

**Country fiche SPAIN**  
**Implementation of the Council Recommendation on a Quality Framework for Traineeships**  
**(2014/C 88/01)**

**General description – open market and ALMP-type traineeships**

While Spain has not updated its traineeship legislation following the adoption of the QFT<sup>1</sup> in 2014, it has recent legislation on traineeships falling under the scope of the QFT. Overall, current Spanish legislation complies to a large extent with QFT.

1) *Prácticas laborales*

Art 13 of the Law 11/2013 regulates the traineeship work contract (*Contrato de trabajo en prácticas*). Such labour traineeship contracts (*prácticas laborales*) can be offered to graduates under 30 with a diploma (university, vocational education and training). For this two year traineeship remuneration must be proportional to an equivalent post, reaching at least 60% of the average salary during the first year and 75% during the second year. It cannot be below the minimum wage (655.20 per month, 14 payments per year). Trainees also benefit from full Social Security coverage. The norm also sets up hiring incentives for companies or self-employed when hiring young workers under 30 years old with a traineeship contract. The incentives consist of 50% of Social Security rebates, up to 75% if the worker was already performing a non-labour traineeship in the same company.

2) *Prácticas no laborales*

Royal Decrees 1543/2011 and 1493/2011 introduced non-labour traineeships (*prácticas no laborales*). These do not involve a labour relationship between the trainee and the host organisation, and are limited to graduates aged 18-25 without any working experience. The duration must be between 3 and 9 months. These traineeships must offer a remuneration of at least of 80% of IPREM (Public Income Indicator of Multiple Effects, 532.51 euro per month in 2016, 80% equals to 426 euro) and include Social Security coverage. These traineeships can be offered through the PES, through the open market, in the website of companies or in job portals, through specific programmes by foundations or even through the employment offices of universities.

Social partners are also committed to design and implement youth policies and to promote synergies with their own initiatives. The new Agreement for Employment and Collective Bargaining for 2015-2017 (ANC 2015-2017), signed the 8th of June of 2015 by the main representative trade unions (CCOO and UGT) and employers' organisations (CEOE, CEPYME), states that social partners will prioritize labour traineeships rather than non-labour ones. The Agreement also highlights the importance of curricular traineeships, such as Dual Vocational Training, and that traineeships serve as an entry to stable employment, becoming regular jobs in the companies that provide them.

This strategy, although approved in 2013, briefly shows the pipeline of expected measures to be taken by the government related to youth employment in the 2013-2016 period. However, this strategy finishes this year.

**Remaining challenges**

- No mentor assigned in the case of *prácticas laborales*;
- Duration of traineeships can be longer than 6 months;
- Insufficient transparency regarding allowance and hiring practices in recent years.

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<sup>1</sup> NB there has been new legislation for traineeships outside the scope of the QFT (see Royal Decree 592/2014).

**Assessment of open market as well as ALMP-type traineeships in terms of compliance with QFT**

	Open market traineeships	ALMP-type traineeships
Written traineeship agreement		
Written traineeship agreement concluded	Fully compliant	Fully compliant
Learning and training objectives		
Objectives clarified	Fully compliant	Fully compliant
Mentor/supervisor assigned	Partly compliant	Fully compliant
Working conditions applicable to trainees		
Health/accident insurance and sick leave clarified	Fully compliant	Fully compliant
Allowance/compensation and amount clarified	Fully compliant	Fully compliant
Reasonable duration		
Duration limited to 6 months	Not compliant	Not compliant
Conditions of longer duration clarified	Fully compliant	Fully compliant
Termination allowed	Partly compliant	Not compliant
Proper recognition of traineeship		
Proper recognition through certificate	Fully compliant	Fully compliant
Transparency requirements		
Allowance/compensation	Partly compliant	Partly compliant
Health/accident insurance	Fully compliant	Fully compliant
Hiring practices in recent years	Partly compliant	Partly compliant
Employment services on financial conditions	Fully compliant	Partly compliant

