

Employment

Working in Spain



Employment

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AUTONOMOUS COMMUNITIES

- | | | | |
|--------------------|---|----------------------------|---|
| Andalusia | ● | Galicia | ● |
| Aragon | ● | Madrid | ● |
| Asturias | ● | Murcia | ● |
| Balearic Islands | ● | Navarre | ● |
| Canary Islands | ● | Basque Country | ● |
| Cantabria | ● | La Rioja | ● |
| Castilla-La Mancha | ● | Valencian Community | ● |
| Castilla y León | ● | Autonomous City of Ceuta | ● |
| Catalonia | ● | Autonomous City of Melilla | ● |
| Extremadura | ● | | |



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TABLE OF CONTENTS

1. INTRODUCTION	7
2. FREE MOVEMENT OF WORKERS	9
3. JOB MARKET	11
4. FINDING WORK IN SPAIN	12
5. SOCIAL SECURITY, HEALTH AND UNEMPLOYMENT BENEFITS.....	16
6. TAXES	19
7. LIVING CONDITIONS	22
8. WORKING CONDITIONS	23
9. ACCOMMODATION	28
10. EDUCATION SYSTEM	30
11. EQUIVALENCE OF CERTIFICATES AND DIPLOMAS IN THE EUROPEAN ECONOMIC SPACE ...	33
12. CULTURE.....	35
13. LEGAL AID	37
14. USEFUL TELEPHONE NUMBERS AND ADDRESSES.....	38
15. DON'T FORGET	45

1. INTRODUCTION

The new European Union, with its 495 million citizens, is the largest job and training market in the world. Within this area, the barriers that may prevent people from realising their full potential are gradually coming down.

To make it possible for workers to circulate freely in the so-called European Economic Space, the EU created the EURES Network of European Public Employment Services, of which the Spanish public employment services, the publishers of this information leaflet, form part.

Working in another country is always a challenge, as well as a unique opportunity to get to know a country and its people and to build up a large collection of new experiences. This leaflet gives those who want to live and work in Spain a good idea of what life is like in this country. It is our intention to provide information that will be useful when making a decision and, if you finally do decide to come to Spain, when preparing for your stay.

SOME FACTS ABOUT THE COUNTRY

Official name: Kingdom of Spain; common name: Spain.

Spain is located in the southwest of Europe, on the Iberian Peninsula. It has a total area of 504,750 km² and shares the peninsula with Portugal. Apart from the mainland, Spain includes the Balearic Islands in the Mediterranean Sea, the Canary

Islands in the Atlantic Ocean and the cities of Ceuta and Melilla in the north of Africa. It is the third largest European country in area and the fifth in population.

Spain is a country with a mild climate and abundant sunshine, although there are significant variations in its weather. The northernmost climate zone runs along the coast and includes the communities of Galicia, Asturias, Cantabria and the Basque Country. Here, there is constant, heavy rain, mild summers and relatively cold winters. To the south of this strip is the inland area, which has a continental climate. Finally, in the rest of the coastal regions, especially Andalusia and the East, the winters tend to be milder and the summers hot.

Spain has a population of 47,212,990. Currently, 5,711,040 foreigners are registered as living in Spain. 2,440,852 are Community citizens, or 5.17% of the total population. In recent years, a very considerable number of foreigners has arrived and taken up residence. It is calculated that the number of foreign residents has quadrupled since 1998.

Almost 60% of these foreigners live in the Communities of Madrid, Balearic Islands, Catalonia and Valencia. This shows that foreigners prefer to go to the big cities like Madrid, Barcelona and Valencia. Another 22.1% lives in Andalusia, the Balearic Islands and the Canary Islands. The north and west of the peninsula are the regions with the smallest number of foreign residents.

The Spanish state is a parliamentary monarchy. The legislative power is based on a Parliament (the Cortes), which has two houses: the Congress of Deputies and the

Senate. Spain has both a Head of State, the King, and a President.

Spain is a “State of Autonomies” and is made up of 17 Autonomous Communities: Andalusia, Aragon, Asturias, Canary Islands, Cantabria, Castilla-La Mancha, Castilla-Leon, Catalonia, Valencian Community, Extremadura, Galicia, Balearic Islands, La Rioja, Madrid, Murcia, Navarre and the Basque Country.

In turn, each of these Communities has its own parliament and Community president; we can therefore say that the organization of political power in Spain is characterised by decentralization.

LANGUAGE

Spain has enormous cultural diversity and this is reflected in the number of languages spoken in the country. The official language for the whole country is Spanish or castellano; however, in many Autonomous Communities it coexists with other official languages, such as Basque (euskera), Catalan, Galician (gallego) and Valencian, which are each found in their own geographical areas.

Although they are unofficial, other vernacular, minority languages are spoken, such as Bable or Asturian, Leonese, Aragonese and aranés, a sub-dialect of Gascon.

It is very difficult to find a job in Spain if you only speak English, French or German, except for casual employment in some tourist enclaves on the islands or on the coast.

CURRENCY

Spain's legal currency is the Euro.

To import and export local currency a declaration must be made if the amount is over €6000 (the amount exported may not, however, exceed the amount declared on arrival in the country). Unlimited sums of foreign currency may be imported and exported but they must be declared on arrival if the amount is over €6000 per person and trip, in order to avoid customs problems when leaving Spain.

TIME

The Peninsula & Balearic Islands: GMT+1
Canary Islands: GMT.

INTERNATIONAL TELEPHONE CALLS

If you wish to make a telephone call to Spain from abroad, you must dial the international access code of the country from which you are calling plus 34 (the country code for Spain) and the nine digit telephone number.

If you wish to call another country from Spain, you need to dial 00 followed by the country code and the telephone number.

You can make phone calls from telephone boxes. They work with either coins or cards.

If you wish to make a call within Spain, you must dial the number without any kind of prefix. The number will always have nine digits, whether it is a landline or a mobile phone.

The mobile phone technology used in Spain is GSM, which is incompatible with some countries, such as the United States and Japan. If your technology is compatible with GSM, you should contact the operator in your country to make sure that you can use your mobile phone in Spain (Some operators require that you activate their international service or “roaming”). Once you have completed these steps in your country of origin, you simply use your mobile phone in Spain as if it were Spanish. In other words, to make international calls, you need to dial 00 plus the country code.

EMERGENCY SERVICES

112 is the one telephone number to dial for all the emergency services.

The service operates 24 hours a day, 365 days a year. In some Communities, the calls may be handled in more than one language.

Other useful telephone numbers are:

National police:	091
Local police:	092
Ambulances:	061
Fire brigade:	080

2. FREE MOVEMENT OF WORKERS

EES citizens can travel, live and work freely in any member country and enjoy the same rights as the nationals of the country chosen. This right to free movement also applies to the members of their families, whatever their nationality, but with some specific requirements.

Therefore, as a citizen of an EES member country, you can work in any job in Spain, whether employed by someone else or self-employed, without having to apply for a work permit. You will have the same rights as Spanish citizens as regards wages, working conditions, access to housing, vocational training, Social Security and trade union membership, with some specific exceptions that are recognised in the Treaty of European Union regarding access to jobs in the civil service.

To enter Spain it is only necessary to have a valid identity card or current passport. You can stay for three months to look for work or to set up on your own account as a self-employed worker. If at the end of the three months you still have not found a job, you have the right to remain longer if you continue to look for work and you have a real possibility of finding it.

Last July, because of the Spanish job market situation, the Spanish government, through the Council of Ministers, decided to reactivate the transitional period for Romanian citizens and once more to set limits for entry to the job market for wage earners from Romania. This measure does not affect Romanian citizens who were already in Spain on 22 July 2011 and were registered with the Spanish Social Security system, or were registered as job seekers

with the public employment services. The government will evaluate the effects of this transition period at the end of 2012 and, depending on the conclusions reached, will decide whether to continue it or not.

DOCUMENTATION NEEDED

Within three months of entering Spain, you must apply at the Foreigners' Office (Oficina de Extranjeros) or a police station to be registered in the Central Register of Foreigners (Registro Central de Extranjeros). To do this, you need to present your valid passport or identity card and pay a fee. The office will give you a certificate of registration with your NIE number (foreigner's ID number). This process has replaced the former Community resident's card application.

For more information and to download the registration form, go to:

http://servicioselectronicos.policia.es:38092/portalCiudadano/extranjeria/pr_cer_reg_ue.html

Foreigners who have links with Spain due to financial, professional or social interests must have a unique, exclusive, personal number called a NIE (Foreigners' ID Number) for the purposes of identification. This number is given to you automatically when you register for the Register of Foreigners but you can also apply for it separately. For more information and the application form for the number, go to:

http://servicioselectronicos.policia.es:38092/portalCiudadano/extranjeria/pr_asig_no_nie_inst.html

OTHER USEFUL PROCEDURES

Everyone who lives in Spain is obliged to register with the municipality where they live. To do this, you must go to your local town hall. The certificate of registration is required for many administrative processes, such as registering your children in school, obtaining a health card, registering with the employment office and voting in the municipal elections.

Another indispensable document if you decide to live in Spain is your NIF (tax ID number), which you can get from the tax office (see the corresponding section below).

See also the section on Social Security for information on obtaining a Social Security number and a health card.

FAMILY MEMBERS OF EUROPEAN COMMUNITY CITIZENS. RESIDENCE CARDS

The members of a community citizen's family who are not nationals of a member country may reside in Spain for more than three months. To be able to do so, they must obtain a "residency card for EU citizen family members" from a Foreigners' Office within three months of their entry into Spain.

The office will give them a receipt immediately, which serves as proof that their status is legal until the card arrives.

