

Guidelines for the **Management of**
the Mobility of the Foreign
Researcher in Spain
2017

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PRESENTATION OF THE GUIDELINES FOR THE MANAGEMENT OF THE MOBILITY OF THE FOREIGN RESEARCHER IN SPAIN

I am pleased to present a new edition of the *Guidelines for the Management of the Mobility of the Foreign Researcher in Spain*, which includes areas of interest for researchers coming to Spain for the first time, whether for the purposes of work, grants or scientific missions.

The guide includes practical information for research personnel and their families regarding visas, the recognition of qualifications, accommodation, work permits, the education system and social security among other issues in order to help them enter and settle into the country.

The Spanish Foundation for Science and Technology (FECYT), a public institution belonging to the Ministry of Economy, Industry and Competitiveness, through the Secretary of State for Research, Development and Innovation has published these guidelines in Spain under the European initiative EURAXESS.

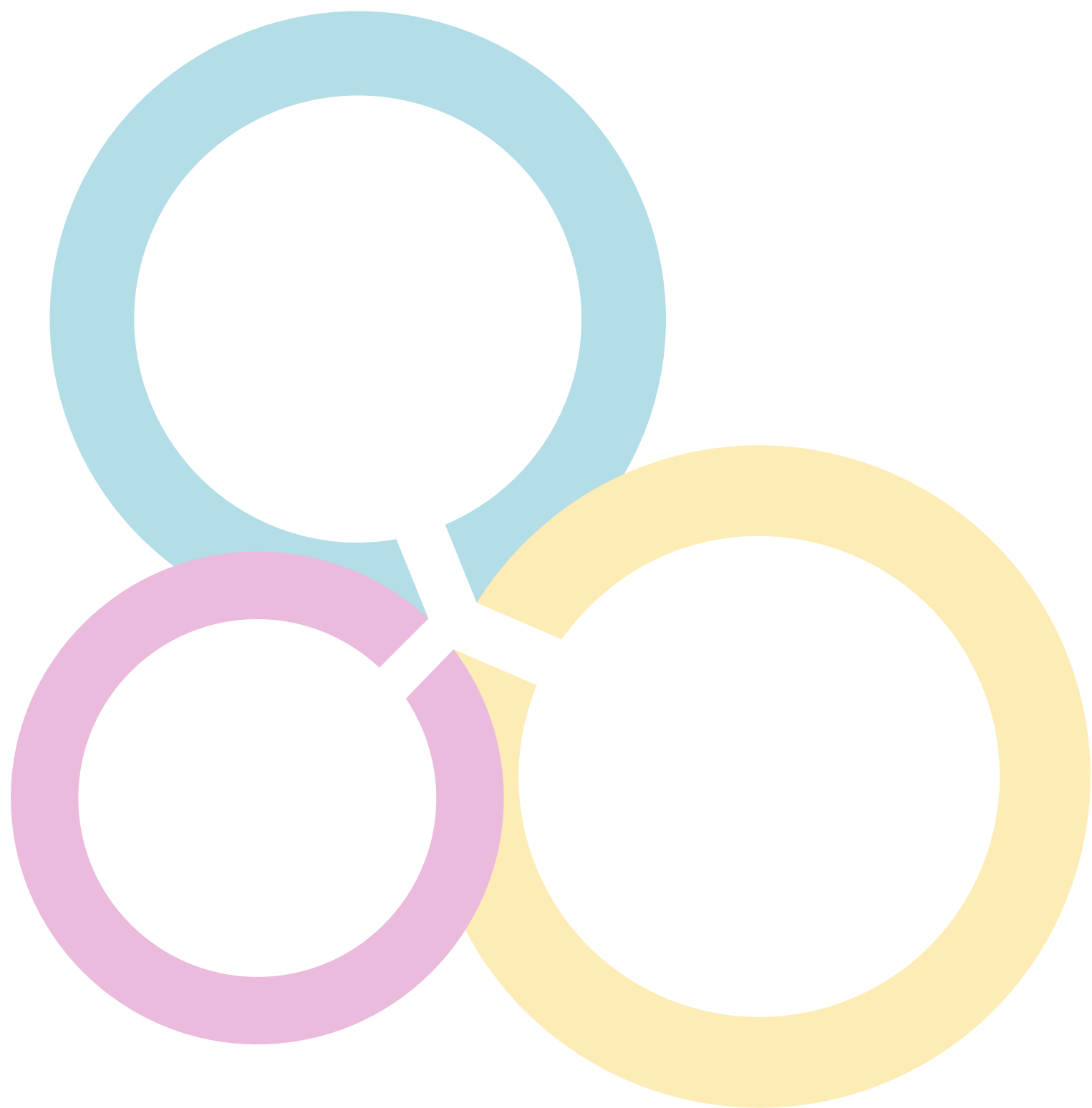
In addition, it coordinates, at national level, more than ninety centres located in public and private foundations, universities, public research bodies, technology centres and other agents of the

Spanish System for Science, Technology and Innovation, from where a personalised service is provided to all individuals travelling to Spain to develop their research career. Opportunities for employment and funding are also published on the European and Spanish portals of EURAXESS.

There is no longer any doubt that science has become global, and the international mobility of science professionals is a necessity which promotes cooperation between countries in order to respond to the challenges faced by all societies.

Spain offers an attractive and competitive setting for researchers and, from FECYT, we aim to help foreign research personnel coming to work in Spain. This guide is, without doubt, an essential tool of great help in resolving any doubts that may arise and in facilitating the procedures and processes required before or after settling in Spain.

José Ignacio Fernández Vera
FECYT General Director



INTRODUCTION

The fundamental objective of the European Research Area (ERA), defined as a unique European area open to the world in which scientific knowledge, technology and research personnel travel freely, is the establishment of a single, open and transparent market for researchers in Europe. Mobility and the exchange of research personnel are essential factors for the research career and scientific excellence, and it is the responsibility of the European Union (EU) and its Member States to enable this free circulation and to gradually eliminate all administrative, cultural and legal barriers for strengthening this objective of the ERA.

Among many other measures aimed at coordinating the free circulation of research personnel in the ERA, the European Commission coordinates the EURAXESS initiative, a pan-European network of institutions with the common objective of helping researchers in their mobility within the EU. FECYT is the coordinator of the network in Spain, which has more than ninety centres and supports foreign researchers coming to work in Spain.

Furthermore, in Spain, the Spanish Strategy on Science and Technology and on Innovation 2013-2020, (led by the Ministry of Economy, Industry and Competitiveness through the Secretariat of State for Research, Development and Innovation) also understands the mobility of PhDs, technologists and R&D&I personnel between the business sector, as well as international mobility, as a key factor in boosting the strengths of the Spanish Science, Technology and Innovation System.

In order to contribute to driving forward mobility and the researcher career development in our country, FECYT is publishing the *Guidelines for the Management of the Mobility of the Foreign Researcher in Spain*, in English and Spanish, intended for agents of the Spanish System of Science, Technology and Innovation which will provide advice to foreign and national scientists. The guide is a compendium of all the areas which should be considered when a foreign researcher comes to work in Spain, including those relating to her family.

The first chapter of the guide describes the Spanish System for Science, Technology and Innovation in the European context and provides information about new aspects of the EU Framework Programme for Research and Innovation (Horizon 2020), and about the *European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*.

The second chapter sets out the characteristics and indicators of the Spanish Science, Technology and Innovation System, the development of a research career in Spain, the protection of R&D and the recognition of foreign qualifications.

The third chapter focuses on entry and residency requirements in Spain, and it details the processes and procedures that allow a researcher to enter our country, amongst them the type of visas.

Items relating to work relations in Spain, such as tax, subsidies and the various Social Security benefits, as well as health care under the National Health System, are set out in chapter 4.

Chapter 5 describes the Spanish education system, and develops matters as the types of educational centres in Spain, how to secure a place at a state school, university access and other related subjects.

The sixth and final chapter presents the EURAXESS Spain Network which provides information and personalised service to researchers and their receiving institutions.

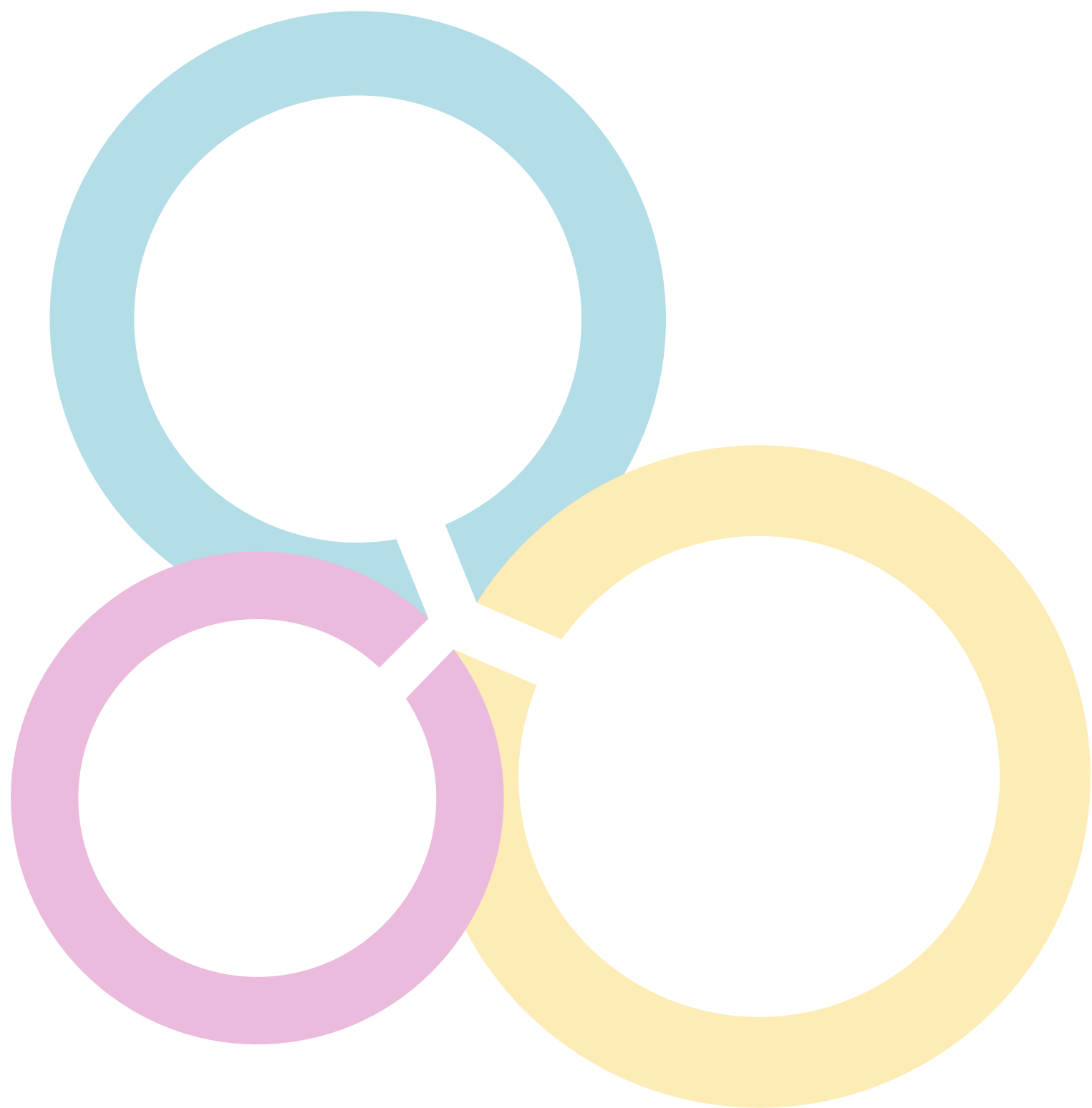
In the writing of this guide, FECYT has counted on the invaluable participation of experts from the various Ministries involved in the mobility of researchers. Contributions were received from the Tax Office; the Institute for Women; the Ministry of Foreign Affairs and Cooperation; the Ministry of Education, Culture and Sport; the Ministry of Economy, Industry and Competitiveness; the Ministry of Employment and Social Security; the Ministry of Health, Social Services and Equality; and the Spanish Patent and Trademark Office (OEPM).

This guide is for orientation purposes and in no way substitutes
the information provided by the competent organisations,
with which in any case it will be necessary to conduct procedures.



1

**EU
framework**



1.1. The European Union framework for human resources in R&D

1.1.1. Europe 2020

Europe 2020 is the EU's Growth Strategy for the coming decade and is based on three priorities (sustainable, smart and inclusive growth) that help the EU and Member States to offer high levels of employment, cohesion and productivity.

To achieve these objectives, the strategy establishes seven flagship initiatives, including the "Innovation Union" with the following headline targets:

- To complete the ERA through the development of a strategic research agenda focussed on major challenges and to enhance joint programming with Member States and regions.
- To improve framework conditions for business to innovation areas including intellectual property protection or the improvement of access to capital.
- To launch "European Innovation Partnerships" between the EU and national levels to speed up the development and deployment of the technologies needed to meet the challenges identified.
- To revise and strengthen the role of EU instruments to support innovation and to streamline administrative procedures to facilitate access to funding.
- To promote knowledge partnerships and strengthen links between education, business, research and innovation, and to promote entrepreneurship by supporting Young Innovative Companies.
- To reform national (and regional) R&D and innovation systems to foster excellence and smart specialisation, enhance cross-border cooperation in areas with EU added value and adjust national funding procedures accordingly, to ensure the diffusion of technology across the EU territory.
- To ensure a sufficient supply of science, maths and engineering graduates and to focus school curricula on creativity, innovation and entrepreneurship.
- To prioritise knowledge expenditure, including by using tax incentives and other financial instruments to promote greater private R&D&I investments.

The European Union needs to define where it wants to be by 2020 and, to this end, the Commission proposes the following main objectives:

- 75% of the population aged 20-64 should be employed.
- 3% of the EU's GDP should be invested in R&D.
- The 2020 climate/energy targets should be met (including an increase to 30% of emissions reduction if the conditions are right).
- The share of early school leavers should be under 10% and at least 40% of the younger generation should have a tertiary degree.
- 20 million people fewer should be at risk of poverty.

All these targets are interconnected and are mutually supporting:

- Educational improvements contribute to employability and reduce poverty.
- The increase of R&D&I in economy, linked to an improvement in resource efficiency, will make us more competitive and create employment.

1.1.2. EU Framework Programme for Research and Innovation (Horizon 2020)

Horizon 2020 is the financial instrument for the implementation of the Innovation Union as part of the European strategy to boost growth and employment in Europe (Europe 2020). This programme, which has a timescale of 2014-2020, is much simpler than previous Framework Programmes, provides a single set of rules and gathers together all the research and innovation funds currently divided through the Seventh Framework Programme for Research and Technological Development (FP7), the Competitiveness and Innovation Framework Programme (CIP), the European Institute of Innovation and Technology (EIT) and some instruments of the European Investment Bank (EIB).

In the period between 2014-2020, with the introduction of the three pillars behind the concept, Horizon 2020 will contribute to tackling the major societal challenges, to promoting industrial leadership in Europe and to strengthening the excellence of its scientific base.

Horizon 2020 covers, for the first time, all the stages from the generation of knowledge to the activities closest to the market: basic research, development of technologies, demonstration projects, pilot manufacturing lines, social innovation, transfer of technology, concept testing, standardisation, support for pre-commercial public purchasing, venture capital and guarantee schemes.

