

SPAIN - Work Permit Options Overview

Type of Permit/ Eligibility Criteria	Highly Qualified Employees (Entrepreneurs' Law)	EU Blue Card Permit	ICT Permit	Local Hire Work Permit (Smaller Companies)
Payroll	Local	Local	Foreign	Local
Minimum Annual Salary	Required salary for managers and directors is currently € 54,142 per year. For professionals and specialists, it is € 40,077 per year. A reduction coefficient of 0.75 points may be applied to small companies in strategic sectors and to high-qualified employees under the age of 30.	Required salary is at least 1.5 x the average gross annual salary for the specific job to be performed.	Salary should correspond to what a resident worker could expect to receive for the same position. Salary must be indicated in local currency and in Euros. Collective Bargaining Agreements and any remuneration in kind must also be included. Remuneration in kind must not exceed 30% of the total remuneration package. Main applicants must prove their monthly earnings are 100% IPREM (Spanish Earnings indicator or <i>Indicador Público de Renta de Efectos Múltiples</i>) and additional 50% IPREM per dependent.	Salary must correspond to what a local resident worker would expect to receive for working in the same position.
Employment Contract	Local	Local	Foreign	Local
Degree	Required	Required	Required or proof of three years of similar experience relevant to the position in the host entity. Any trainee assignees must have a university degree	Not required
Processing Times	1 to 2 months	1 to 4 months	1 to 2 months	More than 3 months



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Spouse	Authorized to work based on dependent permit	Authorized to work based on dependent permit	Authorized to work based on dependent permit	May be able to accompany employee if a non-lucrative residence permit is obtained, but work is not allowed.
Children Up To 18 Years	Can accompany and obtain dependent permit	Can accompany and obtain dependent permit	Can accompany and obtain dependent permit	May be able to accompany employee if a non-lucrative residence permit is obtained, but work is not allowed.
Permanent Residence	After 5 Years	After 5 Years	After 5 Years	After 5 Years