3. JOB MARKET

Ever since the start of the economic crisis in 2008, the Spanish job market situation has been worsening; the number of people employed has fallen and unemployment has risen sharply. After a continuous period of growth in employment up to 2007, the number of people employed fell from 20.4 million in the first quarter of 2011 to 17.8 million by the end of 2010. In other words, in three years 2.6 million jobs were lost.

Therefore, the number of unemployed has risen from 2.1 million in the first quarter of 2008 to 5.3 million in the last quarter of 2011. During 2011, the process has accelerated, with the addition of 577,000 newly unemployed. But not all these newly unemployed are the result of job destruction and company closures. We must also keep in mind the entry into the labour market of people who were previously inactive (as a result of another member of the family losing his or her job).

In the last twelve months, the most noticeable drop in the number of people with jobs has occurred in the Community of Madrid (155,000 fewer employed), Catalonia (126,700) and Andalusia (99,500).

The Communities with the biggest increases in unemployment year on year have been Andalusia (121,000 more unemployed), Catalonia (88,700) and the Community of Madrid (81,300). The Basque Country and the Foral Community of Navarre have the lowest unemployment rates, at 14%. At the opposite end of the scale, the Canary Islands and Andalusia have rates of over 30%.

In 2011, the number of men unemployed (2.8 million) significantly exceeded the number of women (2.4 million), continuing the trend observed since the beginning of the crisis. Unemployment is rising in almost all age groups. A total of 884,000 young people under the age of 25 are unemployed.

The recession is also affecting foreigners who are working and/or looking for work in this country. Their unemployment rate is 14 points higher than that of Spanish citizens. Of the 5.3 million unemployed, 1.2 are foreign nationals.

Although the destruction of jobs in Spain has been widespread – in four years in more than 2.6 million jobs have been lost – it has not affected all the sectors of production equally. More than 55,000 jobs have been lost in agriculture. However, in construction, 1.4 million people have lost their jobs: at this time, less than half of those who were employed at the beginning of 2008 are still employed.

Industry has been the second worst affected sector, with 790,000 jobs lost in the last 4 years. In contrast, the service sector has only lost 359,000 jobs, although it must be said that half of these (212,000 jobs) were lost in 2011.

EMPLOYMENT OPPORTUNITIES

The perceptible change in the economic cycle in Spain in recent months is also affecting the demand for workers. Notable changes can be seen in the sectors that are offering job opportunities. Breaking down the data for the different sectors, it is pos-

sible to see that, in spite of the crisis, there are areas of production in which jobs were created last year: agriculture, sanitation and waste management, hotels, information and communications technologies, real estate, education, healthcare and social services, and other personal care services.

The occupations listed below are those that are demonstrating better prospects for the creation of employment in recent months since they have been able to grow even during 2011 when there was a massive loss of jobs. In comparison with previous years of the crisis, growth is being shown in managerial positions and positions related to marketing and sales.

- ✓ Administration and marketing department managers.
- ✓ Production and operations managers.
- ✓ Managers and directors of other service companies.
- ✓ Healthcare professionals.
- ✓ Company organization and marketing specialists.
- ✓ Sales people(except in shops and department stores).
- ✓ Accounting, financial and production support services employees.
- ✓ Other administrative employees, without customer service duties.
- ✓ Retail shop owners.
- ✓ Other personal care workers.
- ✓ Personal service workers.

4. FINDING WORK IN SPAIN

Because of the economic crisis that is affecting the country, among other reasons, finding work in Spain is not an easy task. Therefore, you should use all the resources available (acquaintances, family members, the press, information centres, professional associations, etc.), as well as the EURES network and a large amount of imagination and creativity.

You should also bear in mind that knowing Spanish is a basic requirement for working in Spain. The main systems for finding a job are:

PUBLIC EMPLOYMENT SERVICES

The Spanish National Public Employment Service and the Autonomous Community (regional) employment services have a network of offices whose services all workers can use.

All those over sixteen years of age can register with the public employment services if they show a valid identity card or passport, as long as they have a fixed address. To enter the professions that require a diploma, it will be necessary to meet the requirements for exercising this profession in Spain.

The services that the employment services provide are: job vacancies, vocational guidance, occupational vocational training, processing applications for unemployment benefits, information on measures to promote employment, etc.

The addresses of these offices can be found in the telephone directory or on the National Public Employment Service web site (www.sepe.es), which has links to the Autonomous Community public employment services. Some of these services have information about job vacancies on their web sites. Many have useful information and addresses for finding work, as well as job search guides. To find the addresses of the Autonomous Community employment service web sites, see the following directory:

<https://sede.sepe.gob.es/portalsedeestaticos/redirect.do?page=cb01>

The Public Employment Services have also set up a national web site where job vacancies from all over Spain can be found:

www.sistemanacionalempleo.es

EURES (EUROPEAN EMPLOYMENT SERVICES)

EURES (European Employment Services) is a network for cooperation between the European Commission, the national employment services of the member states, Norway, Switzerland, Liechtenstein and Iceland and, in the case of cross-border areas, the organizations representing the social interlocutors.

It can be useful to contact the EURES network in your country. Find out about EURES from your Public Employment Service. They will give you information on job vacancies in Spain and other information

of interest to help you decide on and/or develop your mobility plan.

EURES has an Internet portal on which you can find information on mobility and a data base of job vacancies in the member countries, as well as an application for posting your CV online. You can access this information at:

<http://ec.europa.eu/eures>

PLACEMENT AGENCIES, RECRUITMENT COMPANIES AND TEMPORARY WORK AGENCIES

Placement agencies are another intermediary in the Spanish job market. The national and Autonomous Community employment services will give you information on these companies and the services that they offer.

There are also companies that specialize in human resources recruitment. They tend to use the press and Internet to find applicants.

The names of temporary work agencies in Spain always include the initials ETT (from the Spanish Empresa de Trabajo Temporal). They hire workers directly and then sign an "availability contract" with the user company, delegating the management and control of the work to be performed to this company. These agencies are especially useful when looking for temporary employment.

www.emplo.gob.es/es/sec_trabajo/debes_saber/ett-oia/index.htm

COMMUNICATIONS MEDIA

All the Spanish national, regional and provincial newspapers have a daily employment section, although more job vacancies are published in their Sunday editions. Public television also has special employment programmes. One well known programme is “Aquí hay trabajo” (There’s Work Here), which is broadcast at 9:30 a.m. from Monday to Friday on Channel 2 (RTVE).

There is a growing trend for companies to use the Internet to publish their job vacancies. They use their web sites to publicize themselves and there is usually a Human Resources section. You should look for a link on company web sites that is labelled “Work with Us” or “Employment”. There are also special employment web sites.

Some of the national newspapers are El País, ABC, El Mundo, La Razón in Madrid, and El Periódico and La Vanguardia in Barcelona. They all have a special job supplement in their Sunday edition.

Newspapers are published in German, English and French in the main tourist areas of Spain. They also offer listings of job offers where a knowledge of foreign languages is usually an indispensable prerequisite.

The international press tends to publish job offers for Spain, although these are mostly directed at managers or technical and professional personnel.

Professional newspapers and journals available in the EES can be a useful source of information about work in Spain, especially if they have a specialized job vacancies

section. And, finally, there are Spanish publications that specialize in employment and job offers.

El Mundo

www.elmundo.es

El País

www.elpais.com

ABC

www.abc.es

La Razón

www.larazon.es

El Periódico

www.elperiodico.com

La Vanguardia

www.lavanguardia.com

Busca medios

www.buscamedios.com/recursos/empleo.htm

Expansión y Empleo

www.expansionyempleo.com

CHAMBERS OF COMMERCE

Chambers of Commerce, both in your home country and in Spain, are another possible source of information on the Spanish economy and companies. Of particular interest is their advice on how to become a self-employed worker.

Chambers of Commerce

www.camaras.org/publicado

Company informationwww.camerdata.es**One-stop business desk. Company creation procedures**www.ventanillaempresarial.org**ASSOCIATIONS, PROFESSIONAL ASSOCIATIONS AND TRADE UNIONS**

Other sources of information are professional associations and trade unions. In Spain, some professions have an official association to which it is necessary to belong in order to exercise that profession.

UNSOLICITED APPLICATIONS AND PERSONAL CONTACTS

Another possible method that you can use is unsolicited or spontaneous application. In this case, the candidate sends a cover letter and a CV to the companies that, because of their type of activity, might be interested in his or her profile, even though at that moment they may not have a specific recruiting process open.

Contacts and personal relationships can be very useful for finding employment. If you have friends or family in Spain, it is a good idea to tell them that you are looking for work since many vacancies are filled through personal contacts and referrals.

CURRICULUM VITAE AND COVER LETTER

Some companies provide an application form, but the more usual practice is to send in a CV and a cover letter to apply for a job. This can be done in reply to a job vacancy or an advertisement in the press or be an unsolicited application.

COVER LETTER

This is not just a simple formality; it is your visiting card and the first impression that the company gets of you.

Unless it is indicated to the contrary, the letter and the CV must be written in Spanish.

The cover letter must be typed on the computer (word processed) and printed on one sheet of A4 paper on one side of the paper only. Be concise and use formal language. The contents of the letter must be directly relevant to the position that you are applying for. Avoid standardised, “boilerplate” letters.

CURRICULUM VITAE

There are no strict rules on how to create a CV but here is some advice that may be helpful. It must be well organized, clear and concise. And word processed on the computer. It should be kept to a maximum of two pages in DIN A4 format.

It is not necessary to include a photograph, although this may be advisable for some positions.

Do not attach diplomas and certificates unless this is required; these you can take to

the interview. Style: Direct language, and preferably use simple sentences. Avoid acronyms and abbreviations.

Organization: Personal information: name, nationality, postal address, telephone number (including the international prefix), e-mail address, etc.