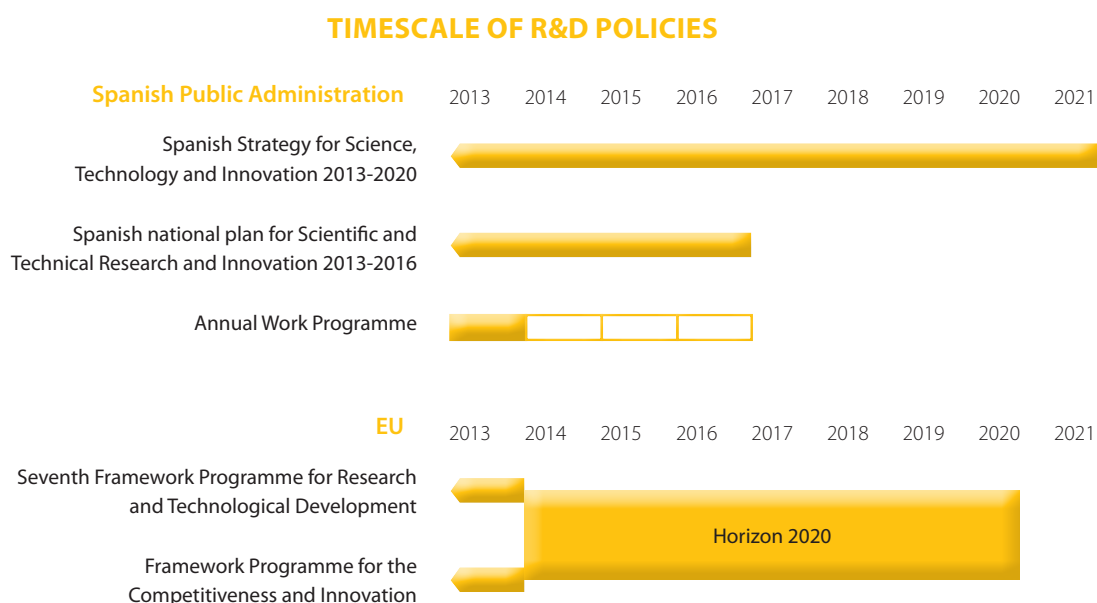
The **strategic objectives** of the Horizon 2020 Programme are as follows:

- **Excellent Science:** Horizon 2020 aims to raise the level of excellence in Europe's science base to secure Europe's long-term competitiveness. To achieve this, it tries to support the best ideas, develop talent within Europe, provide researchers with access to priority research infrastructure, promote mobility of researchers and make Europe an attractive location for the world's best researchers.
- **Industrial Leadership:** the aim is to accelerate the development of technologies and innovations which serve as a base for the companies of the future and to assist innovative European SMEs to become global leaders. With this objective, it aims to make major investment in key industrial technologies to maximise the growth potential of European companies and to provide a suitable level of funding for innovative SMEs.
- **Social Challenges:** this area reflects the political priorities and challenges of the Europe 2020 strategy with the aim of boosting research and innovation that will enable the EU policy objectives to be achieved. All the activities will apply an approach based on responding to the challenges faced by society, with special emphasis on the collection of a critical mass of resources and knowledge from different areas, technologies, scientific disciplines and research infrastructures to tackle these. The activities will cover the complete cycle, from research to the market, placing special emphasis on activities linked to innovation, with pilot tests, demonstration activities, test banks, support for public procurement, design, innovation promoted by the end user, social innovation, transfer of technology,

assimilation of innovations by the market and standardisation. Horizon 2020 has also contributed to the development of the European Research Area (ERA) with the aim of breaking down boundaries to create a single market for knowledge, research and innovation.

The following graph shows the planned timescale for the development of state and European science policy instruments.

Figure 1. Timescale of Science, Technology and Innovation policies and plans in Spain and in the EU.



Source: Graph by these authors.

For further information about the Horizon 2020 programme and how to participate, please see the website in Spanish (www.eshorizonte2020.es) and English (<http://ec.europa.eu/programmes/horizon2020/>) and download the *Guidelines for participants* which were drawn up at the start of the programme (<http://bit.ly/H2020-Guia>).

1.1.3. European Charter for Researchers *and* Code of Conduct for the Recruitment of Researchers

In March 2005 the European Commission unveiled the *European Charter for Researchers*¹ and the *Code of Conduct for the Recruitment of Researchers*, also known as *Charter & Code*, which aim to contribute to developing an attractive European labour market for researchers.

¹ See the following web: <https://euraxess.ec.europa.eu/jobs/charter>.

The *Charter & Code* are recommendations from the Commission to Member States, who are invited to apply them voluntarily:

- The *European Charter for Researchers* is a set of general principles and requirements that define the roles, responsibilities and rights of researchers, business owners and fund suppliers.
- The *Code of Conduct for the Recruitment of Researchers* underlines the importance of open, transparent recruitment procedures and diverse, experienced selection committees.

The Charter & Code can be consulted on the website of EURAXESS (<https://euraxess.ec.europa.eu/jobs/charter>).

Furthermore, the **Human Resources Strategy for Researchers** is being developed as part of this European Union policy of prioritising the rights and obligations of researchers and securing their visibility (commonly known as HRS4R). This is a tool set up by the European Commission to provide support to research funding and performing organisations in implementing the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers* into their human resources policies.



HR EXCELLENCE IN RESEARCH

The HR Excellence in Research recognition is awarded by the European Commission to those institutions which correctly implement this strategy.

In addition, in order to encourage European research institutions to adopt a human resource strategy in research in line with the Charter and the Code, the European Commission has included a mention to this requirement in the funding contracts for projects funded under Horizon 2020.

The obligations derived from the management of human resources in research are covered in article thirty-two of the grant agreements which are contracts signed by the recipients of funding from Horizon 2020 with the European Commission. The signing of these contracts establishes the commitment of the recipients. Specifically, this article implies a "best effort" obligation, meaning that **recipients should make the maximum effort to implement the principles of the *European Charter for Researchers* and the *Code of Conduct for the Recruitment of Researchers*²**, in particular those related to:

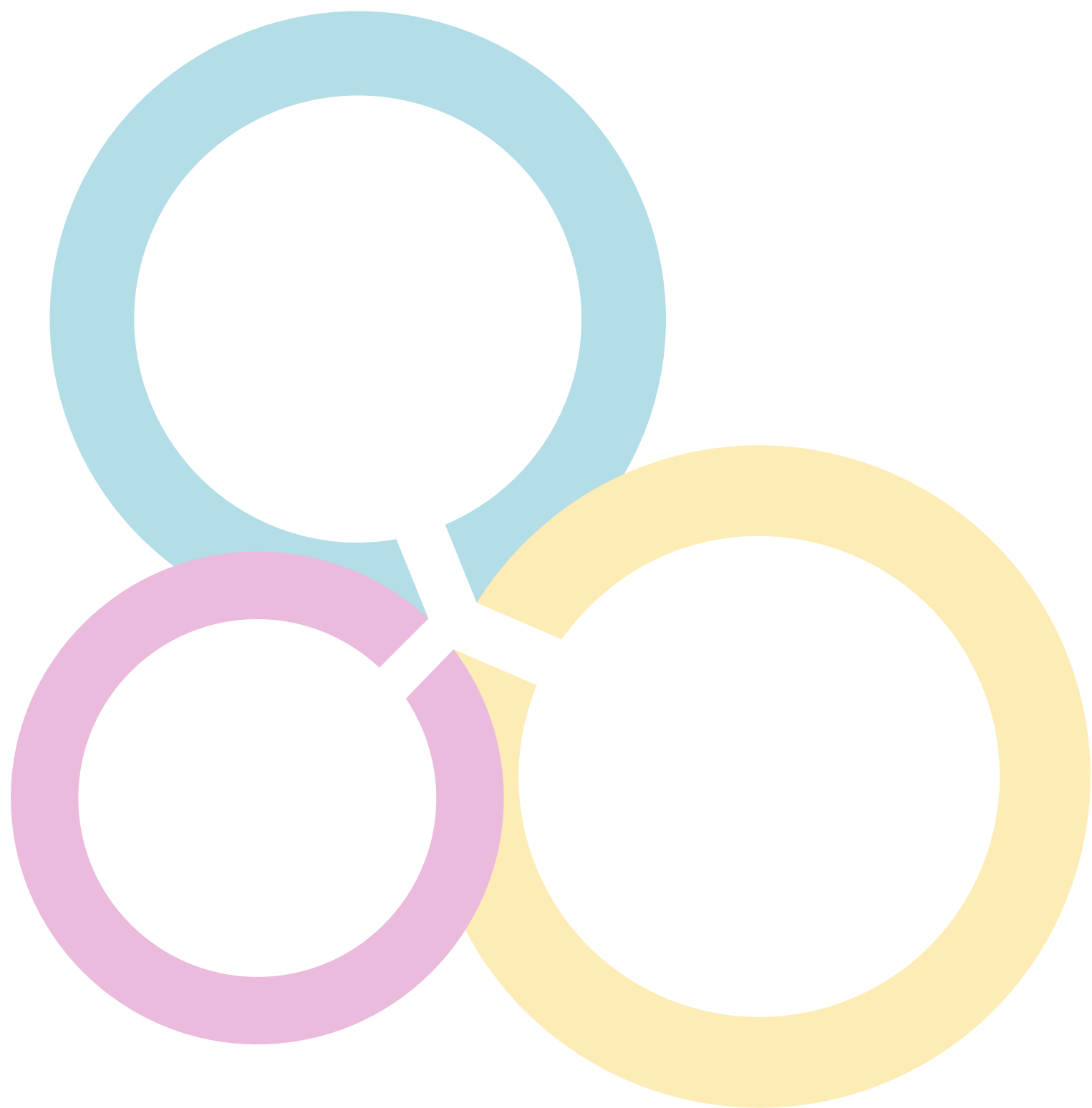
- Conditions of employment.
- Procedures for the recruitment of researchers.
- Development of the research career

² Please see the following web page for further information: <https://www.euraxess.es/spain/services/article-32-horizon-2020-grant-agreement>.

The image features three large, thick-rimmed circles that overlap in the center. The top circle is teal and contains the number '2'. The bottom-left circle is magenta. The bottom-right circle is yellow and contains the text 'Research in Spain'.

2

**Research
in Spain**



2.1. The Spanish Science, Technology and Innovation System

The Act 14/2011 of 1st June on science, technology and innovation³ (hereinafter, STI Act, from its initials in Spanish) defines the Spanish Science, Technology and Innovation System as a "system of systems" that integrates and coordinates general State policies with those of the Autonomous Regions and articulates the actions in the public and private (company) spheres via the Science, Technology and Innovation Policy Council.

The Ministry of Economy, Industry and Competitiveness is responsible, via its State Secretariat for Research, Development and Innovation, is responsible for scientific and technical research, development and innovation policies, including managing international relations related to this topic and Spanish representation in international programmes, forums and organisations to the European Union on topics regarding its responsibilities.

In addition, the STI Act defines two national funding organisms, both attached to the Ministry of Economy, Industry and Competitiveness:

1. The **National Research Agency (AEI)** is aimed at fostering the creation of knowledge in all scientific and technical fields and, using scientific or technical merit as an assessment criterion, it manages the funding, assessment and verification of scientific and technical activity. The purpose of this mission is therefore to promote research in science and technology in all areas of knowledge through the competitive and efficient allocation of public resources, the monitoring of the measures funded and their impact, and guidance in the planning of the measures or initiatives through which the R&D&I policies of the National State Administration (AGE) are implemented.
2. The **Centre for Industrial Technological Development (CDTI)** is responsible for fostering innovation and uses technical or market merit and the socioeconomic impact of projects as a criterion for allocating resources.

2.1.1. Regulatory framework

The objective of the **STI Act** is **to contribute to sustainable economic development and social welfare** by generating, spreading and transferring knowledge and innovation.

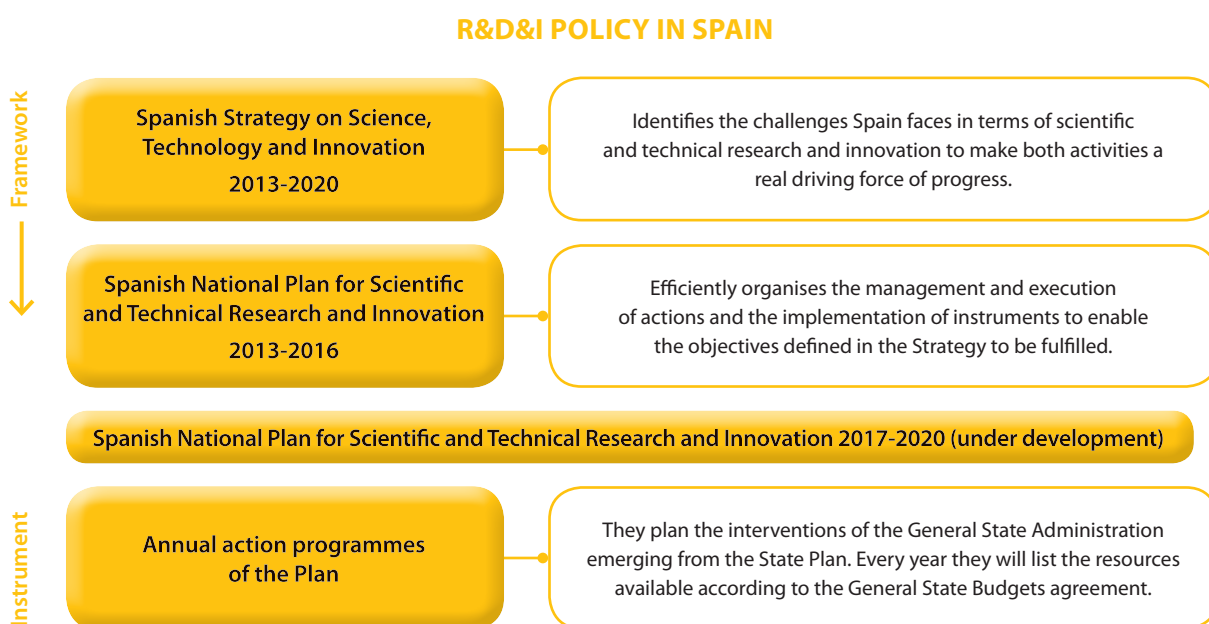
Spanish R&D&I policy is established based around:

- a) **Spanish Strategy on Science, Technology, and Innovation:** It gives an overview of the framework of the Spanish System for Science, Technology and Innovation; the basic shared principles which must be considered when defining public R&D&I policies; certain general objectives aligned with the aims of the strategy; lines of priority of a transversal nature, and coordination mechanisms which refer to the principles of coordinated management in the Public administration measures on R&D&I.
- b) **Spanish National Plan for Scientific and Technical Research and Innovation.** It develops the national programmes and subprogrammes defined at the service of the objectives and principles of the Spanish Strategy on Science, Technology and Innovation.

³ See the *BOE (Official Gazette)*, number 131, of 2 June 2011.

- c) **The Annual Action Programme.** It covers the list of annual actions and Calls developed by the national programmes and establishes a calendar of proposed public Calls, in which the characteristics of the aid, recipients, deadlines for presentation and the ruling of proposals are indicated together with the relevant management bodies.

Figure 2. R&D&I policy in Spain.



Source: Graph by these authors.

2.1.1.1. Spanish Strategy on Science, Technology, and Innovation 2013-2020

The **Spanish Strategy on Science, Technology and Innovation 2013-2020** is the result of a process of coordination between all the public agents with responsibilities in designing R&D&I public policy with broad social participation. The Strategy identifies 4 general objectives around which to draw up the various actions that will cover the whole process of development and application of scientific and technological research "from the idea to the market".

