

Proposed New Legislation for Home Help Workers

The Government has recently proposed a new legal regulation so that the employment conditions of domestic assistants gradually get to the same level as the rest of employees under the General System of Social Security.

This proposal should come into force on the 01st January 2008, and shall include the following improvements:

- The employment contract shall be permanent, with a written probation period.
- Full time employment will entail 40 hours of service per week, and part time employment will be a period of service with the same employer between 20 and 40 hours per week.
- At the moment, the social security contribution rate is 665,70 € per month; of which 18,30% of this rate is paid by the employer and 3,70% by the employee. They want to establish an 8 year transitional period, in which each year the rate paid by employer will increase by 0.50% and the rate paid by the employee at 0.10%.
- Regarding work accidents, a contribution of 1.15% will be added to cover these and also illnesses which have been produced by the professional activity carried out.
- It is not yet specified if they will recognize a severance pay of 45 days of paid salary (maximum 42 monthly payments) or whether it shall remain as it is now, which is 20 days of paid salary per year of service (maximum 12 monthly payments).

Should you wish to receive more information regarding Employment matters, please contact our Payroll Services Manager, Luisa Romero Montes via telephone on (+34) 902 995 993 or via email lrn@asec.es