Education and training: Include all your academic education and any additional training. For positions where these may be evaluated, it is a good idea to include a separate section listing your language and computer training. When listing your academic education, only include the title of the highest degree that you have reached, together with the name of the institution, its location and the date when your studies ended.

Experience: This may be organised in chronological order, reverse chronological order or by professional area. List the company, position, dates and duties performed.

Other information: This is an optional, open-ended section that can be used to include other information that could be useful when doing the job; for example, whether you have a driving license or are willing to travel, etc. It is not usual to include references, although in this section you can put the phrase “References are available on request”.

Model CVs and advice on how to write them can be found on most Spanish public employment web sites.

<https://sede.sepe.gob.es/portalsedeestaticos/redirect.do?page=cb01>

5. SOCIAL SECURITY, HEALTH AND UNEMPLOYMENT BENEFITS

SOCIAL SECURITY

As long as certain requirements are met, the Social Security Administration guarantees Spanish citizens and, where appropriate, foreign residents of this country a series of financial benefits and assistance to prevent, compensate for and overcome certain types of misfortune or specific situations of need, such as illness, temporary or permanent disability, retirement or the death of a family member.

The Spanish Social Security system is managed and administered by, among others, three public bodies that belong to the Ministry of Labour and Social Security: the National Institute of Social Security (Spanish initials, INSS), the General Treasury of the Social Security (Spanish initials, TGSS) and the Marine Social Institute (Spanish initials, ISM).

www.seg-social.es

Community Regulations on Social Security are applicable to nationals of the member states of the European Union or of the European Economic Space, whether employed by someone else or self employed, who are or have been subject to the legislation of one or several of these states. Also included are students, civil servants and stateless persons or refugees who are residents of one of the member states, as well as their families and survivors. Because of an agreement between the European Union and Switzerland on the free movement of

individuals, these regulations also apply to Swiss nationals.

HEALTH CARE

The quality of health care in Spain is quite good. There are both public hospitals (that belong to the Social Security system) and private ones. The Spanish Social Security health care network is organized into primary care centres, called Health Centres, specialized care centres and hospitals. Spain has reciprocal health care agreements with a number of countries (including all the countries in the European Union). The citizens of these countries need to apply for a European Health Card in their home country to be able to use the public medical services in Spain.

The regional governments manage health care through their own public health services as part of the national health system. You can request lists of hospitals and health centres at the local offices.

Treatment is free under the public social security system. If specialist treatment is required, the doctor will send the patient to a specialist with an official report. The Spanish Social Security system's pharmaceutical benefits provide medicines to users at reduced cost. This ranges from a 40% reduction up to free medicines for pensioners. Some medicines are not covered by the Social Security system.

Hospital treatment is free under the Social Security system and patients also have a right to receive certain services, such as prostheses, orthopaedic appliances, trans-

fusions, etc., free of charge when they are needed.

All workers who are employed by someone else must register and pay monthly Social Security contributions through their employer. Self-employed workers pay directly into the system. You will be given a Social Security card that entitles you to free hospital and medical treatment.

You can also take out private health insurance by contacting one of the many private health companies existing in Spain. They are listed in the telephone directory under "Sociedades Médicas" (Medical Companies). In this case, the cost of treatment is not refunded, except in certain cases of emergency.

ADDRESSES OF INTEREST

MINISTRY OF HEALTH, SOCIAL SERVICES AND EQUALITY.

www.msps.es

Oficina de Información Administrativa y Atención al Ciudadano (Office of Administrative Information and Customer Support).

This information can be requested in person, in writing or by telephone from:

Paseo del Prado, 18-20 (planta baja).
28014, Madrid.

Tel: 901 400 100

Fax: 91 596 44 80

LINKS TO THE AUTONOMOUS COMMUNITY HEALTH COUNCILS

Andalusia – Health Council:

www.juntadeandalucia.es/salud/sites/cs salud/portal/index.jsp

Aragon – Health, Social Welfare and Labour Council:

www.w.w.a.r.a.g.o.n.e.s/departamentosorganismospublicos/departamentos/sanidadbienestarsocialfamilia

Asturias – Health and Healthcare Services Council:

www.asturias.es/portal/site/astursalud

Balearic Islands – Health, Family and Social Welfare Council

www.caib.es/govern/organigrama/area.do?lang=es&coduo=11

Canary Islands – Health Council:

www2.gobiernodecanarias.org/sanidad

Cantabria – Health, Consumer Affairs and Social Welfare Council:

www.scsalud.es

Castilla-La Mancha – Health and Social Welfare Council:

<http://sescam.jccm.es/web1/home.do>

Castilla-Leon – Health Council:

www.jcyl.es/web/jcyl/Gobierno/es/Plantilla66y33/1284181083326/___

Catalonia – Catalan Health Council:

www.gencat.net/catsalut

Valencian Community – Health Council:

www.san.gva.es

Extremadura – Health and Social Policy Council

www.saludextremadura.com

Galicia – Health Council:

www.sergas.es

Community of Madrid – Health Council:

www.madrid.org/sanidad

Murcia – Health and Consumer Affairs Council:

www.murciasalud.es/principal.php

Navarre – Health Council

www.cfnavarra.es/Salud

Basque Country – Health Department:

www.osasun.ejgv.euskadi.net/r52-2536/es

La Rioja – Health and Social Services Council:

www.larioja.org

City of Ceuta – Health and Consumer Affairs Council:

www.ceuta.es:8080/sanidad/principal

City of Melilla – Social Welfare and Health Council:

www.areasaludmelilla.es/asm/index.php

UNEMPLOYMENT BENEFITS

In Spain, those who work for someone else (except for civil servants and those who do not pay contributions for unemployment, such as domestic employees) are covered by compulsory insurance against loss of employment. The contributions for this coverage are paid by the employers and the workers.

The Spanish unemployment benefit system has two levels of coverage:

CONTRIBUTORY LEVEL BENEFITS

All workers employed by someone else are entitled to receive contributory level unemployment benefits if they have contributed to the Social Security's General Scheme for

more than 360 days and they have partially or completely lost their job for reasons beyond their control.

WELFARE LEVEL BENEFITS AND ALLOWANCES

Workers who are legally unemployed and registered with the Public Employment Services but are not entitled to contributory benefits or whose benefits have run out can apply for an allowance or a welfare level unemployment benefit if they meet any of the conditions for specific special groups (people with a low income, family responsibilities, over 52 years of age, etc.).

EXPORTING UNEMPLOYMENT BENEFITS

If you are receiving benefits or an allowance for unemployment in your own country or in any other country in the EES, you can export them to Spain or another member state for a maximum of three months in order to seek employment, if you apply to do so in advance.

Before leaving, it is necessary to:

- ✓ Have made yourself available to the public employment service in your country of origin for at least four weeks
- ✓ Request form U2 if you are travelling within the EU or form E-303 if you are going to another EES country or Switzerland and to report the actual date on which you are leaving

On arriving in Spain, it is necessary to:

- ✓ Register as a job seeker with the Spanish Public Employment Service office nearest your home in Spain within seven days of leaving your country of origin.

- ✓ Apply to export your unemployment benefits. To do this, you need:

- Passport or ID card.
- Official application form for benefits.
- Form U2 or form E-303 proving your entitlement to benefits.

Remember that the process can take up to two months. For further information, you can find out the addresses of the offices by phoning 901-119-999.

Finally, if you do work in Spain, it is a good idea to ask the National Public Employment Office for a form UI, which has replaced form E-301, before you leave this country. This form will show the periods during which you have contributed in this country so that they can be taken into account when calculating other benefits in another EES country.

6. TAXES

One of the most important things to do after arriving in the country is to register with the national tax office (Agencia Estatal de Administración Tributaria). Remember to bring with you the necessary tax documents from your country of origin and the certificates proving that you completed all pending tax affairs before leaving.

On arrival, do not forget that you may need to open a bank account and remember to put aside enough money to be able to pay your taxes.

DIRECT TAXES

INDIVIDUAL INCOME TAX (IRPF)

Personal income tax (spanish initials, irpf) is a personal, direct tax on individual income that varies according to personal and family circumstances.

WHAT DOES THE IRPF UNDERSTAND BY INCOME?

All returns, gains and losses on assets, regardless of the place where this occurred and of the contributor's place of residence.

WHAT IS TAXED?

Only the available income of the contributor, which is the result of subtracting the personal and family minimum from the total income.

WHO IS OBLIGED TO PAY TAXES?

Individuals who have their normal residence in Spain. It is understood that the contributor has his or her normal residence in this country:

- ✓ When the individual remains in Spain for more than 183 days in a calendar year.

To determine this period, sporadic absences will be counted, except when the contributor proves that his or her tax residence is in another country.

- ✓ When, directly or indirectly, the main focus or base of the individual's activities or economic interests is in Spain.

- ✓ It is presumed, unless proven to the contrary, that the contributor is normally resident in Spain when, according to the previous criteria, his or her spouse, from whom he or she is not legally separated, and their under-age dependant children normally reside in Spain.

WHO IS NOT OBLIGED TO DECLARE?

Contributors whose entire income from work comes from one payer and is less than 22,000 euros per annum. When this income comes from more than one payer, 11,200 euros per annum.

WHEN ARE INCOME TAX DECLARATIONS MADE?

This tax is declared in the months of may and june of the following year. Not submitting a declaration or doing so outside the established time limit leads to penalties being imposed, as for other taxes.

SPECIAL TAX SCHEME FOR NON-RESIDENT INCOME TAX (IRNR).

This tax (Spanish initials, IRNR) is a direct tax on the income earned in Spain by individuals or entities that are not resident.

The parameters that define which IRNR scheme is applicable to contributors are:

- ✓ Non-residence in Spain.
- ✓ The existence of income earned in this country.
- ✓ Proof or not of the existence of permanent settlement.
- ✓ The existence or not of an applicable double taxation agreement (Spanish initials, CDI) between Spain and the

country of residence of a non-resident of Spain.