Figure 3. General objectives of the Spanish Strategy on Science ,Technology, and Innovation.



Source: Graph by these authors.

2.1.1.2. Spanish National Plan for Scientific and Technical Research and Innovation 2013-2016

The Spanish National Plan for Scientific and Technical Research and Innovation 2013-2016 consists of **four state programmes** and **two strategic actions** which meet the general objectives of the Spanish Strategy on Science, Technology and Innovation and enables the entire funding instruments and modes of participation that the Public Administration makes available to users.

The programmes can be broken down into various subprogrammes, organised into different competitive calls in which resources are guaranteed to be allocated by processes based on international assessment systems.

Table 1. Programmes and strategic actions of the Spanish National Plan for Scientific and Technical Research and Innovation 2013-2016.

TALENT PROMOTION PROGRAMME AND ITS EMPLOYABILITY IN R&D&I
<ul style="list-style-type: none"> • State Subprogramme for Training • State Subprogramme for Hiring • State Subprogramme for Mobility
PROGRAMME FOR THE PROMOTION OF SCIENTIFIC AND TECHNICAL RESEARCH OF EXCELLENCE
<ul style="list-style-type: none"> • State Subprogramme for the Generation of Knowledge • State Subprogramme for the Development of Emerging Technologies • State Subprogramme for Institutional Strengthening • State Subprogramme for Scientific and Technical Infrastructure and Equipment
PROGRAMME FOR R&D&I BUSINESS LEADERSHIP
<ul style="list-style-type: none"> • State Subprogramme for Business R&D&I • State Subprogramme for Essential Enabling Technologies • State Subprogramme for Collaborative R&D&I Targeted to the Demands of the Production Network
PROGRAMME FOR THE R&D&I AIMED AT SOCIETY CHALLENGES
<ul style="list-style-type: none"> • Health, demographic change and welfare • Food safety and quality; productive and sustainable activity; sustainability of natural resources, marine and maritime research • Safe, clean and efficient energy • Smart, sustainable and integrated transport • Action on Climate Change and Efficiency in the Use of Resources and Raw Materials • Social innovation and changes • Security, protection and defence
STRATEGIC ACTIONS
<ul style="list-style-type: none"> • Strategic Action on Health • Strategic Action on Economy and Digital Society

Source: Graph by these authors.

2.1.1.3. Annual action programmes

The annual action programmes⁴ deploy the actions listed in the Spanish National Plan for Scientific and Technical Research and Innovation and develop types of participation through the allocation of available financial resources to the programmed actions. The annual action programmes are therefore the tool for ensuring the continuous update of the Spanish National Plan for Scientific and Technical Research and Innovation 2013-2016.

These programmes represent a basic tool for the monitoring and management of the plan, and for the coordination of the actions corresponding to the different management units involved.

2.1.1.4. Different funding instruments gathered in the annual action programmes

Included among the instruments listed in the annual action programmes, it is worth noting the Programme for the Promotion of Talent and its Employability in R&D&I, whose objective is to hold competitive calls and thus finance and encourage the training and specialisation of human resources in R&D&I and propel hiring, both in the public and private sectors, as well as facilitating the mobility of researchers.

Table 2. Subprogrammes, beneficiaries and location for the implementation of the State Programme for the Promotion of Talent and its Employability in R&D&I.

SUBPROGRAMME	BENEFICIARIES	INSTRUMENT (ACCORDING TO WHERE THE GRANT IS IMPLEMENTED)	
		UNIVERSITIES AND PUBLIC R&D&I CENTRES	BUSINESSES AND OTHER PRIVATE R&D&I CENTRES
Training	Final-year undergraduates or first-year official Masters students	Collaborative grants to begin a research career	
	Students in a position to be enrolled or accepted on a PhD programme	Predocctoral training contracts for University Staff (FPU)	
		Predocctoral contracts for PhD training at the European University Institute	
		Contracts for PhD training	
			Contracts for the training of Phd students in business (industrial PhDs)
	PhD graduates	Juan de la Cierva grants for post-doctoral training contracts	

(Continues)

⁴ See the following web: http://www.idi.mineco.gob.es/portal/site/MICINN?lang_chosen=en.

(Continuation)

SUBPROGRAMME	BENEFICIARIES	INSTRUMENT (ACCORDING TO WHERE THE GRANT IS IMPLEMENTED)	
		UNIVERSITIES AND PUBLIC R&D&I CENTRES	BUSINESSES AND OTHER PRIVATE R&D&I CENTRES
Hiring	Vocational Training Students (FP)	Contracts for R&D&I technical support staff	Aid for the recruitment of R&D&I personnel at "EMPLEA" businesses (for graduates and non-graduates)
	University graduates		
	PhD graduates	Ramón y Cajal contracts for PhD students	
			Torres Quevedo grants for the recruitment of PHD students in business
		Grants for the promotion of stable recruitment of PhD students (requires previous enjoyment of a Ramón y Cajal grant and a certificate I3)	
		Juan de la Cierva contracts for the incorporation of young PhD students (requires completion of a postdoctoral training)	
Mobility	Lecturers and students of combined French and Spanish Masters and PhD programmes	Mobility grants for international cooperation with France	
	PhD students	Grants for predoctoral mobility	
	PhD graduates	Mobility grants for Spanish teachers and researchers to foreign centres <ul style="list-style-type: none"> • Mode A: lecturers and researchers with accredited experience and professional career • Mode B: young PhD graduates and researchers 	

Source: Graph by these authors.

Regarding the funding instruments of the Programme for the Promotion of Excellent Scientific and Technical Research, R&D&I projects can be applied for through the Programme of Excellence and that of R&D&I targeted towards societal challenges. This way, beneficiaries of calls are afforded the opportunity to choose project duration, which can be two, three or four years. Research groups are also given the possibility of having a main co-researcher in addition to the main researcher, although the latter will be their only interlocutor.

The State Plan also aims to propel industry participation in the whole process, both in R&D&I funding and its execution. To do so, it establishes the instruments of aid of the State Programme for Business Leadership in R&D&I, which promote public and private collaboration projects, encourage the introduction of little-developed funding tools in Spain, such as venture capital and facilitate access to credit in highly favourable conditions.

In addition, the State Plan also aims to promote multidisciplinary R&D&I to tackle the challenges faced by society in general. To this purpose it establishes the aid instruments of the R&D&I State programme directed at the Challenges of Society which funds projects through Calls such as Challenges-Research or Challenges-Collaboration.

2.1.1.5. Governance of the Spanish Science, Technology and Innovation System

The Spanish System for Science, Technology and Innovation is coordinated, assessed and analysed through the following committees and instruments:

1. The Council on Scientific and Technological Policy and Innovation is the general coordination body for scientific and technical research and it is made up of members of the Government and the Autonomous Regions.

This council is chaired by the Minister for Economy, Industry and Competitiveness with the assistance of the Ministers for Defence and for Education, Culture and Sport, and representatives from the Ministries of Foreign Affairs and Cooperation; the Treasury and Public Administrations; the Home Office; Development; Energy, Tourism and Digital Agenda; Agriculture and Fisheries, Food and the Environment, and Health, Social Services and Equality. Similarly, the Heads of R&D&I for the seventeen Autonomous Regions also take part.

The duties of these representatives include:

- Drafting, together with the Ministry of Economy, Industry and Competitiveness, the proposals of the Spanish Strategy for Science, Technology and Innovation.
- To know the state plans for R&D&I, and those of the Autonomous Regions.
- To approve criteria for the exchange of information between the AGE and the Autonomous Regions.
- To promote joint actions.
- To encourage joint measures for transfer and innovation.
- To issue reports for the Government and the Autonomous Regions.

2. The Advisory Council for Science, Technology and Innovation enjoys the participation of the scientific and technological community, and of economic and social agents in R&D&I in Spain. The Council is made up of fourteen members from the scientific and technological community

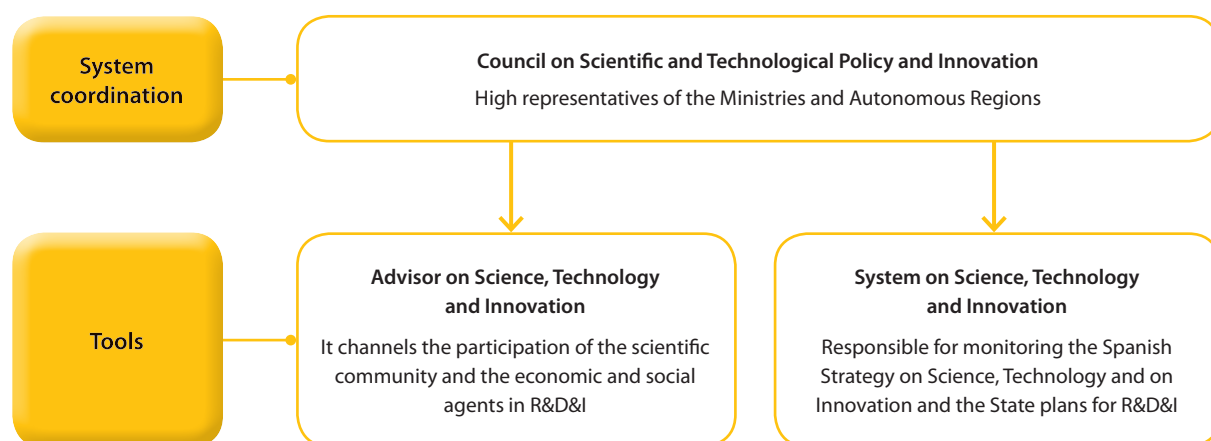
of recognised prestige, and the most representative business associations and trade unions (at least two thirds must be noted members of the scientific, technological and innovation community). The regulations for their structure and operation are in line with the principles of quality, independence and transparency.

Their duties include:

- Recommending modifications, making contributions and knowing about the development of the Spanish Strategy for Science and Technology and Innovation, and the state plans.
- Advising the Government and the Council on Scientific and Technological Policy and Innovation.
- Promoting the introduction of assessment mechanisms in the Spanish System for Science, Technology and Innovation.

3. The Information System on Science, Technology and Innovation is the instrument for data capture and analysis for the drafting and monitoring of the Spanish Strategy on Science and Technology and on Innovation and of the State plans for research, development and innovation.

Figure 4. Governance of the Spanish Science, Technology and Innovation System.



Source: Graph by these authors.

2.1.1.6. The Spanish Public Administration

The Spanish Public Administration is formed of Government-dependent bodies, including their offices in the Autonomous Regions and abroad and the different ministries. The planning, monitoring and coordination of the Government's R&D&I policy are the responsibility of the **Government Commission on Scientific, Technological and Innovation Policy**.

The ministry that plays the most prominent role in the creation, implementation, monitoring and evaluation of R&D and innovation policy is undoubtedly the **Ministry of Finance and Competition** through its State Secretariat for Research, Development and Innovation. The main ministries and their responsibilities and activities in these areas are listed below:

Table 3. Main ministries with responsibilities and activities in R&D&I.

MINISTRY	AREA OF ACTION	INFORMATION POINT
Spanish Ministry of Economy, Industry and Competitiveness	Scientific research, industrial, commercial and small- and medium-sized enterprises development, technological development and innovation in all sectors, and coordination of state-owned public research centres (OPI)	http://www.idi.mineco.gob.es (available in Spanish, English, Catalan, Basque and Galician)
Spanish Ministry of Energy, Tourism and Digital Agenda	Energy, development of tourism, telecommunications and the information society	http://www.minetur.gob.es (available in Spanish, English, Catalan, Basque and Galician)
Spanish Ministry of Education, Culture and Sport	Education, professional training and universities, arts, Spanish cultural heritage, books, state museums and libraries, audiovisual activities and Spanish culture	http://www.mecd.gob.es (available in Spanish, English, Catalan, Basque and Galician)
Ministry of Public Works	Infrastructure, air, maritime and state-run overland transport, and housing	http://www.fomento.gob.es (available in Spanish)
Ministry of Health, Social Services and Equality	Health, health planning and care, consumption, social cohesion and inclusion, family, child protection and care for dependent or disabled persons and equality between men and women.	http://www.msssi.gob.es (available in Spanish, English, Catalan, Basque and Galician)
Ministry of Agriculture, Fisheries, Food and the Environment	Environment, rural development, agricultural, livestock and fishing resources, and the food and agriculture industry	http://www.magrama.gob.es (available in Spanish, English, Catalan, Basque and Galician)

Source: Graph by these authors.



2.1.1.7. Autonomous Regions

The Spanish Constitution recognises the authority of the Autonomous Regions in regard to various R&D and innovation policies. For example, they are responsible for financing and managing public universities and hospitals, two key factors for generation knowledge in Spain. Similarly, the majority of Autonomous Regions have their own R&D&I and innovation policy, including specific plans and calls for proposals. The STI Act includes mechanisms to coordinate regional and national actions in this area.

Table 4. Information points in the Autonomous Regions and Autonomous Spanish cities.

INFORMATION POINTS IN THE AUTONOMOUS REGIONS	
Andalucía	http://www.juntadeandalucia.es http://www.juntadeandalucia.es/economiainnovacionyciencia/aac
Aragón	http://www.aragon.es
Canarias	http://www.gobiernodecanarias.org http://www.itccanarias.org
Cantabria	http://www.cantabria.es
Castilla y León	http://www.jcyl.es
Castilla-La Mancha	http://www.castillalamancha.es http://www.educa.jccm.es
Cataluña	http://www.gencat.cat http://agaur.gencat.cat/ca/inici
Comunidad de Madrid	http://www.madrid.org http://www.madrimasd.org
Comunidad Foral de Navarra	http://www.navarra.es
Comunidad Valenciana	http://www.edu.gva.es http://www.indi.gva.es
Extremadura	http://www.gobex.es http://www.fundecyt.es
Galicia	http://www.xunta.es http://gain.xunta.es
Islas Baleares	http://www.caib.es
La Rioja	http://www.larioja.org
País Vasco	http://www.ejgv.euskadi.net http://www.ikerbasque.net http://www.sciencecareers.eu http://www.spri.eus/euskadinnova/es/portada-euskadiinnova/index.aspx
Principado de Asturias	http://www.asturias.es http://www.ficyt.es
Región de Murcia	http://www.carm.es http://fseneca.es http://www.plandeciencia.com
Ciudad Autónoma de Ceuta	http://www.gobiernodeceuta.es
Ciudad Autónoma de Melilla	http://www.melilla.es/melillaPortal/index.jsp

