European (& the GCC) Employment Law Update

Jurisdiction: Spain  
Date: April 2017

Impact date	Development	Impact
30 July 2016	The Royal Decree Law 311/2016, of July 24, complies with the Reasoned Opinion 2014/4169 issued by the European Commission with regard to night workers whose work involves special hazards or heavy physical or mental stress.	The Royal Decree Law modifies the Royal Decree 1561/1995, of September 21, regarding special work shifts and stipulates that night workers whose work involves special hazards or heavy physical or mental strain cannot work more than 8 hours in any period of 24 hours in which they have a night shift.
1 January 2017	Law 9/2009, of October 6, extends the period of the paternity leave in the case of birth, adoption or fostering of a child.	The Law extends the paternity leave to 4 continuous weeks.
1 January 2017	Royal Decree Law 742/2016, of December 30, minimum inter-professional wage for 2017.	<p>The Royal Decree Law 742/2016, of December 30, establishes an increase in the minimum inter-professional wage over the previous year.</p> <p>The minimum wage for 2017 is set at 23.59 €/day or 707.70 €/month.</p>
9 February 2017	Ministerial Order ESS/106/2017, of February 9, develops the legal provisions with regard to social contributions for 2017.	The Order updates the maximum limit of contribution to the various social security schemes. In particular, regarding the 'General Scheme', the maximum limit of the base contribution is set at 3.751,20 €/month.