To decide the overall tax liabilities of non-residents, it is necessary to consider both tax legislation and the various treaties and international agreements that have been signed by the Spanish government and are currently in force.

COMPANIES TAX

Whether or not these taxes are imposed is decided by residence in Spain. Companies are considered resident if they meet the following requirements:

- ✓ They were constituted in accordance with Spanish law
- ✓ Their registered address is in Spain
- ✓ Their real headquarters are in Spain

INHERITANCE AND GIFT TAX

This is a tax on acquiring goods and rights, either by being the successor to it (Inheritance) or by receiving free title “inter vivos” (Gifts).

www.agenciatributaria.es

INDIRECT TAXES

VALUE ADDED TAX (IVA)

VAT (Spanish initials, IVA) is a tax on the delivery of goods or the performance of services by business people and professionals and on the exporting of goods, apart from certain legally established exemptions. The rates

applied vary from 4% for goods considered to be necessities to the normal rate of 18%.

TAX ON ASSET TRANSFERS AND DOCUMENTED LEGAL ACTIONS

This is a tax on the transfer “inter vivos” of assets and rights with an onerous economic value and on documents for legal actions that have been formalized or have a legal effect in Spain. The applicable rate varies according to the type of asset transfer or the legal action documented (notarized, mercantile, administrative or judicial actions).

SPECIAL TAXES

The special taxes (Spanish initials, IE) indirectly tax, once only, the consumption of specific goods, including the manufacture, importation and, where appropriate, entry into the country of taxable products. These taxes include:

- ✓ The special tax on certain forms of transport (Spanish initials, IMT).
- ✓ The special taxes on manufacturing: The tax on alcohol and alcoholic beverages, tax on hydrocarbons, tax on tobacco manufacturing and tax on electricity.
- ✓ Special tax on coal.

LOCAL TAXES

TAX ON ECONOMIC ACTIVITIES (IAE)

This tax (Spanish initials, IAE) is levied on the exercise of any business, professional or artistic activity.

PROPERTY TAX (IBI)

This tax (Spanish initials, IBI) is levied on the ownership of property.

MECHANICAL VEHICLE TAX (IVTM)

This tax (Spanish initials, IVTM) is levied on the ownership of mechanical vehicles that are suitable for use on the public highways.

TAX ON CONSTRUCTION, INSTALLATIONS AND WORKSITES

This tax is levied on any construction, installation or work site for which a town planning permit is required.

TAX ON THE RISE IN VALUE OF URBAN LAND

This tax is levied on the increase in the value of urban land that occurs when property is transferred.

ADDRESSES OF INTEREST

MINISTRY OF FINANCE AND PUBLIC ADMINISTRATIONS.

Calle Alcalá 9
Tel.:91 585-80-00
Paseo de la Castellana 162
Tel: 91 583 74 00
www.minhap.es

NATIONAL TAX AGENCY (DELEGACIÓN AGENCIA ESTATAL DE ADMINISTRACIÓN TRIBUTARIA)

Calle Infanta de las Mercedes, 37
28080 Madrid
Tel: 91 583 70 00
www.agenciatributaria.es

7. LIVING CONDITIONS

In general terms, we can say that living conditions in Spain are acceptable and that the population enjoys indispensable social services, such as universal free health care and education.

In recent years, the price of housing rose considerably, which made housing costs the biggest household expense. In 2006, housing accounted for over 30% of the total family budget, although this decreased during 2009.

So that you can have an idea of the general cost of living in Spain, we have selected the prices of some commonly used articles. Logically, prices can vary according to the shop in which they are purchased and the geographical region.

ACCOMMODATION

Rent for a two bedroom flat:
€600-800/month
Rent for a three bedroom flat:
€800-1,200/month

The most expensive cities are Madrid, Barcelona and San Sebastian. The cheapest are Badajoz and Caceres.

HOUSEHOLD EXPENSES

Average monthly household expenses according to the National Institute of Statistics:

Water:	€13/month
Electricity:	€36/month
Telephone:	€60/month

Some of these services are billed every two months.

TRANSPORT

Bus/metro: Single ticket: €1.50 / €2.00, depending on the journey (data for Madrid).

A ten-trip “metro-bus” ticket costs €12 (data for Madrid).

A card permitting unlimited travel for a month on the metro, city buses and local trains (RENFE) costs €51.30 (data for Madrid).

95 octane unleaded petrol (litre):	€1.50
98 octane unleaded petrol (litre):	€1.51
Diesel A/Biodiesel (litre):	€1.40

SUPERMARKET PRODUCTS

Milk (1 litre):	€0.70-1.30
Bread (400 gr.):	€0.95
Eggs (dozen):	€1.60-1.80
Sugar (1 kg.):	€1.10
Apples (1 kg.):	€1.80
Water (1.5 litres):	€0.40-0.60

LEISURE

Cinema ticket (Madrid):	€7-8
Soft drink:	€2.10
Coffee:	€1.10-1.50
Beer (glass):	€1.50-2.50
Hamburger + chips + soft drink:	€5.80

MENU OF THE DAY

From €9

CAR RENTAL

1 day €73.16 (mid-range car)

HOTELS

Single room in ** hotel:	€70
Single room in *** hotel:	€100

MISCELLANEOUS

Local or regional newspaper:	1.30
Aspirins (1 box of 20 tablets):	3.50

MINIMUM WAGE FOR 2012

Gross/month	€641.40
Gross/day	€21.38
Gross/year	€8,981.84

For further information, see the National Institute of Statistics (Spanish initials, INE) web site:

www.ine.es

8. WORKING CONDITIONS

Nationals of the member countries of the European Economic Space and Switzerland have the same rights as Spaniards for wages, working conditions, training, Social Security, trade union membership, social and tax advantages, etc.

In Spain, the minimum working age is sixteen, although minors under the age of eighteen need the authorization of their parents or guardians, unless they are emancipated.

EMPLOYMENT CONTRACTS.

DURATION

Employment contracts can be indefinite (permanent) or have a specific duration (temporary). If the contract does not expressly say anything to the contrary, it is presumed that it is permanent and full time.

TYPES OF CONTRACTS

PERMANENT CONTRACTS

A working relationship is agreed to, without setting a time limit. It can be formalized in words (verbal contract) or in writing and be full time or part time.

FIXED TERM CONTRACTS (TEMPORARY)

Temporary contracts can be made in the following cases:

- ✓ **Contracts for a particular task or service:** To carry out one specific task or service that is limited in time, although it may be of an uncertain length.

This type of contract may not be for more than three years, but may be extended for up to twelve months more by collective agreement. After this time, the workers take on the status of permanent employees of the company. If it is for less than a year, to rescind the contract fifteen days' notice must be given before the end of the task or service. If the employer does not give this notice, the worker is entitled to compensation. The employer must give the worker proof

in writing of his or her new status as a permanent employee of the company during the ten days following the end of the periods indicated above.

- ✓ **Casual contracts due to production circumstances:** This type of contract has the aim of responding to special market situations, an accumulation of tasks or an excess of orders. The maximum length of this contract is six months within a period of 12 months.
- ✓ **Interim contracts:** To substitute for a worker who is entitled to return to that position. The contract must specify the worker substituted and the reason for the substitution.

Training contracts are also temporary:

- ✓ **Training and Apprenticeship Contracts:** Under this type of contract, workers must receive the theoretical and practical training needed to work competently in an occupation or job that requires a certain level of qualification. They may be signed with workers over the age of 16 and under 25 who do not have the diploma or certificate of professionalism required to sign a practical experience contract. Until 31-12-2013, this type of contract may be signed with workers up to the age of 30. The maximum age limit does not apply when the contract is signed with unemployed workers who enter employment workshop programmes as student-workers or with the handicapped. Some groups can also be contracted for training even though they are over the age limit. This type of contract may not last for less than 12 months or more than two years, although it may be extended for a further 12 months in some cases.

✓ **Work experience contracts:** With this type of contract, workers acquire the professional experience corresponding to their studies. They can be signed with workers who have a university degree or an intermediate or advanced level vocational training diploma or the equivalent that equips them to exercise their profession, if it has not been more than five years since the end of their studies or since these documents were co-validated in Spain. This type of contract can last for seven years if the worker is disabled.

OTHER TYPES.

Domestic work contracts, **relief** contracts, contracts **for permanent-intermittent workers** and **part-time** contracts.

FORMALIZING A CONTRACT

Employment contracts can either be verbal or in writing, although in Spain the vast majority tend to be written. If the contract is verbal, the parties can require at any time during the validity of the contract that it be formalized in writing.

The following types of contract must always be in writing:

- ✓ Practical experience.
- ✓ Training.
- ✓ Contracts for a particular task or service.
- ✓ Part time contracts.
- ✓ Permanent intermittent.
- ✓ Relief.

✓ Domestic.

✓ Contracts signed with workers hired in Spain to work for Spanish companies abroad.

✓ Contracts for a specific length of time that is more than four weeks.

In all cases, the employer is obliged to inform the corresponding employment office of the written or verbal contract.

PROBATIONARY PERIOD

Contracts can set a period of probation during which either party can end the contract without having to give a reason, without having to give notice and without compensation.

The maximum length of time permitted for this is six months for technicians with diplomas and two months for all other workers (three months in companies with less than 25 workers).

During the probationary period, the workers have the same rights and obligations as workers on the payroll and this period is counted when calculating the time spent working at the company (length of service).

WORKDAYS, HOLIDAYS AND LEAVES OF ABSENCE

WORKDAY

The maximum length of the normal **working day** is 40 hours per week of average, effective work calculated annually.