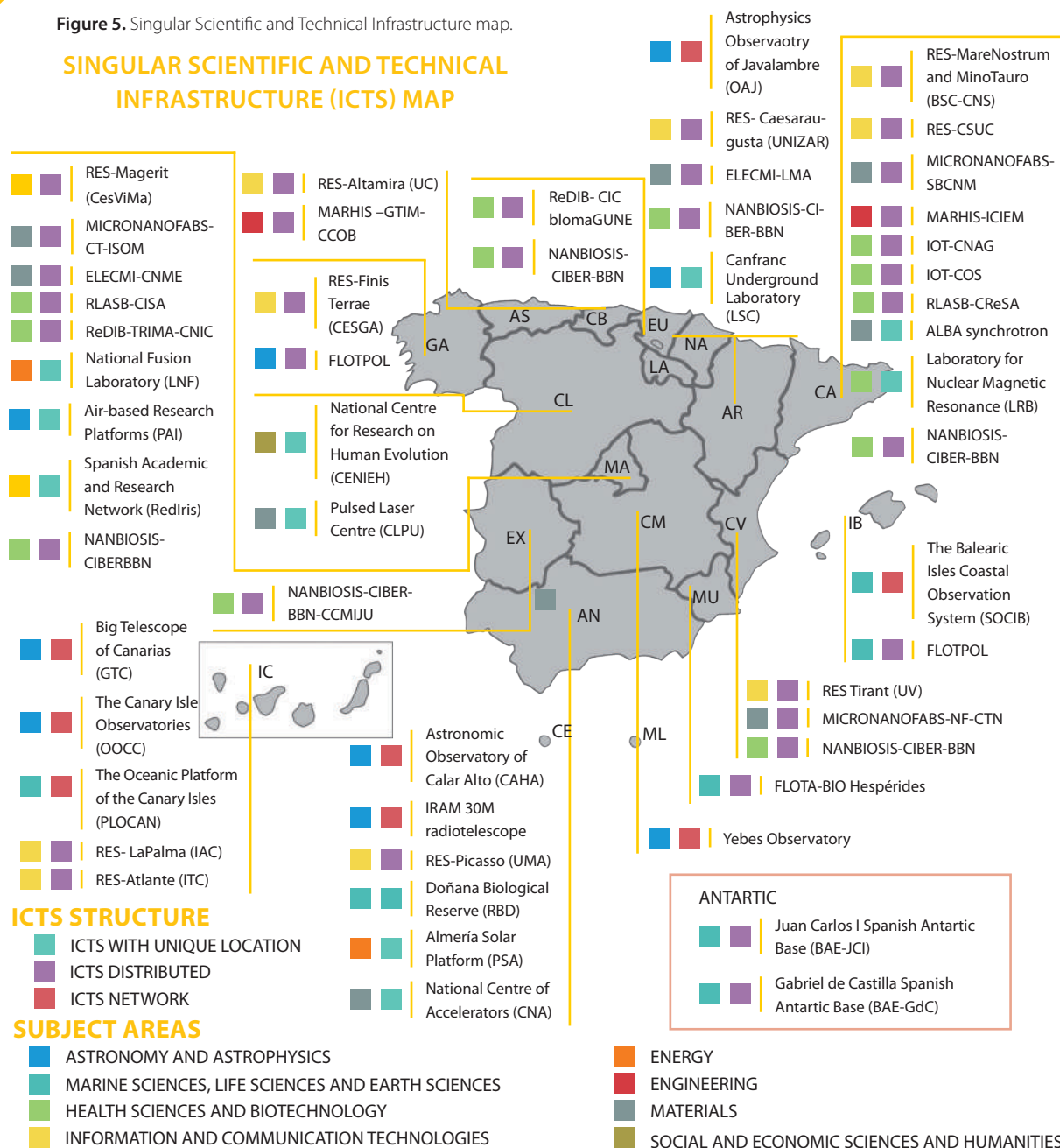
Source: Graph by these authors.

2.1.1.8. Singular scientific and technical infrastructures

In Spain there are more than fifty major institutions which receive the name of singular scientific and technical infrastructures (ICTS). These infrastructures are dedicated to avant-garde science and require international collaboration. They are unique in their kind and their maintenance requires very high investment, both in infrastructures and in specialised personnel. The ICTS provide tools to the service of the scientific and industrial community, and therefore have a "protocol of access" to regulate their use by scientific and external personnel.

Further information can be found on the web page of the Secretary of State for Research, Development and Innovation (<http://www.idi.mineco.gob.es>), together with a full list of ICTS. The following figure gives a map of the ICTS.

Figure 5. Singular Scientific and Technical Infrastructure map.



Source: http://www.idi.mineco.gob.es/stfls/MICINN/Innovacion/FICHEROS/ICTS_esp.pdf.

2.1.1.9. Large international scientific facilities

The Spanish Strategy on Science and Technology and on Innovation 2013-2020 and the State Plan for Scientific and Technical Research and for Innovation 2013-2020 identify participation in the construction and use of Large International Scientific Facilities and in their associated International Bodies as a key action line. These facilities offer the most advanced resources, indispensable for boosting the quality of our research results and international technological development, as well as improving the competitiveness of our companies and their external projection. At present, Spain is participating in the following large facilities and international scientific and technological infrastructures:

- CECAM: Centre Européen de Calcul Atomique et Moléculaire
- CERN: European Organization for Nuclear Research
- EFI: European Forest Institute
- EGI: European Grid Initiative (e-ciencia)
- EMBC: European Molecular Biology Conference
- EMBL: European Molecular Biology Laboratory
- EMBO: European Molecular Biology Organization
- ESO: European Organisation for Astronomical Research in the Southern Hemisphere
- ESRF: European Synchrotron Radiation Facility
- European XFEL: European X-ray Free-Electron Laser
- GBIF: Global Biodiversity Information Facility
- GÉANT (e-ciencia)
- IBERGRID: Iberian Grid Infrastructure Conference (e-ciencia)
- ILL: Institut Laue-Langevin
- INL: International Iberian Nanotechnology Laboratory
- ITER: International Thermonuclear Experimental Reactor
- JET: Joint European Torus
- PRACE: Partnership for Advanced Computing in Europe

2.1.2. Indicators

FECYT supports the Secretary of State for Research, Development and Innovation in the monitoring and measurement of indicators through the Spanish R&D&I Observatory (ICONO).

ICONO prepares an *Annual Report on Indicators of the Spanish Science, Technology and Innovation System* detailing the System's economic and human resources and the results of Spain's scientific research, development and innovation activities.

From the 2016 edition it emerged that the cost of R&D to the Spanish Government amounted to 1.23% of GDP in 2014. In terms of the cost by financing sector, state administrations assumed 45.5% of the cost of R&D&I, companies 46.4%, foreign investment 7.4% and private, not-for-profit institutions 0.7%.

In the distribution by Autonomous Regions, the Basque Country (2.03%), the region of Navarra (1.75%), the Community of Madrid (1.68%) and Catalonia (1.47%) were the communities which, in 2014, had a level of expenditure on R&D&I in relation to the GDP above the national average.

In 2014, personnel employed in R&D&I, on a full-time equivalent (EJC), amounted to 200,233, 11.5% of the total of the working population and, within this group, 122,235 people, on a full-time equivalent, were researchers. By Autonomous Regions, the Community of Madrid (23.2%), Catalonia (21.9%) and Andalusia (11.8%) together made up more than 50% of the total number of people employed in R&D&I.

In 2014, scientific production in Spain was ranked in tenth position in the global ranking, at 3.19%.

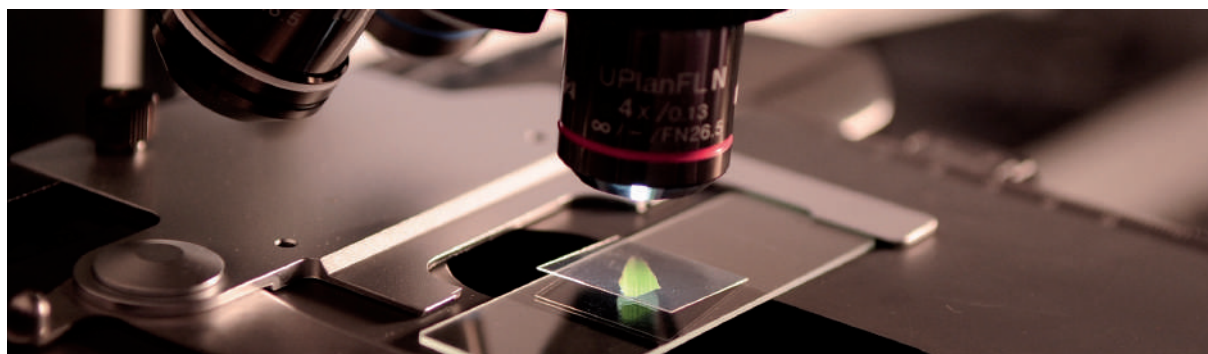
From the point of view of excellence, in 2014, the most relevant areas were energy, veterinary sciences and chemical engineering, whereas Catalonia, Madrid and Andalusia were the communities with the highest number of publications out of the national total. Also, the United States, the United Kingdom and France were the countries with whom Spain most collaborated on scientific production during the five-year period from 2010-2014.

As regards the figures for innovation in 2014, there were 18,511 technological innovation businesses and expenditure on innovation amounted to 12,960 million Euros. Innovative companies undertaking R&D&I activities represented 5.5% of the total business network in Spain.

The Autonomous regions with the highest number of businesses who carry out innovative activities (understood as those who have introduced technologically new or improved products to the market or technologically new or improved processes in their goods production methods or the provision of services in the last three years) are Catalonia (3801), the Community of Madrid (2809), the Community of Valencia (1780), Andalusia (1715) and the Basque Country (1656), whereas expenditure on innovation is concentrated in the Community of Madrid, Catalonia, the Basque Country and Andalusia.

In 2015, a total of 2760 applications for patents were received from residents in Spain. 2274 were accepted in that same year.

Lastly, the Spanish return from the 8th EU Framework Programme for the period 2014-2020 (Horizon 2020) in 2015 amounted to 9.8%. Businesses, with a figure of 44.5%, and universities with 15.7%, were the institutions which obtained most funding, and Catalonia (25.7%), the Community of Madrid (24%) and the Basque Country (21.7%) were the communities who accumulated the greatest portion of funding.



2.2. Recruitment opportunities for research professionals in Spain

The opportunities for recruitment for those individuals wishing to work as researchers in Spain are multiple. Some of the more relevant at national and European level are described below. In addition, figure 6 gives an overview of the principal recruitment opportunities existing in Spain for the different stages of the research career, which also include opportunities at regional level and those from the private sector.

Table 5. European and national recruitment opportunities in Spain for the different stages of the research career.

EUROPEAN OPPORTUNITIES	
Erasmus+	<p>Erasmus+ is the EU programme for the areas of education, training, youth and sport for 2014-2020 which supports the actions, cooperation and coherent tools with the objectives of the Europe Strategy 2020 and its emblematic initiatives. Erasmus+ includes the programmes existing in the Lifelong Learning Programme, the international higher education programmes, such as Erasmus Mundus, Tempus, ALFA III, Edulink and bilateral programmes, in addition to the Youth in Action programme.</p> <p>Its objective is to improve the European system of higher education through student and academic staff exchanges between Europe and the rest of the world. The objectives include the recognition and validation of individual competences together with equity, inclusion or multilingualism.</p> <p>The programme is directed at active individuals in the areas of education, training and the young (students, students on internships, apprentices, pupils, adults, young people, volunteers, university lecturers or other levels, trainers, people working in the field of youth and professionals from the organisations).</p> <p>On the whole, the individuals taking part in Erasmus+ projects must be settled in a country on the programme. However, some actions, mainly those developed in the areas of higher education and youth are also open to participants from associated countries. The specific conditions for participation on an Erasmus+ project depend on the type of action.</p> <p>The projects in the area of higher education are mainly directed at students in higher education —short cycle (higher education training cycles), first, second or third cycle—, at university and higher education teaching staff, at personnel from the higher education institutions, trainers and professionals from business.</p> <p>In the projects from the professional training sector, the main recipients are apprentices and students, professionals and trainers, staff from initial professional training institutions, trainers and professionals from business.</p> <p>For further information, please send an <i>e-mail</i> to sepie@sepie.es or refer to the webpage of the programme, available at: http://ec.europa.eu/programmes/erasmus-plus.</p>

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EUROPEAN OPPORTUNITIES	
Marie Skłodowska-Curie Actions (MSCA)	<p>The MSCA are a European Commission funding programme aimed at funding training in research and the development of a career based on innovative skills. The programme funds international and intersectoral mobility based on excellence in any area of knowledge (with a bottom-up approach). The basic objective of the MSCA is to provide researchers with new competences and to offer attractive working conditions. Another of the objectives is to break down barriers between academic institutions and other sectors, in particular, industry.</p> <p>Research personnel from anywhere in the world may apply for an MSCA to carry out research in Europe, provided they meet the requirements for professional experience and mobility of the programme.</p> <p>Currently there are four types of MSCA:</p> <p>Innovative training networks (ITN): aim to form a new generation of young creative, entrepreneur and innovative researchers.</p> <p>Individual Fellowships (IF): designed to offer support to the experienced researcher who is in the mobility process within the academic world, with the option to be able to work outside this.</p> <p>Research and innovation staff exchange (RISE): aims to support international and intersectoral collaboration by means of exchanges of research personnel and innovation.</p> <p>Co-funding of regional, national and international programmes (COFUND): aims to encourage regional, national and international researcher recruitment programmes to support excellence in training, the development of a career and mobility. This programme is subdivided in turn into two programmes:</p> <ul style="list-style-type: none"> • Cofunding of doctorate programmes (for young researchers). • Cofunding of fellowship programmes for researchers with experience. <p>General information is available on the MSCA web page at: http://ec.europa.eu/research/mariecurieactions.</p> <p>To find open Calls, please see the Participant's Portal at (in English) http://ec.europa.eu/research/participants/portal/desktop/en/home.html.</p> <p>Further information is available at the MSCA National Contact Point in Spain at: http://www.eshorizonte2020.es/que-es-horizonte-2020/horizonte-2020-en-espana/puntos-nacionales-de-contacto.</p>
European Research Council (ERC)	<p>The ERC is an organisation which funds avant-garde research and aims to stimulate excellence in Europe by funding the best and most creative researchers (of any age). To apply for an ERC project, it is necessary that the research being conducted with this grant is carried out in a Member State or associated country. ERC grants are increasingly becoming a recognition of scientific excellence.</p> <p>Research projects awarded by the ERC may last five years and cover avant-garde research in any scientific discipline, including social sciences, humanities and interdisciplinary research. In addition there are programmes for emerging leaders (ERC Starting Grants and ERC Consolidator Grants) and for established research personnel of recognised prestige (ERC Advanced Grants).</p> <p>General information is available on the ERC web page at: http://erc.europa.eu.</p> <p>Further information is available at the ERC National Contact Point in Spain at: http://www.eshorizonte2020.es/que-es-horizonte-2020/horizonte-2020-en-espana/puntos-nacionales-de-contacto.</p>

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NATIONAL OPPORTUNITIES	
Ramón y Cajal Contracts	<p>These contracts are for five years and are directed at research personnel who have obtained their PhD within the dates indicated in each annual Call.</p> <p>The objective of these contracts is to promote the incorporation of national and foreign researchers with outstanding careers as well as their stabilisation in the Spanish System of Science, Technology and Innovation.</p> <p>For further information, you can send an e-mail to the following address: ramonycajal@mineco.es.</p>
Juan de la Cierva-Incorporación	<p>These contracts are for two years and are directed at research personnel who have obtained their PhD within the dates indicated in each annual Call.</p> <p>The subsidy is directed at young PhDs who have completed their postdoctoral education and who, in turn, have demonstrated a capacity for scientific leadership. The host institutions may be universities, public research centres, etc.</p> <p>For further information, you can send an e-mail to the following address: cierva.incorporacion@mineco.es.</p>
Juan de la Cierva-Formación	<p>These contracts are for two years and are directed at research personnel who have obtained their PhD within the dates indicated in each annual Call.</p> <p>The subsidy is aimed at new research personnel who wish to obtain a postdoctoral training at a university or research centre other than the one at which they obtained their PhD.</p> <p>For further information, you can send an e-mail to the following address: cierva.formacion@mineco.es.</p>
Industrial doctorates	<p>These grants last up to four years and cofund the contracts for predoctoral research personnel whose objective is to develop their PhD in the industrial sector (industrial research or experimental development project) At the time of signing the contract they must have been accepted on a PhD programme.</p> <p>The objective of this contract is to promote the employability of young researchers in industry.</p> <p>For further information, you can send an e-mail to the following address: predoctoral@mineco.es.</p>
Predoctoral contracts for PhD training	<p>These contracts are for four years and are aimed at graduates or individuals enrolled on a PhD programme at the time of signing the contract.</p> <p>The objective is to train predoctoral researchers at universities, research centres, etc., in any discipline.</p> <p>For further information, you can send an e-mail to the following address: predoctoral@mineco.es.</p>
Predoctoral training contracts for university teachers (FPU)	<p>Lasting four years, these contracts are directed at graduates accepted or enrolled on a PhD programme or enrolled on a programme entitling them to access to a PhD.</p> <p>The purpose of this programme is to promote the training of predoctoral personnel on high quality PhD programmes to encourage their incorporation in the research and higher education system.</p> <p>For further information, you can send an e-mail to the following address: solicitantes.fpu@mecd.es.</p>

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NATIONAL OPPORTUNITIES	
Contracts for R&D&I technical support staff	<p>These contracts are for three years and are directed at university graduates (graduates, engineers, architects, diploma student, HND 3-year engineer's or architect's degree) and graduates from the vocational training programme (vocational training diplomas). The purpose is to improve the performance and efficiency of the equipment, the installations and other R&D&I infrastructures of public research bodies (OPI); public universities; other public R&D&I centres; public non-profit and private health entities conducting research; public non-profit and private entities carrying out R&D&I activities; technology centres and centres of support to technological innovation at national level.</p> <p>For further information, you can send an e-mail to the following address: tecnicos.apoyo@mineco.es.</p>
Torres Quevedo Contracts (PTQ)	<p>Lasting three years, these contracts are aimed at PhDs wishing to work in business (including technology-based companies and young innovative businesses) national technology centres, centres of support to technological innovation, and business associations or scientific and technological parks, with the aim of developing preliminary projects in industrial research, experimental development or feasibility studies.</p> <p>For further information, you can send an e-mail to the following address: torresquevedo@mineco.es.</p>

Source: Graph by these authors.

