

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.

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## Time registration for self-employed workers and companies

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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.