The number of normal working hours can never be more than nine a day, unless there is a collective agreement or an agreement between the company and the workers' representatives establishing a different distribution of daily work. In all cases, the rest time between workdays (a minimum of 12 hours) and the weekly rest time (an uninterrupted day and a half) must be respected.

Workers under the age of eighteen cannot do effective work for more than 8 hours a day, including, where appropriate, the hours given over to training and, if they are working for various employers, the hours worked for each one of them.

HOLIDAYS

Annual holidays can be agreed individually or collectively and their annual length may not be less than 30 days, including Saturdays and Sundays.

There are also twelve national public holidays and two local public holidays per year.

LEAVES OF ABSENCE

Workers are also entitled to 15 days off for marriage and 16 uninterrupted weeks off for maternity, adoption or foster care (and an additional two weeks for each child after the second for a multiple birth, adoption or foster care). The father can take off part of this time if both parents work.

Therefore, on the birth of a child, adoption or the start of foster care, the father is entitled to suspend his contract for thirteen uninterrupted days of paternity leave, which may be extended by an additional two days for each child after the second for the birth, adoption or foster care of several children.

WAGES

Wages are established by collective agreement or individual contracts and comprise:

- ✓ Basic wage
- ✓ Bonuses: for length of service, overtime, profit sharing, bonuses for distance and transport, etc.
- ✓ Job bonuses: hardship, toxicity, danger, shift work, night work, etc.
- ✓ Production bonuses, board and lodgings, etc.

Workers must be paid at least once a month and it is the employer who withholds taxes and Social Security from the workers' wages.

One unusual aspect of wages in Spain is that workers are entitled to at least two extraordinary paychecks annually, normally one for Christmas and the other in summer.

They can also be prorated monthly if this is agreed in a collective agreement.

The government sets the minimum wage (Spanish initials, SMI) annually. This is the minimum amount below which it is illegal to contract a worker.

In 2012, the minimum wage for any activity in agriculture, industry and services was 21.38 euros per day or 641.40 euros per month, with no discrimination for age or sex. The annual amount including bonuses may not be less than 8,979.60 euros for a full legal working day. For those working less than a full day, the wages are reduced in proportion to the time worked.

Female and male domestic employees who work by the hour receive a minimum of 5.02 euros per hour worked, including the proportion due for extraordinary bonuses and holidays.

Up to date information on the minimum wage can be obtained at:

www.meyss.es/es/Guia/texto/

For information on wages, go to:

www.tusalarario.es/

TERMINATION OF AN EMPLOYMENT RELATIONSHIP

Work contracts can be terminated due to:

- ✓ Mutual agreement between the two parties.
- ✓ Reasons validly expressed in the contract.
- ✓ The end of the time agreed to or the completion of the task or service that was the object of the contract.
- ✓ Resignation of the worker.
- ✓ Death, retirement or permanent, total or absolute disability on the part of the worker or the employer.
- ✓ Circumstances beyond anyone's control
- ✓ Dismissal
- ✓ At the request of the worker, with a justified reason.

- ✓ Legally binding, objective reasons.

If the contract is terminated or the worker is dismissed, the employer must notify the worker in sufficient time before the end of the working relationship (give him notice). This period can be between 15 and 30 days, depending on the type and length of the working relationship.

If the reason is dismissal based on a decision by the employer due to the fact that the worker has not fulfilled his or her obligations, the worker must be notified in writing of the reasons and the date on which the dismissal takes effect.

If the worker does not agree with the decision, he or she must make an application for reconciliation to the local Autonomous Community Mediation, Arbitration and Reconciliation Department within 20 working days, prior to taking the claim to the Social Court.

SELF-EMPLOYED WORKERS

If you wish to become self-employed in Spain and carry out an independent economic activity, you must be over eighteen years of age and comply with a series of formalities:

- ✓ Register the start of activity with the census at the Tax Office (form 036 or 037):

www.aeat.es

- ✓ Register with the Social Security's Special Scheme for the Self-Employed at your local provincial Social Security office:

www.seg-social.es

- ✓ Register with the appropriate professional association, when this is required to exercise your profession.

If you will have business premises, you must apply for a municipal licence to open them and report the opening of this workplace to the Autonomous Community labour authorities.

If you wish to start a company, the process can be somewhat complicated if you are not familiar with the Spanish civil service, as several national, regional and local departments are involved.

You can get guidance and information from the "one-stop business desks" of the Chambers of Commerce. They do not take care of any administrative paperwork but the information that they provide is excellent.

You can consult the following web sites:

www.creatuempresa.org/
www.camaras.org
www.ventanillaempresarial.org

If you prefer to get help from a private professional who will do all the paperwork for you, go to a Gestoría (an agency that obtains official documents for clients).

9. ACCOMMODATION

RENTING

If you plan to rent a flat during your stay in Spain, it is advisable to go to an estate agency or consult the classified advertisements for rentals in the newspaper.

You will find estate agencies listed in the Yellow Pages of the telephone directory.

www.paginasamarillas.es

There are several web sites that can help you to find accommodation, such as:

www.fotocasa.es
www.tucasa.com
www.idealista.com
www.globaliza.com
<http://casas.facilisimo.com>
www.portae.com
www.enalquiler.com

The local press also includes advertisements of flats for rent and in many cities there are free newspapers listing property for sale and rent.

It is necessary to sign a rental contract with the owner. A rental contract is valid in any form, including verbal, but it is advisable to have it in writing. There is an official contract form that you can buy in any estanco (tobacco shop).

The renter is required to put down a deposit in cash equivalent to one month's rent. In almost all blocks of flats, expenses and community services such as the doorman,

cleaning, garden, swimming pool, etc., are shared among the neighbours. You will have to check your rent contract to see if these expenses are included in the rent or not.

TEMPORARY ACCOMMODATION

Those who are interested can go to a tourist office, which can give you a list of available temporary accommodation.

The Institute for Youth has cooperation agreements with town councils to offer homes for short term rent to young people under the age of 30 who have a low income and have moved away from their normal homes for reasons of work or study or to participate in events, cultural activities or sporting activities, etc. These homes can be newly built or restored buildings in the old quarter of the town.

www.injuve.es/portal.portal.action

Some Autonomous Communities have a service called the Young People's Home Exchange, where you can obtain general information on renting, buying and selling property, specialized legal information, press releases on housing for rent and shared rooms and, above all, a list of flats that are available for rent to young people at prices lower than the market rate because of an agreement with the owners. You can find further information about services for young people from the Autonomous Communities.

BUYING PROPERTY

If you are going to buy some property, the purchase must be made in front of a notary. Any bank or savings bank will give you information on mortgage costs and procedures.

House prices in Spain are quite high although they have fallen considerably in the past year.

At the present time, many estate agencies in the EES are involved in buying Spanish properties. In Spain, you can go to a local estate agency. You can also request information on buying property in Spain from the Foundation Institute of Foreign Owners.

If you wish to find out about current market prices for new housing, the Evaluation Society makes a massive study of the market to analyze new free market housing developments that are being built in all the provincial capitals.

European Citizens

(Foundation Institute of Foreign Owners)
Tel: 96 584 23 12 Fax: 96 584 15 89
e-mail: ifpo@ctv.es
www.c-euro.org

Evaluation Society

<http://web.st-tasacion.es/>

Yellow pages

www.paginasamarillas.es/

Youth Institute (Spanish initials, INJUVE). Sectorial Programme Service

Tel: 91 363 75 93
Fax: 91 402 21 94
www.injuve.es/portal.portal.action

10. EDUCATION SYSTEM

The Spanish education system was modified by the Organic Law on Education (Spanish initials, LOE) of 30-05-2006.

Powers over education are being transferred to the Autonomous Communities. In some Communities, the teaching is in both Spanish and the vernacular language spoken there.

REGISTRATION DATES

In general, applications start in april and there is a special period in september for some training courses. Registration takes place in june or july, depending on the educational level. For the extraordinary applications made in september, registration also takes place in that month.

SCHOOL CALENDAR

There can be differences between the different autonomous communities but school starts in the middle of september and ends in june, with holidays for christmas, easter and summer.

STAGES

The spanish education system is organized into different stages by age:

PRE-SCHOOL EDUCATION

Pre-school education is in two stages. The first is voluntary and the second, from three to six years of age, is free.

BASIC EDUCATION

This stage is made up of primary education and compulsory secondary education (spanish initials, eso). It is free, compulsory and goes from the age of six to sixteen. It is taught in public, state funded and private schools (private schools are fee paying.).

PRIMARY EDUCATION

Primary education in spain runs for six years, normally from the age of six to twelve. Teaching is focused on the spanish language, mathematics and foreign languages.

COMPULSORY SECONDARY EDUCATION (ESO)

This stage (Spanish initials, ESO) lasts for four years, normally between the ages of 12 and 16. After the third year, students start to specialize, following the technological, scientific or humanities tracks, which will later define their selection of specific subjects for bachillerato (the arts, sciences or humanities).

Whatever the track chosen, in the end students can choose between bachillerato, intermediate level vocational training, professional education in the plastic arts and design and sports education.

There is a possibility for students over the age of sixteen, and exceptionally those over fifteen, who do not wish to follow any of the tracks described above to take initial professional qualifications programmes (Spanish initials, PCPI). These programmes last

for two years and students are awarded a diploma in Compulsory Secondary Education and a standardized certificate.

Distance compulsory secondary education is available through the Centre for Innovation and Development of Distance Education (Spanish initials, CIDEAD) for students between the ages of six and twelve who cannot attend school regularly due to their personal circumstances.

Students who have not been awarded a compulsory secondary education diploma or have not studied previously can enter other types of training course.

BACHILLERATO (HIGHER SECONDARY EDUCATION)

Bachillerato, or higher secondary education, lasts for two years, between the ages of sixteen and eighteen and has three tracks: the arts, science and technology, and the humanities and social sciences.