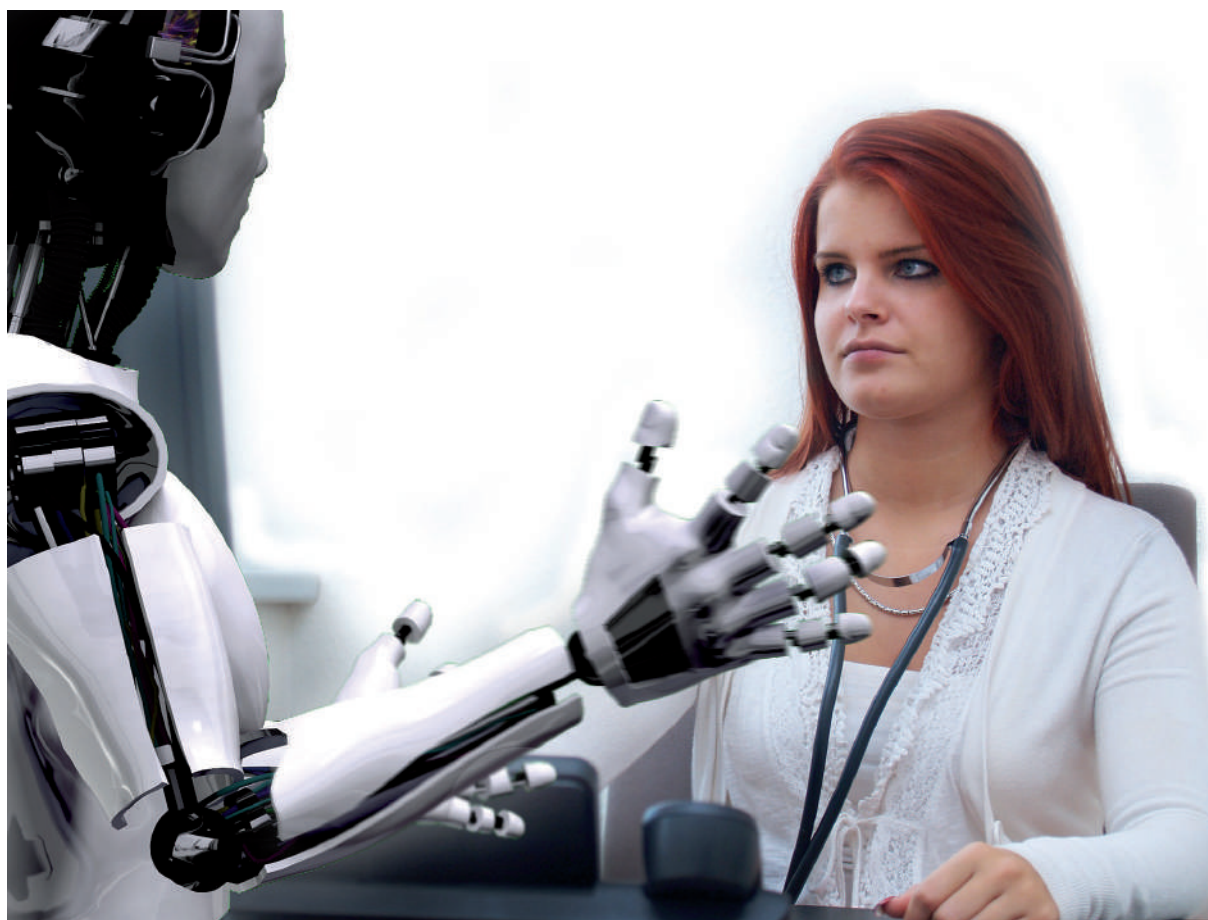
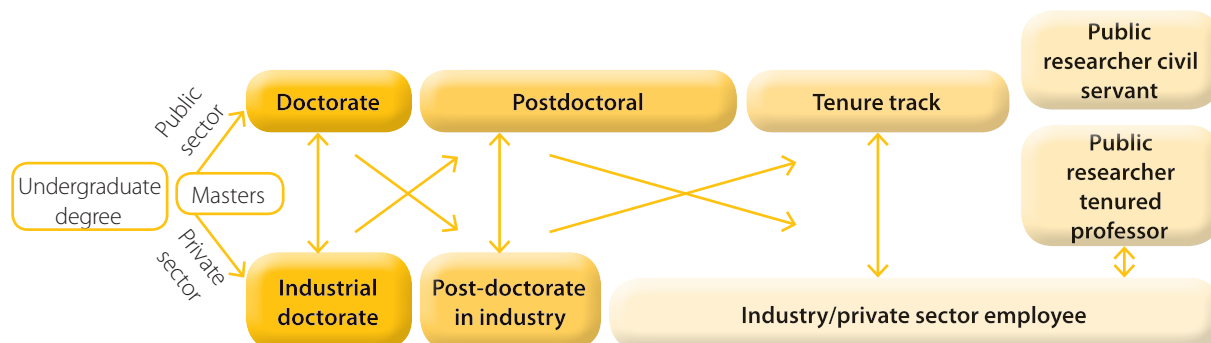


Figure 6. Map of the main recruitment opportunities on each stage of the researcher career in Spain.

The researcher career path in Spain at a glance.





Explore the funding opportunities on each stage of the researcher career in Spain.



		4 years	5 years		8 years		Consolidation
Funding opportunities for the public sector	European opportunities	MSCA	MSCA	MSCA	ERC Starting Grants		ERC Grants
	Spanish opportunities	Formación de doctores	Juan de la Cierva Formación		Ramón y Cajal	Programa I3	Contratos de investigador distinguido
		FPU		Juan de la Cierva Incorporación	Proyectos para jóvenes investigadores sin vinculación		
		Contratos PFIS	Contratos Sara Borrell		Contratos Miguel Servet tipo I	Contratos Miguel Servet tipo II	
		FPI-INIA	DOC INIA				
		Becas Talentia	Talentia Postdoc				
			Talent Hub				
	Andalucía						
	Aragón	Contratación de personal investigador predoctoral en formación				ARAID	
	Asturias	Programa Severo Ochoa (FICYT)		Programa Clarín-COFUND (B)			
	Islas Baleares	Ajuts per a la formació	Margalida Comas	Vicenç Mut			
	Canarias	Programa predoctoral de formación del personal investigador					
	Cantabria	Programa de Personal Investigador en Formación Predoctoral (Universidad de Cantabria)					
	C. y León	Ayudas para financiar la contratación predoctoral de personal investigador (JCyL)					
	Cataluña	FI-2016 (AGAUR)	Beatriu de Pinós (AGAUR)				ICREA Senior
							Serra Hünter

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		4 years	5 years		8 years	Consolidation	
Funding opportunities for the public sector	Regional opportunities*	Extremadura	Contratos predoctorales para la formación de doctores		Ayudas para la especialización posdoctoral		
		Galicia	Ayudas de apoyo a la etapa predoctoral (GAIN)	Ayudas de apoyo a la etapa posdoctoral (GAIN) (A)	Ayudas de apoyo a la etapa posdoctoral (GAIN) (B)	Oportunius (ERC SG)	Oportunius (ERC CG/AG)
		La Rioja	Contratos predoctorales FPI (UR)				
		Com. de Madrid		Contratación de jóvenes doctores		Contratación de doctores con experiencia	
		Reg. de Murcia	Renovación de los contratos predoctorales de formación del personal investigador	Becas de formación posdoctoral (Fundación Séneca)	Saavedra-Fajardo		
		País Vasco	Programa Predoctoral, de Formación de Personal Investigador No Doctor	Programa Posdoctoral de Perfeccionamiento de Personal Investigador Doctor		Research Fellow (Ikerbasque)	Research Professor (Ikerbasque)
		Com. Valenciana	ACIF (VALi+D)	APOSTD (VALi+D)			
	Santiago Grisolia				ACOND (VALi+D)		
	Higher education and research centres		Different contract opportunities specific of each University and Research Performing Organisation leading to consolidation				Investigador funcionario / tenure track
	Private funding opportunities						
			INPhINIT	Ayudas a investigadores en oncología			
							
			Ayudas predoctorales	Banco Santander – María de Maeztu			
Funding opportunities for the public sector	European opportunities	MSCA	MSCA		ERC Starting Grants	ERC Grants	
	Spanish government opportunities	Doctorado industrial					
			Torres Quevedo				

Source: Graph by these authors.

Note: open calls for proposals during 2014-2016. The size of the box for each opportunity is proportional to its length.

* Only Regional Communities with calls in 2014-2016 are shown.

Table 6. Detailed information about funding opportunities on each stage of the researcher career in Spain.

EUROPEAN OPPORTUNITIES		
MSCA (Marie Skłodowska-Curie) actions	INT: Innovative Training Networks	http://bit.ly/H2020-MSCA http://bit.ly/ES-H2020-MSCA (Spanish)
	IF: Individual Fellowships	
	RISE: Research & Innovation Staff Exchange	
	COFUND: Co-Funding of Regional, National & International Programmes	
ERC (European Research Council)	ERC Starting Grants (ERC SG)	https://erc.europa.eu http://bit.ly/ES-H2020-ERC (Spanish)
	ERC Consolidator Grants (ERC CG)	
	ERC Advanced Grants (ERC AG)	
SPANISH GOVERNMENT OPPORTUNITIES		
State Secretariat for Research, Development and Innovation (SEIDI)	Formación de doctores: ayudas para contratos predoctorales para la formación de doctores 2016	http://bit.ly/predocMEIC2016
	Doctorado industrial: ayudas para contratos para la formación de investigadores en empresas 2016	http://bit.ly/DoctorIndustrial-2016
	Juan de la Cierva-Formación: ayudas para contratos Juan de la Cierva-Formación 2015	http://bit.ly/JCform-2015
	Juan de la Cierva-Incorporación: ayudas para contratos Juan de la Cierva-Incorporación 2015	http://bit.ly/JCinc-2015
	Torres Quevedo: ayudas para contratos Torres Quevedo (PTQ) 2015	http://bit.ly/PTQ-2015
	Proyectos para jóvenes investigadores sin vinculación: proyectos de I+D+I para jóvenes investigadores sin vinculación o con vinculación temporal 2015	http://bit.ly/JIS2015
	Ramón y Cajal: ayudas para contratos Ramón y Cajal (RYC) 2015	http://bit.ly/RyC-2015
	Programa I3: ayudas para incentivar la incorporación estable de doctores (IED) 2016	http://bit.ly/IED-2016
	Contrato de investigador distinguido: investigador distinguido de OPI 2014	http://bit.ly/ID_2014
SEIDI-Institute of Health Carlos III	Contratos PFIS: contratos predoctorales de formación en investigación en salud	http://bit.ly/ISCIII-ayudas
	Contratos Sara Borrell	
	Contratos Miguel Servet tipo I	
	Contratos Miguel Servet tipo II	

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SPANISH GOVERNMENT OPPORTUNITIES		
SEIDI-The National Institute for Agricultural Research and Experimentation	FPI-INIA: formación del personal investigador en agroalimentación en los centros INIA 2015	http://bit.ly/FPI-INIA-2015
	DOC-INIA: contratación de investigadores con grado de doctor en los centros INIA 2015	http://bit.ly/DOC-INIA-2015
Ministry of Education, Culture and Sports	FPU: ayudas para la formación de profesorado universitario	http://bit.ly/FPU_2015

The "Annual Work Programme" published yearly by the Ministry of Economy, Industry and Competitiveness, compiles all the funding opportunities of the Spanish Government. The 2016 programme can be found at: <http://bit.ly/SEIDI-Plan-IDI-2016>.

