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En este número:

1. Time registration for self-employed workers and companies will be mandatory from January and will have to be connected with the Inspection.

Time registration for self-employed workers and companies

Dear client, by means of this circular, we inform you that the Ministry of Labor has initiated the procedures for the approval of a new regulation that introduces important changes in the organization of working time. According to the draft currently under public consultation, this law could come into force on January 1, 2025.

1. Mandatory digital time recording

- All companies and self-employed persons must implement a digital time recording system connected to the Labor Inspectorate.
- Be objective, reliable and accessible.
- Unambiguously identify workers using methods such as biometrics
- Allow employees, representatives and the Inspection to access records in real time and remotely.
- Retain data for at least four years

Failure to comply with this regulation could lead to financial penalties of up to 10,000 euros.

2. Planned adaptations

A transition period is likely to be established so that self-employed workers and companies can adapt their time recording systems to the new requirements. However, no details have yet been given of any aid or compensation for these implementation costs.

3. Next steps

The text is currently under public consultation until **December 7, 2024,** at which time it could be sent to Congress for ratification.

Informarles que desde ORTIN GARCIA GLOBALCONSULTING y OMNIALEX INTERNATIONAL LAWYERS, estamos trabajando intensamente para nuestros clientes en el asesoramiento legal durante toda la situación a la que nos encontramos derivada por el Covid-19, estando a su completa disposición para dar una respuesta inmediata en todos los ámbitos del Derecho.