The title of bachiller allows students to go on to higher education and has implications for employment and further study.

To get a diploma, students must pass all the subjects and the general bachillerato exam (spanish initials, pgb), which is externally administered. The exam consists of a common section, a specific section for each track and a foreign language test.

Students who do not pass the pgb exam but have passed all the subjects in bachillerato are awarded a certificate for employment purposes that permits them to take a test and go on to intermediate level vocational training.

The distance bachillerato, also provided through cidead, is intended for adults and

those who have exceptional circumstances or who cannot attend ordinary schools and follow a normal timetable because of their work schedule.

www.Educacion.Gob.Es/portada.Html
<http://cidead.Cnice.Mec.Es>

HIGHER EDUCATION

Higher education consists of university education, advanced artistic education, advanced level vocational training (spanish initials, fp) or advanced level education in the plastic arts and design or sports.

UNIVERSITY

University studies are organized into three cycles or levels, as established in the agreements resulting from the creation of a European Space for Higher Education. These three cycles constitute three levels of university qualification that will be called Graduate, Master and Doctor.

To promote mobility within the EES, efforts will be made to see that students spend at least one semester of their Graduate studies at a foreign university.

The degree of Graduate: These studies will have a common core in each branch of knowledge and at least 60 credits must be taken, with priority given to activities with a high practical content so that students can change their official choice of degree in line with the vocation, training and experience that they have acquired during this first stage. A Graduate degree will consist of 240 credits under the European Credit Transfer and Accumulation System (ECTS), although 120 credits will allow a student to receive a Certificate of Initial University Studies (Spanish initials, CEUI). The Gra-

duate course will end with each student's writing and defending a final paper.

The degree of Master: The degree of Master can have between 60 and 120 ECTS credits. The Master's course will end with each student's writing and making a public oral defence of a final project or paper. As well as the diploma, students will be awarded a European Diploma Supplement, which will list the training received by the student.

Students can enter this level if they have a diploma or a Graduate degree awarded by the competent authorities in the countries of the European Space for Higher Education or the equivalent from third countries. Research is one of the professional fields for which these degrees are intended, since a Master's degree can count as part of the training for receiving the degree of Doctor.

In exceptional cases, and only for the regulated professions or those related to European Parliament and Council Directive 2005/36/EC on the recognition of professional qualifications, the degree of Master will have its own directives.

The degree of Doctor: In accordance with the proposals of the European Qualifications Framework, the training for becoming a Doctor has no set number of years or of ECTS credits. Three or four years of full time study are considered to be a reasonable time for obtaining this degree. The Doctorate Programme, which will be approved by the university, will include a period of training and a period of research.

As well as the diploma, graduates will be awarded a European Diploma Supplement detailing the Doctorate Programme.

Students can also be admitted to a programme if they have a diploma or the level of a Master's degree from any country in the European Space for Higher Education or the equivalent from a third country. All these different methods of entry must be recognized by the university in the Doctoral Programme itself. Efforts will continue to be made to promote bilateral agreements between countries for the automatic recognition of levels so that student mobility at this level can be made easier.

Further university-related information can be found at:

www.educacion.es/educacion/universidades

www.universia.es

NON-REGULATED TRAINING

Non-regulated training includes a wide variety of activities, from occupational and continuing training to the teaching of languages, business schools, distance learning, make-up classes or preparation for entry into regulated education, a social guarantee.

Occupational training: These are courses designed for unemployed workers who are registered as job seekers with the Public Employment Services. Information can be obtained from the different services. The training is free.

Continuing Training: These are courses for employed workers that are given by companies, other workers and trade union organizations. They are intended to improve the workers' abilities and qualifications.

Certificates of Professionalism: Certificates of Professionalism give accreditation

for professional competencies acquired through vocational training and continuing training actions, training and employment programmes, apprenticeship and training contracts, work experience and other non-formal methods of training.

www.sepe.es/contenido/empleo_formacion/formacion/formacion_para_el_empleo/formacion_profesional_para_el_empleo/cf0501.html

FOREIGN EDUCATIONAL INSTITUTIONS IN SPAIN

There are institutions in Spain teaching non-university courses that correspond to the education systems of other countries. Information about them can be obtained from the educational organizations in your country or your embassy.

At certain education centres, it is also possible to follow courses of study that will allow you to get a dual diploma (academic diplomas from two countries), such as the centres that come under the cooperation agreement between the Spanish Ministry of Education, Culture and Sport and the British Council (the MCDE-British Council agreement).

USEFUL ADDRESSES

National association of British schools: information on the schools and their locations: www.Nabss.Org

The European School (Alicante): follows the study plan of European schools from pre-school to secondary education. www.Eursc.Eu/

SPANISH FOR FOREIGNERS

Classes are given by both private and public bodies. Information can be obtained at your local Official Language School or from the Ministry of Education, Culture and Sport.

The Cervantes Institute teaches Spanish at its centres, organizes exams in Spain for the DELE (Diploma in Spanish as a Foreign Language), which is an official title giving the level of competence and fluency in Spanish and is awarded by the Ministry of Education, Culture and Sport. You can find information on Spanish courses for foreigners in Spain, the various centres and their location at:

www.cervantes.es

11. EQUIVALENCE OF CERTIFICATES AND DIPLOMAS IN THE EUROPEAN ECONOMIC SPACE

We must distinguish between two types of recognition: recognition of a diploma for professional purposes and academic recognition. Within the latter, there are two types of recognition: standardization and covalidation (equivalence).

RECOGNITION OF A DIPLOMA FOR PROFESSIONAL PURPOSES

This is a process authorizing the exercise of a profession in the destination country. It does not have academic validity nor

does it serve for any other purpose except the exercise of a profession. To obtain this recognition, the profession must be regulated in Spain. If the profession is not regulated, this process is not necessary. A regulated profession is one for which it is legally mandated that it is necessary to have certain officially recognised professional qualifications in order to exercise it.

Further information can be found at:

http://ec.europa.eu/internal_market/qualifications/regprof/index.cfm?fuseaction=home.home

A Community Directive (Directive 2005/36/CE) regulates the recognition of professional qualifications. Each country must have a point of contact and a body responsible for recognizing professional qualifications from other European Union countries. The Ministry of Education, Culture and Sport:

NARIC Network Spain

www.enic-naric.net/index.aspx?c=Spain

Ministry of Education, Culture and Sport

Sub-directorate General for Diplomas and the Recognition of Qualifications

Paseo del Prado, 28

28014 Madrid, Spain

Tel: 91 506 5593 / 91 701 8000

Fax: 91 506 5706

For university degrees, applications for recognition must be made to the appropriate national civil service department and, for non-university diplomas, to the Autonomous Community in which you wish to work in that occupation.

The various professions and the bodies to which applications for professional recognition must be made are listed in Annex

X of RD 1837/2008, which incorporated Directive 2005/36/CE into Spanish law:

www.educacion.es/educacion/universidades/educacion-superior-universitaria/titulos/homologacion-titulos/reconocimiento-titulos/Solicitud-y-organos-competentes.html

STANDARDIZATION AND COVALIDATION STANDARDIZING ACADEMIC DEGREES.

Standardization gives the foreign diploma, as of the date on which the credential was granted and issued, the same effects as the Spanish diploma or academic degree with which it has been standardized, in accordance with current regulations.

Covalidation or equivalence is the official recognition of the validity for academic purposes of higher education courses taken abroad, whether they end in the awarding of a diploma or not, as compared to partial Spanish university studies that permit someone to follow similar courses at a Spanish university.

Standardization of an academic degree is the official recognition of the courses passed to obtain a foreign degree as being the equivalent of the courses required to obtain an academic degree, such as, for example, a diploma, bachelor's degree or doctorate, that form part of any of the levels into which Spanish university studies are organized and not to a specific diploma.

www.educacion.es/educacion/universidades/educacion-superior-universitaria/titulos/homologacion-titulos/homologacion-titulos-universitarios/homologacion-grados-academicos.html

The body responsible is:

Ministry of Education, Culture and Sport.

Sub-directorate General for Diplomas and the Recognition of Qualifications

Paseo del Prado, 28

28014 Madrid, Spain

Tel: 91 506 55 93 / 91 701 80 00

Fax: 91 506 5706

www.educacion.es/educacion/universidades/educacion-superior-universitaria/titulos/homologacion-titulos/centros-puntos-informacion.html

ONLINE PROCEDURES

It is now possible to carry out the process of gaining professional recognition, standardization and accreditation online:

<https://sede.educacion.gob.es/catalogo-tramites/gestion-titulos.html>

Online professional recognition: English version of the Ministry of Education web site:

<https://sede.educacion.gob.es/en/catalogo-tramites/gestion-titulos/estudios-universitarios/reconocimiento-profesional-titulos-ue.html>

THE NARIC NETWORK

The NARIC Network or Network of Academic Recognition Information Centres was created in 1984 to help regulate the recognition of diplomas and the integration of the national education systems. These

centres give authorized guidance and information about the academic recognition of diplomas and periods of study in other countries.

www.enic-naric.net/

NARIC Network Spain

www.enic-naric.net/index.aspx?c=Spain

EUROPASS SUPPLEMENTS

To make the degrees or training certificates held by individuals who move to Spain more easily understood, it is advisable to obtain a Europass document for that diploma in your country of origin, although it must be emphasized that the Europass document is for the purposes of information only and may be attached to the diploma, not replace it. You can get information about these documents from your country's National Europass Centre.

<http://europass.cedefop.europa.eu/>

European Union web site:

http://ec.europa.eu/youreurope/citizens/education/university/recognition/index_es.htm

12. CULTURE

Spanish social and cultural life is the product of many external influences received during the course of our history. Because of this, it has great richness and diversity.

Many cultural activities receive direct support from the government through the Ministry of Education, Culture and Sport and the Ministry of Foreign Affairs and Cooperation.