SPANISH REGIONAL OPPORTUNITIES		
Andalucía	Becas Talentia 2014	http://bit.ly/Talentia-Becas-2014
	Talentia Postdoc 2014	http://bit.ly/Talentia-Postdoc-2014
	Andalucía Talent Hub 2015	http://bit.ly/TalentHub-2015
Aragón	Contratación de personal investigador predoctoral en formación 2016-2020	http://bit.ly/AraPreDoc-2014
	ARAID: convocatoria internacional para la contratación de investigadores 2015	http://bit.ly/ARAID-2015-es http://bit.ly/ARAID-2015 (English)
Principado de Asturias	Programa Severo Ochoa (FICYT): Programa Severo Ochoa de ayudas predoctorales para la formación en investigación y docencia del Principado de Asturias 2014	http://bit.ly/FICYT-Predoc-2014
	Programa Clarín-COFUND (B): Programa Clarín-COFUND para ayudas posdoctorales del Principado de Asturias, modalidad B, 2014	http://bit.ly/Clarín-B-2014
Islas Baleares	Ajuts per a la formació: ayudas para la formación de personal investigador del Govern de les Illes Balears (antiguas becas FPI CAIB) 2016	http://bit.ly/FPI-CAIB-2016 (Catalan)
	Programa Margalida Comas para jóvenes investigadores 2016	http://bit.ly/CAIB-Postdoc-2016 (Catalan)
	Programa Vicenç Mut para investigadores con experiencia 2016	
Canarias	Ayudas del Programa predoctoral de formación del personal investigador para la realización de tesis doctorales	http://bit.ly/CanariasPredoc-2015

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SPANISH REGIONAL OPPORTUNITIES		
Cantabria	Programa de Personal Investigador en Formación Predoctoral de la Universidad de Cantabria y la Consejería de Educación del Gobierno de Cantabria 2015	http://www.injuve.es/convocatorias/becas/ayudas-personal-investigador-en-formacion-predocctoral-universidad-cantabria
Castilla y León	Ayudas para financiar la contratación predoctoral de personal investigador (JCyL) 2015	http://bit.ly/EducaCYL-2015
Cataluña	FI-2017 (AGAUR): ayudas para la contratación de personal investigador novel	http://bit.ly/AGAUR-FI-2016 http://bit.ly/AGAUR-FI-2016-en (English)
	Programa Beatriu de Pinós (AGAUR): becas y ayudas posdoctorales en el marco del programa Beatriu de Pinós	http://bit.ly/BP-DGR-B-2014 http://bit.ly/BP-DGR-2014-en (English)
	Convocatoria ICREA Senior	https://www.icrea.cat/es/convocatorias
	Plan Serra Húnter	http://serrahunter.gencat.cat/es/inici/index.html
Extremadura	Contratos predoctorales para formación de doctores 2016	http://bit.ly/Ext-Predoc-2016
	Ayudas para la especialización posdoctoral de investigadores 2014	http://bit.ly/Ext-Postdoc-2014
Galicia	Ayudas de apoyo a la etapa predoctoral (GAIN) 2016	http://bit.ly/GAIN-Pre-2016
	Ayudas de apoyo a la etapa posdoctoral (GAIN) (A y B) 2016	http://bit.ly/GAIN-Pos-2016
	Oportunius (ERC SG)	http://bit.ly/Oportunius
	Oportunius (ERC CG/AG)	
La Rioja	Contratos predoctorales FPI (UR): contratos predoctorales para la formación de personal investigador financiados por la Comunidad Autónoma de La Rioja 2014	http://bit.ly/Rioja-PREDOC-2014
Com. de Madrid	Contratación de jóvenes doctores: ayudas destinadas a la atracción de talento investigador para su incorporación a grupos de investigación de la Comunidad de Madrid, modalidad 2, 2016	http://bit.ly/MimasD-Talento-2016
	Contratación de doctores con experiencia: ayudas destinadas a la atracción de talento investigador para su incorporación a grupos de investigación de la Comunidad de Madrid, modalidad 1, 2016	

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SPANISH REGIONAL OPPORTUNITIES		
Reg. de Murcia	Renovación de los contratos predoctorales de formación del personal investigador (Fundación Séneca) 2015	http://bit.ly/Seneca-PREDOC-2015
	Becas de formación posdoctoral (Fundación Séneca) 2015	http://bit.ly/Seneca-POSTDOC-2015
	Contratos Saavedra-Fajardo para la reincorporación de doctores en centros de investigación de la Región de Murcia 2016	http://bit.ly/SaavedraFajardo-2016
País Vasco	Programa Predoctoral de Formación de Personal Investigador No Doctor: ayudas nuevas y renovaciones para el curso 2016-2017	http://bit.ly/PREDOC-Berri-2016
	Posdoctoral de Perfeccionamiento de Personal Investigador Doctor: ayudas nuevas y renovaciones para el curso 2016-2017	http://bit.ly/POSDOC-Berri-2016
	Research Fellow 2016 (Ikerbasque)	http://bit.ly/IKERBASQUE-ResFel-2016 (English)
	Research Professor 2016 (Ikerbasque)	http://bit.ly/IKERBASQUE-ResProf-2016 (English)
Com. Valenciana	ACIF (VALi+D): ayudas para la contratación de personal investigador en formación de carácter predoctoral 2016	http://bit.ly/ACIF-2016
	Santiago Grisolia: ayudas del programa Santiago Grisolia 2016	http://bit.ly/GRISOLIA-2015
	APOSTD (VALi+D): ayudas para la contratación de personal de investigación en formación en fase posdoctoral 2016	http://bit.ly/APOSTD-2016
	ACOND (VALi+D): ayudas para apoyar la contratación de personal investigador doctor del subprograma nacional Ramón y Cajal, por parte de centros de investigación 2016	http://bit.ly/ACOND-2016
PRIVATE FUNDING OPPORTUNITIES		
	INPhINIT ("la Caixa" Fellowship Programme): programa de becas de doctorado promovido por la Obra Social "La Caixa"	http://www.inphinitlacaixa.org
	INVES 2016: ayudas a la investigación 2016 para predoctorales	http://bit.ly/INVES-2016
	Ayudas a investigadores en oncología 2016	http://bit.ly/AIO-2016
<p>FECYT has published a report compiling all grants and fellowships of training, research and innovation, which are funded by the Council of Foundations for Science. Check the report on:</p> <p>http://www.fecyt.es/es/publicacion/catalogo-de-ayudas-del-consejo-de-fundaciones-por-la-ciencia-para-formacion.</p>		

Source: table by these authors.

2.3. Recognition of foreign qualifications for academic and professional purposes

Recognition of a **higher education qualification obtained abroad makes it officially valid in Spain**, which means it has the same academic and professional worth, once the corresponding recognition credential has been issued, as the Spanish degree or level it is equivalent to.

In addition, the declaration of equivalence of a qualification with the degree and official academic level implies acceptance that the training undertaken to obtain the foreign qualification is equivalent to that required to obtain a Spanish academic qualification (degree, masters or doctorate), and to the qualifications corresponding to a certain area or field. The recognition of a qualification has academic and professional worth, whereas equivalence only has academic worth and does not include professional worth.

Researchers can only request recognition or equivalence of official higher education degrees or equivalent qualifications issued by the competent authority in accordance with the legislation of the country under whose education system the studies were completed.

In the case of recognition, as this has professional worth, in addition to certifying that the training undertaken to obtain the foreign qualification is equivalent to that required in Spain to obtain the qualification required in order to pursue the corresponding regulated profession, it is necessary to certify linguistic competence (level B2 of the MECR), and that any possible additional requirement in order to pursue the corresponding regulated profession in the country of origin is met.

2.3.1. Why apply for recognition, equivalence or validation of foreign university qualifications?

If the **qualification obtained in the country of origin is required** to have the same academic and professional worth as the Spanish qualification, you should apply for an **equivalent recognition** to the current official Spanish university qualifications of degree or Masters which provide access to a regulated profession in Spain. In this case, it is also important to bear in mind the bilateral agreements that Spain has with certain countries.

If you only require the **recognition of the qualification exclusively for professional reasons** in order **to pursue a specific profession** and, at the same time, the nationality requirements of the applicant and the qualification have been met, you should apply for a **professional recognition which leads to the authorisation to pursue a specific profession in Spain**. With regard to this point, please refer to the European legislation ([Directive 2013/55/EU](#) of the European Parliament and the Council which amends [Directive 2005/36/EC](#)) on regulated professions⁵.

⁵ A "regulated profession" is the professional activity or set of activities, the access, practise or practising modes of which are directly or indirectly subject to certain professional qualifications that lead to the authorisation to practise a specific profession in Spain. The list of regulated professions in Spain, pursuant to the applicable European legislation can be found at: <http://ec.europa.eu/growth/tools-databases/regprof/index.cfm?action=regprofs>. This website is only available in English, French and German.

If researchers require professional recognition of a speciality in Health Sciences obtained in a non-EU country, they must have previously validated the qualification that gained them access to that speciality.

Finally, students seeking official recognition of studies completed abroad should apply for **partial validation of foreign studies** to the university at which they are interested in studying.

Validation is the **official recognition of the academic validity of university studies completed abroad** (whether or not they led to a degree) as regards partial Spanish university studies.

Validation allows students to continue their studies within the Spanish education system, which may culminate, when appropriate, in obtaining the corresponding Spanish university degree.

Nevertheless, it is important to note that it is not necessary to have foreign qualifications recognised, validated or to obtain their equivalence for access to Masters or PhD studies in Spain, as confirmation by the corresponding Spanish university that the level of training is similar to that required in Spain is sufficient for access to postgraduate studies.

2.3.2. What is the procedure for the recognition or equivalence of a foreign university qualification?

RECOGNITION OR EQUIVALENCE

These procedures can be used to apply for the recognition or equivalence of higher education qualifications awarded by foreign institutions to official Spanish university qualifications⁶ at degree or Masters level which permit regulated professions to be pursued in Spain in the same conditions as the holders of Spanish qualifications issued for this effect⁷. The equivalence of higher education qualifications awarded by foreign institutions to an official university academic level may also be requested, indicating the area and field in which the different official qualifications of Spanish university studies are grouped⁸.

⁶ To consult the requirements for the recognition of qualifications linked to regulated professions, please see: <http://www.mecd.gob.es/servicios-al-ciudadano-mecd/catalogo/educacion/gestion-titulos/estudios-universitarios/titulos-extranjeros.html>.

⁷ See annex I of Royal Decree 967/2014, of 21 November, establishing the requirements and procedure for the recognition and statement of equivalence to official university academic level and qualification and for the certification of foreign higher education studies, and the procedure for establishing the equivalence at the levels of the Spanish framework of higher education qualifications in architecture, engineering, graduate, HND 3-year degree in architecture or engineering and diploma holder.

⁸ See annex II of Royal Decree 967/2014, of 21 November.

For further information on the procedures for recognition and equivalence, and to review practical cases, please see the Guidelines to the procedures for recognition and equivalence regulated by Royal Decree 967/2014, drafted by the Ministry of Education, Culture and Sport⁹.

Procedure: what documents are required and where should they be submitted?

The interested party sets the procedure in motion by completing the application form and submitting it **together with the following documentation** (do not hand over original documents):

- **Certified** copy¹⁰ of the document that proves the identity and nationality of the applicant.
- **Certified** copy of the degree the applicant seeks to validate or the corresponding certificate of issue.
- **Certified copy of the academic certification** of the studies completed by the applicant to obtain the degree and which includes the official duration of the course in academic years, the course curriculum, subjects and number of hours devoted to each, among other information¹¹.
- **Proof of payment of the tax.**
- **In the event of recognition applications, accreditation of the linguistic competence** necessary to pursue the corresponding regulated profession in Spain.

Documents issued abroad must fulfil the following requirements:

- They must be **official documents that have been issued by the authorities responsible for doing so** in accordance with the legislation of the country in question.
- Before being submitted, documents must be **authenticated either by the applicant's embassy** or, when applicable, by the Hague Convention Apostille. This will not be required for documents issued by authorities in European Union Member States, countries that have signed the European Economic Area Agreement or Switzerland.
- Documents must be accompanied by an **official translation** into Spanish¹².

⁹ See the online document available at: <http://www.mecd.gob.es/servicios-al-ciudadano-mecd/dms/mecd/servicios-al-ciudadano-mecd/catalogo/general/educacion/050580/ficha/050580/Guia-RD-967-2014.pdf>.

¹⁰ In the case of Spanish citizens or foreigners resident in Spain, the authorisation of the applicant for the confirmation and recognition of their details is sufficient (Royal Decree 522/2006, of 28 April).

¹¹ Unless expressly requested by the processing unit, it is not necessary to provide the training programmes for the foreign higher education qualifications to be certified as equivalent to the official Spanish university degree providing access to the regulated profession of Doctor in Spain if the applicant obtained their qualification at any of the universities included in the following document: <http://www.mecd.gob.es/servicios-al-ciudadano-mecd/dms/mecd/servicios-al-ciudadano-mecd/catalogo/general/educacion/050580/ficha/050580/Anexo-no-programas/Anexo%20no%20programas.pdf> (available in Spanish).

¹² The official translation can be done by a sworn translator (duly authorised or registered in Spain), by any Spanish embassy or consular office abroad, by any embassy or consular office in Spain of the country the applicant is a national of, or when applicable, where the document comes from, in accordance with the 16th additional provision to the Law 2/2014, of 25th March, on the National Foreign Action and Service. As far as possible, when the original document is written in a different alphabet, it is recommended that the translation includes the title of the qualification in the original language transcribed into the Roman alphabet, instead of a translation of that title.

The application form can be submitted and printed in two ways:

- In the section "Procedures and Services"¹³ of the online site of the Ministry of Education, Culture and Sport.
- By downloading the corresponding form from the web page of the Ministry of Education, Culture and Sport.

All the above may be submitted at any of the following official registries¹⁴:

- At the registry offices of any administrative body belonging to the AGE, to the administrations of the Autonomous Regions, to the entities forming the local Administration or to the institutional public sector.
- At post offices, as established by law.
- At Spanish embassies and consular offices abroad.
- At the help desks for registry matters.
- At any other registry office established under the current provisions.

The resolutions of applications for the recognition of higher education qualifications are made official by credentials and **the resolutions under which the equivalence is awarded, through certificate of equivalence, and will be, in both cases,** issued by the **General Sub Directorate of Qualifications and Recognition of Qualifications under the Ministry of Education, Culture and Sport.**

A decision on the application must be made and communicated within a maximum of six months from the date the application is registered at any of the offices of the Ministry of Education, Culture and Sport, to which a three-month period is added for the issue of the corresponding technical report.

EQUIVALENCE TO ACADEMIC LEVEL OF DOCTOR

The Spanish universities are responsible for the statement of equivalence of foreign higher education qualifications to the academic level of doctor.

The equivalence to the academic level of doctor **does not imply, under any circumstances, the validation, statement of equivalence or recognition** of any other foreign qualifications or the recognition in Spain of a level other than that of doctor.

The certification may be applied for in more than one university at the same time.

The procedure starts with the **application of the interested party, who should go to the rectorate** of the corresponding university. The resolution may be in favour or against the requested equivalence and, in the latter case, a new equivalence proceedings may be started at another Spanish university. The granting of the equivalence, where applicable, is accredited with the corresponding certificate of equivalence issued by the university.

¹³ See the following web: <https://sede.educacion.gob.es/tramite/login/inicio.jjsp?idConvocatoria=180> (only available in Spanish).

¹⁴ By virtue of that established in Article 16 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations.

RECOGNITION OF FOREIGN NON-COMMUNITY QUALIFICATIONS IN HEALTH SCIENCE SPECIALISMS¹⁵

Professional recognition of the title of specialist obtained in a non-European Union Member State will bestow the **same professional rights and obligations as the Spanish title** of specialist and will be an **indispensable requisite for exercising the corresponding profession** in Spain, either as a self-employed worker or for an employer.

The party concerned shall:

- Hold the Spanish title or, if applicable, a validated foreign title.
- Possess an official foreign qualification as a specialist in the country where it was obtained and which authorises them to exercise the specialism professionally.
- Have specialist professional training from a university centre, a medical teaching hospital or, if applicable, a health centre authorised for this purpose.
- Provide proof of specialist professional training.
- Provide proof of sufficient knowledge of Spanish (official language qualifications).
- Be authorised to practise their specialism.

The applicant sets the procedure in motion by submitting an **application to the Ministry of Health, Social Services and Equality**¹⁶.

QUALIFICATIONS OBTAINED IN GERMANY, ITALY, FRANCE, CHINA AND COLOMBIA (ACADEMIC RECOGNITION CONVENTIONS)

Spain has signed **bilateral agreements** with these countries for the determined purposes, which complement the validation systems (academic and professional purposes) and the recognition systems (only professional purposes)¹⁷.

RECOGNITION OF QUALIFICATIONS TO EXERCISE A PROFESSION IN SPAIN

The **purpose of professional recognition** of qualifications is to overcome the obstacles that nationals from a foreign country may encounter when attempting **to start working in a given profession**. Professional recognition is an authorisation to exercise a specific profession in the new country of residence. This is intended to support professionals rather than students. This legislation¹⁸ applies exclusively to nationals of the **Member States of the European Union, the non-EU States that have signed the European Economic Area Agreement and Switzerland**. The authorities responsible for processing recognition applications are the Ministries that supervise the regulated professions related to each one.

¹⁵ Royal Decree 459/2010 of 16th April, which regulates the conditions for recognition for professional purposes of foreign degrees with a specialism in Health Sciences, obtained in non-EU Member States.

¹⁶ See the following web: <http://www.msssi.gob.es/profesionales/formacion/recoTitulosExtra.htm> (only available in Spanish).

¹⁷ See the following web: <http://www.mecd.gob.es/servicios-al-ciudadano-mecd/catalogo/educacion/gestion-titulos/estudios-universitarios/titulos-extranjeros/convenios.html> (only available in Spanish).

¹⁸ Although the transposition of Directive 2013/55/EU, amending Directive 2005/36/EC remains pending, this regulation in Spain is part of [Royal Decree 1837/2008, of 8th November](#), which incorporates into Spanish legislation [EU Directive 2005/36/EC](#) of 7th September, 2005 and [EU Directive 2006/100/EC](#) of 20th November, 2006, referring to the recognition of professional qualifications and also to certain aspects of exercising the profession of lawyer.

Furthermore, it is worth differentiating between the free provision of services on a temporary or occasional basis and recognition to become established in another Member State.

Table 7. Difference between the free provision of services on a temporary or occasional basis and recognition to become established in another Member State.

<p>Free provision of services</p>	<p>This is based on the premise that the service provider travels to Spain to temporarily or occasionally exercise a regulated profession. The requirement is to be legally established in another Member State to exercise the same profession and, when the profession is not regulated in the country of residence, to have worked for at least one year out of the ten years prior to providing the service in Spain.</p> <p>The Member State where the service is provided may require a preliminary statement (accompanied by certain documents), or may decide to conduct a preliminary verification of qualifications (only in the case of professions related to health and security).</p>
<p>Freedom of establishment (authorisation)</p>	<ul style="list-style-type: none"> • Recognition based on the coordination of the minimum training conditions. This refers exclusively to the professions of doctor and medical specialist, nurses responsible for general care, midwife, dentist, veterinary practitioner, chemist and architect. The Directive establishes the minimum conditions (duration and content) of the training authorising the exercise of these professions, and offers a list of qualifications that fulfil those conditions. Recognition based on this list is automatic. The rights acquired for the cases above are recognised. • General recognition scheme. All other regulated professions: a professional qualified in one Member State to exercise a profession must be recognised, on a general basis, by another Member State to exercise the same profession. If there are substantial training differences, the host Member State may impose compensatory measures (practice period or aptitude test). If the profession is not regulated in the State of origin, one year of professional experience or regulated training (designed specifically to exercise a profession) is required. • Recognition of professional experience. This applies to commercial, artisan and trade activities that require general, commercial or professional knowledge and aptitudes. It is an automatic recognition based on the certification of a minimum period of professional experience.

Source: Graph by these authors.

The **Ministry of Education, Culture and Sport**, through the **General Subdirectorate of Qualifications and Recognition of Qualifications**, coordinates the application of this directive in Spain.

PARTIAL VALIDATION OF UNIVERSITY STUDIES (NEITHER RECOGNITION NOR EQUIVALENCE OF QUALIFICATIONS)

Validation is the **official recognition of the academic validity of university studies** completed abroad (whether or not they led to a degree) as regards **partial Spanish university studies**. Validation allows students **to continue their studies within the Spanish education system**, which may culminate, when appropriate, in obtaining the corresponding Spanish university degree.

The **resolution** of a request to validate foreign studies as partial Spanish university studies is handed down by the **Spanish university** where the applicant wishes to further his or her studies.

When the studies have ended with the award of a foreign qualification, the person may choose to apply for **recognition, equivalence or validation for partial studies**, although it should be taken into account that applications for recognition and equivalence cannot be made at the same time as for validation.

2.3.3. Why apply for recognition or validation of a foreign non-university qualification?

If, for whatever reason, there is a need to have non-university qualifications recognised or validated, the following must be taken into account:

- **Recognition of foreign non-university certificates**, diplomas or studies entails declaring an equivalent within the current Spanish education system.
- **Validation of foreign studies** as Spanish non-university courses entails declaring the former equivalent to the latter for the purpose of being able to continue studying at a Spanish educational centre.
- Recognition or validation can be requested by students who have completed **studies that are part of a foreign education system** at centres located **abroad** and also those who have completed studies at centres authorised to teach foreign courses **in Spain** in accordance with the education systems of other countries.
- No validation proceedings are required for students coming from foreign education systems and **wishing to join** any of the stages that form part of the **Primary Education or Compulsory Secondary Education System** in Spain. Nor is validation required for studies at any level, stage or mode in the Spanish education system for which the attainment of the **Compulsory Secondary Education Certificate is not a prior requirement**.

Table 8. Summary table of recognition, equivalence and validation procedures.

STUDIES OR OFFICIAL FOREIGN QUALIFICATION			
			Processing entities
To study	Master and Doctorate	<ul style="list-style-type: none"> • Application for recognition or equivalence of previous qualification is not required • If you want to obtain official equivalence to the previous qualification to degree or masters level. • If you want to obtain the equivalence of a previous postgraduate qualification to a PhD. 	<ul style="list-style-type: none"> • Spanish Ministry of Education, Culture and Sport • University
	Undergraduate degree	<ul style="list-style-type: none"> • Given the number of different paths of access, please ask at the University in question or at the Ministry of Education, Culture and Sport about the most appropriate. 	<ul style="list-style-type: none"> • University • Spanish Ministry of Education, Culture and Sport
	Non-university education	<ul style="list-style-type: none"> • Direct entry into the education system (primary and secondary) • Recognition of prior qualification. 	<ul style="list-style-type: none"> • Spanish Ministry of Education, Culture and Sport

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STUDIES OR OFFICIAL FOREIGN QUALIFICATION			Processing entities
To research	Public institutions (work contracts)	<ul style="list-style-type: none"> It may be necessary to apply for official recognition or equivalence of the qualification (Degree, Master or PhD). 	
	Public institutions (access to public role)	<ul style="list-style-type: none"> Apply for official recognition or equivalence of the qualification of degree, master or PhD. 	<ul style="list-style-type: none"> University Spanish Ministry of Education, Culture and Sport
	Private entities	<ul style="list-style-type: none"> It is not necessary to apply for official recognition or equivalence of the qualification, unless authorisation for a regulated profession is also required. 	
To work (practise a regulated profession)	Persons holding qualifications from a country in the EU, the European Economic Area (EEA) or Switzerland	<ul style="list-style-type: none"> It is not necessary to apply for official recognition of the qualification if any of the following paths are selected: <ul style="list-style-type: none"> Temporary exercise of a regulated profession: apply for free provision of services Permanent establishment: apply for recognition. Commercial, artisan and trade activities: recognition of professional experience 	<ul style="list-style-type: none"> Spanish Ministry of Education, Culture and Sport or corresponding ministry Autonomous Regions
	Persons not holding qualifications from a country in the EU, the European Economic Area (EEA) or Switzerland	<ul style="list-style-type: none"> Official recognition of the qualification to degree, Master or PhD level is required. 	<ul style="list-style-type: none"> Spanish Ministry of Education, Culture and Sport

Source: Graph by these authors.



2.3.4. Information points and centres

Table 9. List of information points and centres in Spain and abroad.

IN SPAIN	
Spanish Ministry of Education, Culture and Sport	Customer service Tel.: (+34) 910 837 937 Queries can be made by sending an email from the web page below: https://www.educacion.gob.es/consultas-informacion (only available in Spanish).
Spanish Ministry of Education, Culture and Sport	Page about official recognition, equivalence, recognition and validation of foreign studies and qualifications in Spain: http://www.mecd.gob.es/servicios-al-ciudadano-mecd/catalogo/educacion/gestion-titulos.html (only available in Spanish).
Regional Departments of Education in Autonomous Regions	http://www.mecd.gob.es/educacion-mecd/en/ba/consejerias-ccaa.html
Universities	Information can also be obtained at universities regarding the procedures that involve them.
National Academic Recognition Information Centres (NARIC)	http://www.enic-naric.net (available in English).
ABROAD	
Consular Offices of the Spanish Embassy	Web page of the Ministry of Foreign Affairs and Cooperation, containing further information: http://www.exteriores.gob.es (available in Spanish, English and French).

Source: Graph by these authors.

2.4. Researcher career in Spain

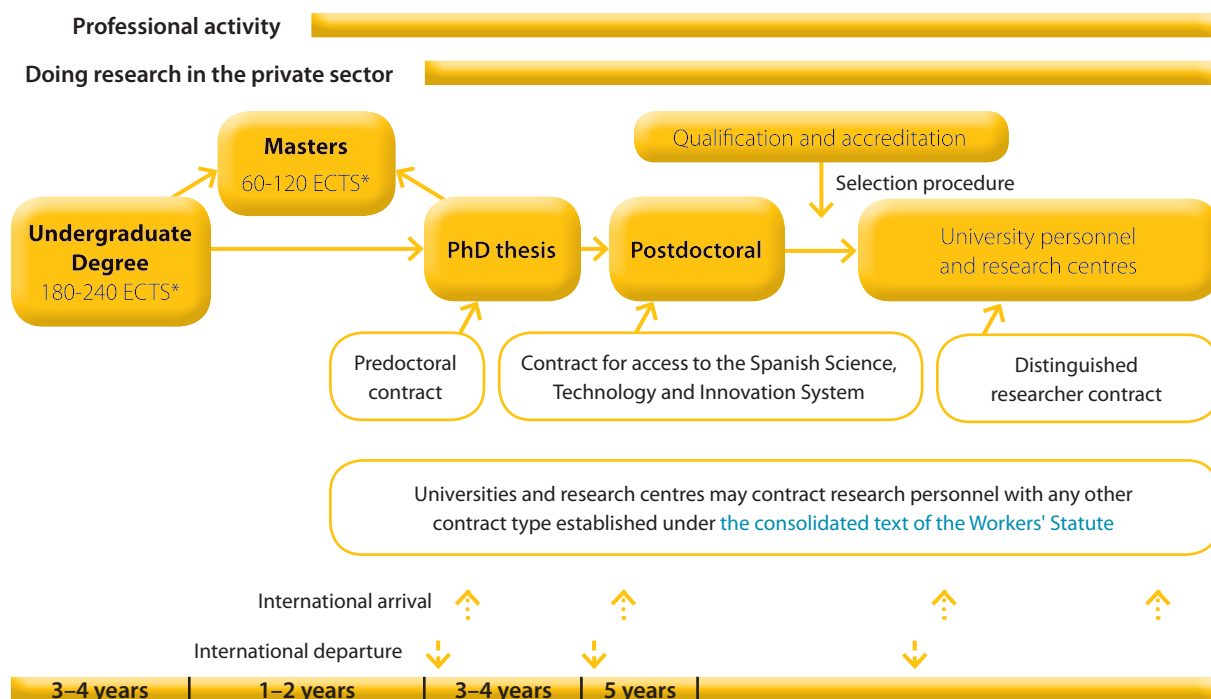
The objective of the Science, Technology and Innovation Act is to make the career of researcher attractive nationally and internationally, and to develop it on the basis of respect for the constitutional principles of equality, merit and skill.

The Act stipulates **three types of contracts** that can be used by the State Research Centres attached to the Public Administration, other Regional Government Research Bodies and also state universities when they receive funds the purposes of which include recruiting researchers. The specific employment contracts for research personnel are as follows:

- a) Predoctoral Contract.**
- b) Contract for access to the Spanish Science, Technology and Innovation System.**
- c) Distinguished researcher contract.**

In addition, the entities listed may contract research personnel under the employment contract modes established in the consolidated text of the Workers' Statute (<https://boe.es/boe/dias/1995/03/29/pdfs/A09654-09688.pdf>).

Figure 7. Researcher career path in Spain.



Source: Graph by these authors. *ECTS: http://ec.europa.eu/education/resources/european-credit-transfer-accumulation-system_en.

2.4.1. Predoctoral contract

Employment contracts under the predoctoral contract mode are signed in accordance with the following **requirements**:

- The contract is for research work as part of specific, original projects undertaken by degree-holders, engineers, architects, recent university graduates with at least 300 credits (European Credit Transfer System – ECTS), a university masters degree or equivalent who have been accepted onto a PhD course. The chosen persons will receive the title of **predoctoral research trainees**.
- The contract will be signed in writing by the predoctoral research trainee, as the employee, and the public university or research centre leading the research group, as the employer, and must be accompanied by the written acceptance of the former onto the PhD programme issued by the department responsible for the programme or by the PhD or postgraduate school if applicable.
- The contract will have a specific duration and will be full-time.

The contract must have a duration of more than one year, but not exceed four years. When the duration of a contract is less than four years, it may be extended subsequently. Such extensions must not have a duration of less than one year under any circumstances. The activity carried out by

the predoctoral research personnel shall be assessed annually by the academic commission of the doctorate programme —or, where applicable, the doctorate school— while the person remains in the programme.

- d) The salary for this contract must be no less than 56% of the salary set for equivalent categories by the collective bargaining agreements in the field during the first two years, no less than 60% in the third year and no less than 75% in the fourth. Nor may it be less than the minimum wage (SMI)¹⁹ established each year.

2.4.2. Contract for access to the Spanish Science, Technology and Innovation System

This contract was designed in the mould of the ‘tenure track’ used in other countries. Consequently, contracts for access to the Spanish Science, Technology and Innovation System are signed in accordance with the following **requirements**:

- a) These contracts can only be offered to holders of a PhD or equivalent.
 - b) The work to be undertaken will primarily consist of research activity with the intention of helping researchers achieve a high level of professional perfection and specialisation to consolidate their professional experience.
 - c) The contract must have a duration of more than one year, but not exceed five years. When the duration of a contract is less than five years, it may be extended subsequently. Such extensions must not have a duration of less than one year under any circumstances.
- No employee can be offered a contract of this type, in the same organisation or any other, for a period of time in excess of five years.
- d) The remuneration for this contract must be no less than that of a researcher who carries out the same activity.
 - e) Researchers who are recruited subject to this type of contract can complement their work with teaching activities related to the proposed research activity up to a maximum of 80 hours a year.

From completion of the second year of the contract onwards, **researchers with a contract of this type could be subject of an evaluation of their research activity**. Evaluations will take into account criteria of excellence, will be performed in accordance with the regulations of the university or employer and will include an external report that will be binding if negative and will be written by:

- a) in the case of researchers contracted by state universities, the National Agency for Quality Assessment and Accreditation (ANECA)²⁰ or an equivalent external organisation in each Autonomous Region; and,

¹⁹ The *Salario Mínimo Interprofesional* (SMI) sets the minimum wage to be received by workers for a legal day of work, regardless of worker gender or age or whether they are have permanent, temporary or seasonal contracts. The value of the SMI is set out in law each year by the Government. For further information: http://www.seg-social.es/Internet_1/Trabajadores/CotizacionRecaudaci10777/Regimenes/RegimenGeneraldeLaS10957/TablasResumendebase9932/Parametrosrelaciona730/index.htm (available in the official languages of Spain, in English and in French).

²⁰ See ANECA web: <http://www.aneca.es> (available in Spanish and English).

- b) in the case of researchers contracted by Public Research Centres, the National Evaluation and Foresight Agency (ANEP) or an equivalent organisation determined within the National Research Agency, or an organisation equivalent to the ANEP in Autonomous Regions if the employer is accountable to them.

The selection processes for permanent staff announced by government bodies will consider favourable evaluations received during the course of a contract for access to the Spanish Science, Technology and Innovation system as research merits.