Some of the great names in the Spanish arts have been, in painting, Velázquez, Goya, Murillo, Zurbarán, Sorolla, Picasso, Dalí and Miró; in classical literature, Cervantes, Quevedo and Lope de Vega; in music, Manuel de Falla and Albéniz.

Spain has a huge historical, artistic, bibliographical and documentary heritage that holds the key to national collective life; this country ranks second in the world in the number of historical monuments that UNESCO has declared to be world heritage sites.

Madrid has, for example, three great museums containing masterpieces of universal art: the Prado Museum, the Thyssen-Bornemisza Museum and the Queen Sofia National Art Centre.

In recent years, the Spanish literary industry has developed at an enormous rate, helping to make Spanish a language that is increasingly gaining ground worldwide. The Cervantes Institute not only teaches the Spanish language but also helps to promote Spanish and Latin American culture.

Spain celebrates Christmas, Easter and Carnival and each town and village has its own patron saint whose festival can last for several days. Among the best known festivals are the Sanfermines in Pamplona, the Fallas in Valencia, the Carnival in the Canary Islands, the April Fair in Seville and San Isidro in Madrid.

Many cities publish guides containing information on all the local cultural activities

(concerts, exhibitions, talks, museums, painting, theatrical performances, etc.). There are many festivals to enjoy in your leisure and free time and you will find information on them at the local tourist office.

In the area of sports, most Spanish cities have excellent sporting facilities. The most popular spectator sport is football, but we should also mention basketball, handball, cycling and athletics. Other sports that are practiced with enthusiasm are golf, tennis, skiing, sport fishing and water sports such as sailing, and recently a proliferation of the so called adventure sports, such as flying ultralights, paragliding and abseiling.

One of the main attractions of Spain is the quality of the food and the variety of products. We cannot talk of a national cuisine but of many regional cuisines. Paella from Valencia, empanadas (turnovers) and caldo (broth) from Galicia, fabada (bean stew) from Asturias, tripe Madrid style and the Spanish omelette are some of the most typical dishes.

Social life is very important in Spain. Family and friends are the focal point of life for most Spaniards. In social relationships, it is usual to find informal and spontaneous attitudes and language and physical contact is common when greeting people. This custom of giving hugs and kisses can be surprising for people who visit Spain for the first time, as can our habit of interrupting each other, which is not considered to be bad manners but just part of spontaneous conversation. When people who do not know each other first meet, it is normal to use the formal version of “you”, usted, but in more informal situations and

moments of leisure, the use of the informal tu is very widespread.

The normal time for lunch is between 1:30 and 3:30 p.m. and for dinner between 9:00 and 11:00 p.m., much later than is usual in the rest of Europe. People often go out to dinner with friends, especially at the weekend. The nightlife in Spain is legendary and one of our major attractions. Bis and discotheques stay open all night. The hotel trade is one of the most dynamic sectors in the Spanish economy

Although there have been great changes in recent years, the family continues to be the heart of personal relationships and is very important. Maintaining links with friends is also very important. It must be said that the types of family are becoming much more varied since in Spain there is now marriage between people of the same sex and single parent families are growing in number.

You can obtain more information on subjects related to culture from:

Ministry of Education, Culture and Sport

Citizens' Information Centre

Tel: 902 55 55 00 / 91 701 74 81

www.mcu.es

The Institute for Youth, INJUVE, collects and publishes information of interest to young people: young people's ID cards, hostels, exchanges, cooperation, voluntary work, courses, employment, housing, etc.

It also cooperates with almost 3,000 youth information centres all over the country, which belong to the Autonomous Communities, town councils and various social initiatives.

www.injuve.es/portal.portal.action

Before you arrive in Spain, it is advisable to find out about many general aspects of life in this country.

To obtain information, contact a Spanish tourist office or a Spanish embassy or consulate.

www.tourspain.es

13. LEGAL AID

During your stay in Spain you are subject to Spanish law. If you have any legal problems, contact your country's embassy.

Also, if you feel your rights as a Community citizen are not being respected, you may contact the SOLVIT network, which was created by the European Commission to ensure compliance with Community legislation.

http://ec.europa.eu/solvit/site/index_es.htm

SOLVIT - Spain

Ministry of Foreign Affairs and Cooperation
Serrano Galvache 26

28071 Madrid

Tel: 91 379 99 99

Fax: 91 394 8684

solvit@ue.maec.es

The Spanish constitution and its related laws establish a set of fundamental rights that are fully guaranteed.

If you have any legal problems, go to a lawyer. If you do not have one, request a legal aid lawyer from the Lawyers' Association. All detainees in any police or judicial

proceedings have the right to be assisted by a lawyer.

Any person who is detained must immediately be informed of their rights and of the reasons for the arrest, and they may not be forced to make a statement.

Preventive arrest may only last as long as is strictly necessary to make the enquiries needed to clarify the facts.

In all cases, the detainee must be released or discharged after a maximum of 72 hours.

An additional legal guarantee of the right to personal freedom is the “habeas corpus” procedure, which provides for the immediate release of all detainees, who must appear before a judge, who will determine the legality or illegality of the arrest.

14. USEFUL TELEPHONE NUMBERS AND ADDRESSES

EMBASSIES IN SPAIN

GERMANY:

Tel: 91 557 90 00
Fax: 91 310 21 04
www.madrid.diplo.de

AUSTRIA:

Tel: 91 556 53 15
Fax: 91 597 35 79
www.bmaa.gv.at/madrid

BELGIUM:

Tel: 91 577 63 00
Fax: 91 431 81 66
www.diplomatie.be/madrid

BULGARIA:

Tel: 91 345 57 61
Fax: 91 359 12 01

CYPRUS:

Tel: 91 578 31 14
Fax: 91 578 21 89
www.mfa.gov.cy/embassymadrid

DENMARK:

Tel: 91 431 84 45
Fax: 91 431 91 68
www.ambmadrid.um.dk/es

SLOVAKIA:

Tel: 91 590 38 61
Fax: 91 590 38 67

SLOVENIA:

Tel: 91 411 68 93
Fax: 91 590 38 68

ESTONIA:

Tel: 91 426 16 71
Fax: 91 426 16 72
www.estemb.es

FINLAND:

Tel: 91 319 61 72
Fax: 91 308 39 01
www.finlandia.es/public/default.aspx?contentlan=9&culture=es-es

FRANCE:

Tel: 91 423 89 00
Fax: 91 423 89 01
www.ambafrance-es.org

GREECE:

Tel: 91 564 46 53
Fax: 91 564 46 68
www.embagrec.org

HUNGARY:

Tel: 914137099
Fax: 91 413 71 49
www.mfa.gov.hu/kulkepviselet/es/es

IRELAND:

Tel: 91 436 40 93
Fax: 91 435 16 77
<http://ireland.es/home/index.aspx?id=34151>

ICELAND:

Tel: 91 5233093

ITALY:

Tel: 91 423 33 00
Fax: 91 575 77 76
www.ambmadrid.esteri.it

LATVIA:

Tel: 91 369 13 62
Fax: 91 369 00 20

LITHUANIA:

Tel: 91 702 21 16
Fax: 91 310 40 18
<http://es.mfa.lt>

LUXEMBOURG:

Tel: 91 435 91 64
Fax: 91 577 48 26
www.spain.info/es/antes_del_viaje/informacion-practica/embajada-extranjera/madrid/embajada_del_gran_ducado_de_luxemburgo.html

MALTA:

Tel: 91 391 30 61
Fax: 91 391 30 66
www.mfa.gov.mt/default.aspx?mdis=414

NORWAY:

Tel: 91 436 38 40
Fax: 91 319 09 69
www.noruega.es/embassy/

NETHERLANDS

Tel: 91 353 75 00
Fax: 91 353 75 65
<http://espana.nlembajada.org/>

PORTUGAL:

Tel: 91 782 49 60
Fax: 91 782 49 72
www.embajadaportugal-madrid.org

POLAND:

Tel: 91 373 66 05
Fax: 91 373 66 24
www.madrid.polemb.net

UNITED KINGDOM

Tel: 91 700 82 00
Fax: 91 700 82 72
www.ukinspain.com

CZECH REPUBLIC:

Tel: 91 353 18 80
Fax: 91 353 18 85
www.mzv.cz/madrid

ROMANIA:

Tel: 91 350 44 36
Fax: 91 345 29 17
www.mae.ro

SWEDEN

Tel: 91 702 20 00
Fax: 91 308 19 03
www.swedenabroad.com/madrid

**EUROINFO. EUROPEAN COMMISSION.
REPRESENTATIVE IN SPAIN**

Tel: 91 423 80 00
Fax: 91 576 03 87
http://ec.europa.eu/spain/contact_es.htm

CIVIL SERVICE INFORMATION

GENERAL INFORMATION :

www.060.es

INFORMATION ON TAXES:

Tel: 901 33 55 33

www.aeat.es

INFORMATION ON SOCIAL SECURITY

Tel: 900 16 65 65

www.seg-social.es

PUBLIC INFORMATION OFFICE OF THE MINISTRY OF THE INTERIOR:

Tel: 060

www.mir.es

NATIONAL SOCIAL SECURITY INSTITUTE

Department of International Relations
(International Agreements).

Padre Damián, 4-6. 28036 Madrid

Tel: 900 16 65 65

www.seg-social.es

NATIONAL PUBLIC EMPLOYMENT SERVICE (SP. INITIALS, SEPE)

Calle Condesa de Venadito, 9

28027 Madrid

Tel: 91 585 98 88

www.sepe.es

INTERNET ADDRESSES

Throughout this document, internet addresses have been listed that relate to each section. Here is a list of other addresses that could be useful:

PUBLIC EMPLOYMENT SERVICES:

EURES:

<http://ec.europa.eu/eures>

NATIONAL PUBLIC EMPLOYMENT SERVICE (SEPE) WEB SITE

www.sepe.es

NATIONAL EMPLOYMENT SYSTEM WEB PORTAL

www.sistemanacionalempleo.es

AUTONOMOUS COMMUNITY EMPLOYMENT SERVICES:

Andalusia

www.juntadeandalucia.es/servicioandaluzdeempleo

Aragon

<http://inaem.aragon.es>

Asturias

www.trabajastur.com

Balearic Islands

www.caib.es/govern/organigrama/area.do?lang=ca&coduo=1464

Canary Islands

www.gobiernodecanarias.org/empleo

Cantabria

www.empleacantabria.com

Castilla-La Mancha

www.sepecam.jccm.es

Castilla-Leon

www.empleo.jcyl.es

Catalonia

www.oficinatreball.net

Valencian Community

www.servef.es

Extremadura

www.extremaduratrabaja.es

Galicia

<http://emprego.xunta.es>

Madrid

www.w.w.m.a.d.r.i.d.o.r.g./c.s/satellite?pagename=empleo/page/empl_home

Murcia

www.sefcarm.es

Navarre

www.empleo.navarra.es

Basque Country

www.lanbide.net

La Rioja

www.larioja.org/empleo

EMPLOYMENT ON THE INTERNET

www.monster.es

www.infojobs.net

www.trabajos.com

www.infoempleo.com

www.laboris.net

www.tea-cegos-seleccion.es

www.empleo.com

www.trabajo.org

www.acciontrabajo.com

www.oficinaempleo.com

JOB EXCHANGES BY SPECIALIZATION AND/OR SECTOR

Managers and qualified personnel

www.canalcv.com

Hotels, tourism and leisure

www.turijobs.com

www.turiempleo.com

www.poraqui.net

Teachers and educators

www.educajob.com

Computing and information technology

www.novanotio.es

www.tecnijobs.com

Employment for the disabled

www.mercadis.com

University students and recent graduates

www.universia.es

Secretaries

www.secretariaplus.com

TEMPORARY WORK AGENCIES (ETT)

ACCESS

www.accessett.com

ADECCO

www.adecco.es

ALTA GESTION

www.altagestion.com.co

ATTEMPORA

www.attempora.es

CEPEDE

www.cepede.com

FASTER

www.faster.es

RANDSTAD

www.randstad.es

COMMUNICATIONS MEDIA

El Mundo

www.elmundo.es

El País

www.elpais.es

Empleo

<http://empleo.elpais.com>

ABC

www.abc.es

INFOEMPLEO

www.infoempleo.com/trabajo/#x

La Razón

www.larazon.es

El Periódico

www.elperiodico.es

La Vanguardia

www.lavanguardia.es

Empleo

www.servijob.com

La Estrella Digital

www.estrelladigital.es

“Sur in English”

www.surinenglish.com

Heraldo de Aragón

www.heraldo.es

Spanish Radio and Television (RTVE)

www.rtve.es

TVE programme “There’s Work Here” (Aquí hay trabajo)

www.rtve.es/television/aqui-hay-trabajo

INFORMATION ON COMPANIES

Company search

www.iberinform.es/Directorio_Empresas

Exporters

<http://directorio.camaras.org>

Europages

www.europages.es

Setting up a company

www.ventanillaempresarial.org

Chambers of Commerce

www.camerdata.es

Spanish Small and Medium Size Business (PYME) Confederation

www.cepyme.es

WORKING CONDITIONS

Employment guide

www.empleo.gob.es/en/index.htm

Wages

www.tusalario.es

Collective agreements

www.boletinesoficiales.com

CIVIL SERVICE

General website:

www.060.es

Ministry of Labour and Social Security

www.empleo.gob.es

Ministry of Finance and Public Administration

www.minhap.gob.es

Ministry of Foreign Affairs and Cooperation

www.maec.es

Ministry of Economy and Competitiveness

www.mineco.es

Ministry of Education, Culture and Sport

www.educacion.gob.es

Ministry of Justice

www.mjusticia.gob.es

Ministry of Health, Social Services and Equality

www.msc.es

Ministry of the Interior

www.mir.es

Ministry of Development

www.fomento.es

Ministry of Agriculture, Food and Environment

www.magrama.es/es

Ministry of Industry, Energy and Tourism

www.minetur.gob.es

National Statistics Institute

www.ine.es

Tax Office

www.aeat.es

Youth Institute

www.injuve.es

AUTONOMOUS COMMUNITY CIVIL SERVICE

Autonomous Community of Andalusia:

www.juntadeandalucia.es

Autonomous Community of Aragon:

www.aragon.es

Principality of Asturias

www.asturias.es

Autonomous Community of the Balearic Islands:

www.caib.es

Autonomous Community of the Canary Islands:

www.gobiernodecanarias.org

Autonomous Community of Cantabria:

www.gobcantabria.es

Autonomous Community of Castilla-La Mancha:

www.jccm.es

Autonomous Community of Castilla-Leon:

www.jcyl.es

Autonomous Community of Catalonia:

www.gencat.net

Valencian Community

www.gva.es

Autonomous Community of Extremadura:

www.gobex.es

Autonomous Community of Galicia:

www.xunta.es

Autonomous Community of Madrid:

www.madrid.org

Region of Murcia:

www.carm.es

Foral Community of Navarre

www.cfnavarra.es

Autonomous Community of the Basque Country:

www.euskadi.net

Autonomous Community of La Rioja:

www.larioja.org

Autonomous City of Ceuta:

www.ceuta.es

Autonomous City of Melilla:

www.melilla.es

ACCOMMODATION AND TRAVEL

Finding a flat

www.fotocasa.es
www.excoge.com
www.enalquiler.com
www.loquo.com

Prices (Evaluation Society)

www.st-tasacion.es/html/menu6_2.php

Youth hostels

www.reaj.com

Sleep in Spain

www.sleepinspain.com

Travel

www.viamichelin.es

Street maps and maps

www.maporama.com
<http://callejero.paginas-amarillas.es>

Air transport

www.iberia.com

Tren

www.renfe.es

TOURISM AND CULTURE

Official web site of the Spanish Institute of Tourism

www.tourspain.es

Other

www.sispain.org
www.red2000.com/spain/1index.html
www.spaindata.com

Education

www.worldstudent.com/esp/exterior/espana/index.shtml
www.educaweb.com
www.eurydice.org

Universities

www.universia.es

Learn Spanish (Cervantes Institute)

www.cervantes.es

Royal Academy of the Spanish Language

www.rae.es

Postgraduate studies

www.buscadorcolon.org

OTHER SOURCES OF INFORMATION

EURES (Info. on living and working conditions)

<http://ec.europa.eu/eures>

Your Europe – Citizens

http://ec.europa.eu/youreurope/citizens/index_es.htm

Foreign embassies in Spain

www.maec.es

Yellow pages

www.paginasamarillas.es

Segunda Mano (job and real estate ads, etc.)

www.segundamano.es

Anuntis (job and real estate ads)

www.anuntis.com

15. DON'T FORGET

Before going to Spain to look for a job or for a job interview, there are some important documents that you should not forget:

Valid EU/EES passport or identity document.

Translated Curriculum Vitae (carry several copies), letters of introduction and references from your former employers and photocopies of your academic diplomas and courses. It is a good idea to have your CV and cover letter in electronic format so that you can update and/or modify them.

European Health Card issued by the Social Security system of your country (Form E-100).

Form for social security contributions paid in (U1 or E-301), if appropriate.

Form for exporting benefits (U2 or E-303), if appropriate.

Photocopy of your birth certificate and family certificate.

Certified translation of your diploma, if appropriate.

Any other permits or licences that you think may be useful; for example, your driving licence.

Before accepting a job offer, make sure that you:

Understand the terms and conditions of the employment contract. It is important

to find out who pays travel expenses and accommodation, you or the employer.

Find out how your wages or salary are paid and how often.

Find some accommodation in Spain.

Have adequate health insurance coverage.

Have enough money to last until you receive your first wages or go home, if this is necessary.

Before going home, it is important to:

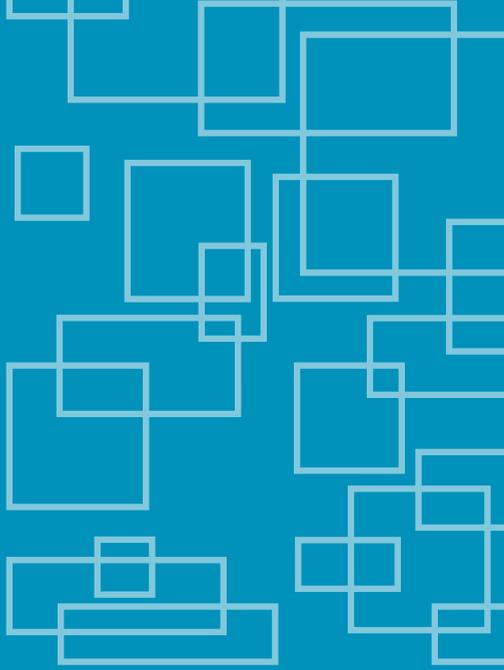
Ask the employment office for a form U1 or E-301 to certify that you have paid contributions in Spain and to use for any future benefits to which you may be entitled.

Make sure that you have saved all the personal documentation that proves that you had a working relationship in Spain (employment contract, payslips, etc.).

Take care of your taxes at the tax office.

Make sure that your rent contract, water and electricity connections, bank accounts, etc. have all been cancelled.

Remember that it can take time to get all these documents, so it is advisable to request them well in advance.



Para más información:
Servicio Público de Empleo Estatal

www.sepe.es
901 11 99 99



www.sepe.es

Trabajamos para ti