In the case of a negative evaluation, researchers may request a second and final evaluation of their research activity before the contract or its extensions end.

2.4.3. Distinguished researcher contract

Spanish and foreign researchers of renowned prestige in the scientific and technical field who hold **PhDs** or equivalent can be recruited under distinguished researcher contracts, in accordance with the following **criteria**:

- a) The objective of the contract is to perform research activities, to lead a research teams, research centres, unique scientific and technological facilities or programmes of great importance in the field of knowledge, in accordance with the functions and objectives of the employer.
- b) The duration of the contract will be determined by mutual agreement.
- c) Researchers offered this type of contract may not sign other employment contracts with other organisation, unless they have received express permission from the employer or a written agreement otherwise and without disregarding the regulations.
- d) Compliance of the contract will be subject to an objective monitoring system the employer will establish.
- e) The contract may be terminated due to abandonment on behalf of the employer, notifying the decision in writing with three months' notice, notwithstanding the possibility of the employer cancelling the contract for just causes.

2.4.4. Consolidating a research career

As stated in the CTI Law, the scientific community must be equipped with a foreseeable technical and scientific degree, based on merits and socially recognised, whereas the Spanish System of Science, Technology and Innovation must include the criteria of maximum mobility and openness governing the international scientific community.

The general objective of the Spanish Strategy on Science and Technology and on Innovation is the recognition and promotion of talent in R&D&I and its employability. This is aimed at increasing the training capacities in R&D&I of the System; encouraging job placement and the employability of trained resources, both in the public and business sectors, and facilitating their temporary mobility among the public institutions and between these and the private sector for the implementation of R&D&I activities. Therefore, the consideration of the research career always considers the possibilities of professional development in both the public and the private sector.

Research personnel linked to a public body to which they provide services, in a relation subject to the administrative or labour laws, may hold a career position, or a temporary position in the civil service, or may be part of the permanent or temporary staff.

More specifically, the professional career of civil service research personnel is structured around a design of scientific scales which aim to homogenise the selection, payment and promotion regime. In addition, objective systems are established to assess the performance of civil service personnel for the purposes of a horizontal professional career, training, the provision of jobs and the receipt of complementary payments.

Public employment as regards a career as a researcher working for Public Research Centres that report to the Public Administration is divided into the following scientific categories which will have full research authority: PRC research teachers, PRC scientific researchers and PRC graduate scientists.

Public university lecturers employed by the Government will belong to the following categories and will have full teaching and research authority: university professors and university lecturers.

2.5. Protection of R&D&I

It is essential to protect the knowledge generated by all public and private organisations in order to take advantage of the benefits it can potentially yield. Such protection, which in English-speaking countries is referred to as "Intellectual Property Rights", **is divided into two types of property rights in Spain:**

- **Industrial property:** the series of exclusive rights that protect innovative activity (new products, processes or designs) and commercial activity by way of exclusively identifying products and services on the market (trademarks and trade names).
- **intellectual property:** the series of rights that creators and other owners have over the works and benefits that stem from their creation.

Industrial and intellectual property rights cover a wide range of legal forms, including patents, utility models, industrial designs, new varieties of plants, trademarks, brand names, trade secret, computer programmes and copyright, among others. Figure 8 shows one of the more usual paths.

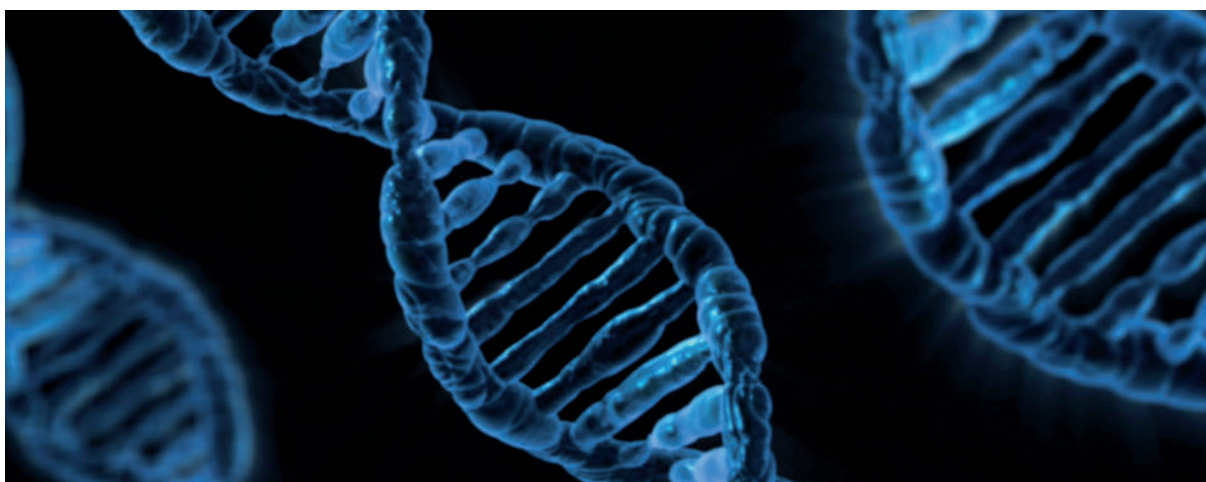
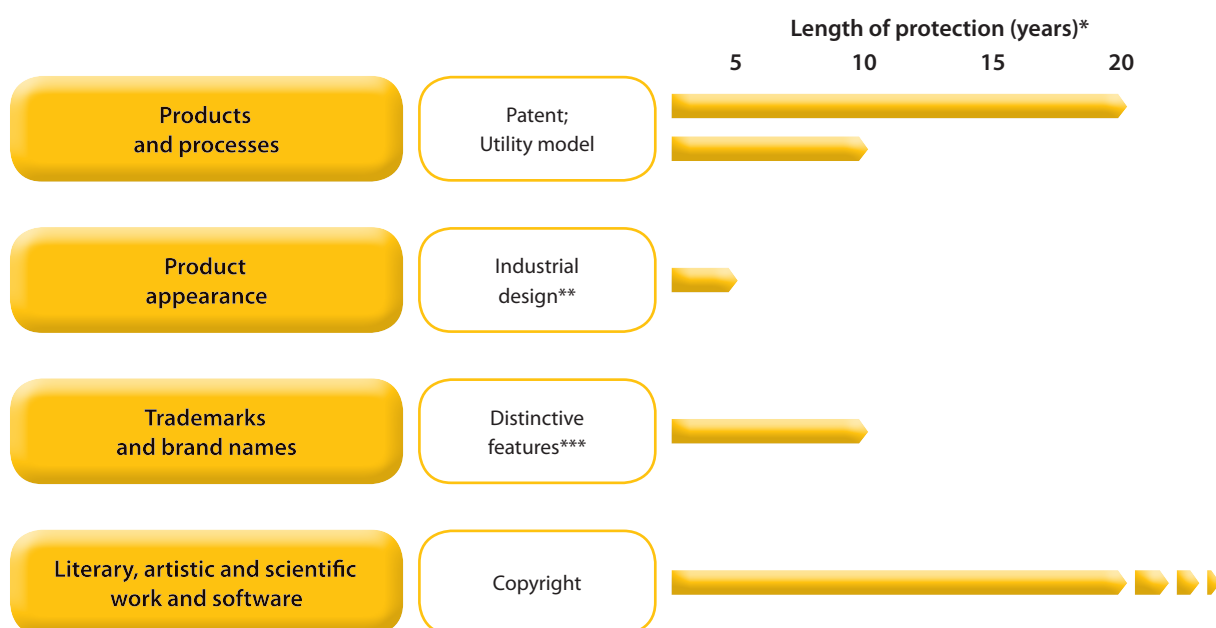


Figure 8. R&D protection in Spain.

WHAT CAN BE PROTECTED?



Source: Graph by these authors.

(*) From the date projection in requested subject to the maintenance fees being paid.

(**) Industrial design: protection for 5 years renewable for up to 25 years.

(***) Distinctive features: protection for 10 years renewable indefinitely.

2.5.1. Industrial property

PATENTS

A patent is an exclusive right over an **invention**, that is, a **product** or **procedure** that in general provides a new way of doing something or a new technical solution to a problem. In other words, it is a temporary and territorial monopoly that bestows upon its holder the power to prevent unauthorised third parties from manufacturing, selling or utilising the protected invention.

The **three criteria**²¹ that must be met for an invention to be eligible for a patent are as follows:

- 1) **Worldwide innovation:** an invention is considered new when it is not included in the 'state of the art'. The state of the art includes everything that is available to the public, by any means and in any place, before submission of the patent application.
- 2) **Inventive activity:** an invention has inventive activity if an expert in the field does consider it is not evidently the result of the technical state of the art.
- 3) **Industrial application:** an invention is considered to be applicable to industry when it can be manufactured in any type of industry, including agriculture.

²¹ Further information in the Spanish Patents and Trademarks Office's information pamphlet "Cuestiones básicas acerca de patentes y modelos de utilidad" (Basic issues about patents and utility models): <http://www.oepm.es/cs/OEPMSite/contenidos/Folletos/06-cuestiones-basicas-patentes-modelos.html> (only available in Spanish).

Therefore, new inventions that show evidence of inventive activity and can be applied in industry can be patented. Thus, a procedure, a manufacturing method, a machine or appliance, a product or specific use of the same may all be the object of a patent. The law permits this product to be made of or contain biological matter, and admits the procedures which produce, transform or use this type of substance.

With respect to the patents, **it is important to note that:**

- The applicant for the patent must describe their invention such that the average expert in the field could implement it.
- Publicising an invention before submitting a patent application cancels out the innovation. It is therefore vital for a researcher not to disseminate by any means an invention that he or she might be interested in patenting, including conferences, specialised publications, the internet, etc. before registering it.
- Discoveries, scientific theories, mathematical methods, literary, scientific or artistic works or any other aesthetic creation, regulations or methods for carrying out intellectual, recreational or economic and marketing activity cannot be patented.
- Methods of surgical or therapeutic treatment of — or methods of diagnosis for — human or animal bodies are not considered to be inventions of possible industrial application and thus cannot be patented. However, patentable products include substances or compositions and inventions of devices or instruments for the implementation of the aforementioned methods.
- Inventions contrary to law and order, varieties of plants (protected by their own special regulations), animal breeds or essentially biological processes intended to obtain plant varieties or animal breeds are not eligible for protection by way of a patent either²².
- Patents in Spain, as is the case in most countries in the world, are awarded for a period of 20 years from the date of application. After this period, the patented object becomes public domain and can be exploited by third parties.
- The principle of territoriality means that protection is only obtained in the countries where the patent is registered. Therefore, registering the patent in a country does not provide automatic protection in other countries. As a result, it is necessary to ensure protection by registering in each one. There are some international procedures which facilitate the protection of an invention in different countries: the European Patent Convention (EPC) or the Patent Cooperation Treaty (PCT).
- The right of priority lays down that, from the date of the first patent application made in a country, the applicant has a period of twelve months to apply for protection in other countries by making subsequent applications in which the priority of the first application shall be cited. Thus all the subsequent applications are taken to be made on the date of the first; in other words, they will have "priority" over applications made by other people for the same invention in the period between the date of the first application and subsequent dates of presentation at the various national offices. The date of the first application is therefore taken to define the pre-existing state of the art when the application is examined. Thus the applicant has a period of twelve months to decide in which countries he/she wishes to apply for protection, and does not have to present all the applications at the same time.

²² See information leaflet *¿Patentar la vida? (Patenting life)*: http://www.oepm.es/cs/OEPMSite/contenidos/Folleto/FOLLETO_2_PATENTAR_LA_VIDA/017-12_EPO_biotechnology_web.html

Processing a patent

Patents must be awarded by a **national patent office** (the Spanish patents and trademarks –OPEM²³ office in Spain), or by a **regional office** that works for various countries, such as the **European Patent Office** or EPO. This European system provides protection through a European patent application submitted to one patent office (EPO) only. The application must be submitted in only one language (English, French or German) in the European States where protection is desired, providing they are part of the European Patent Cooperation Treaty (PCT)²⁴. The European Patent Office processes all European patent applications²⁵, which have the same effect as any national patent in each of the States they are awarded for. The international PCT²⁶ establishes a procedure for the international extension of patents. Through this system the protection of an invention can be applied for by presenting a single application to each of the signatory states to the PCT (151 countries according to the World Intellectual Property Organisation²⁷ [WIPO]) chosen by the inventor. The PCT is not a patent concession procedure like the European route, nor does it replace national concessions; it does, however, unify the processing of international protection.

UTILITY MODELS

This type of protection is intended for inventions that, despite being new and the result of inventive activity, consist of endowing an object with configuration, structure or constitution that provides an appreciable practical advantage when it comes to using or manufacturing the object (the key structure is "utility", not the object's "aesthetics").

They are awarded for a period of 10 years and do not, therefore, provide protection for as long as patents. This system is particularly suited to protecting tools, objects and other devices for practical use.

The new law 24/2015, of 24 July, on Patents²⁸, which comes into effect on 1 April 2017, establishes that any product or composition, including chemical compounds, may be protected as a utility model, although biological products and pharmaceutical compounds are expressly excluded.

INDUSTRIAL DESIGNS

The industrial designs are a specific type of protection for shape creations (on this occasion, the key aspect is "aesthetics"). An industrial design gives the owner exclusive rights over the appearance of all or part of a product, stemming particularly from the features of lines, contours, colours, shape, texture or materials of either the product itself or its decoration. There are two- and three-dimensional industrial designs.

23 See institutional video from the OPEM: <https://youtu.be/0yNCnRIKJ8s>.

24 At present, the 38 countries that are part of the agreement are: Albania, Germany, Macedonia, Austria, Belgium, Bulgaria, Croatia, Cyprus, Denmark, Slovakia, Slovenia, Spain, Estonia, Finland, France, Greece, Hungary, Ireland, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Monaco, Norway, the Netherlands, Poland, Portugal, the United Kingdom, the Czech Republic, Rumania, San Marino, Serbia, Sweden, Switzerland and Turkey. Protection can also be extended to Bosnia and Herzegovina and Montenegro, which, although not part of the agreement, have signed extension agreements with the EPO.

25 Further information in the information pamphlet "La patente europea" (The European patent): <http://www.oepm.es/cs/OEPMSite/contenidos/Folletos/08-la-patente-europea.html>.

26 Further information in the information pamphlet "La protección internacional de las invenciones" (International Protection of Inventions): <http://www.oepm.es/cs/OEPMSite/contenidos/Folletos/07-proteccion-internacional-invenciones.html>.

27 See WIPO web: <http://www.wipo.int> (available in English, French, Spanish, Chinese, Russian and Arabic).

28 See the corresponding BOE (Government Gazette): http://www.oepm.es/export/sites/oepm/comun/documentos_relacionados/Propiedad_Industrial/Normativa/Ley_24_2015_de_24_de_julio_de_Patentes.pdf.

An industrial design provides protection for **five years from the date of application and can be renewed** for subsequent periods of five years up to a maximum of 25.²⁹

DISTINCTIVE FEATURES

A **trademark** gives an exclusive right to use a product or service on the market. Trademarks can be words or combinations of words, pictures, figures, symbols, graphs, letters, digits and three-dimensional shapes. A **brand name** gives an exclusive right to use a certain mark or name to identify an enterprise. Brand names do not have to coincide with the names of enterprises as they appear in the Companies House. Protection of a brand name is applicable nationally.³⁰

Protection of distinctive features lasts for 10 years as of the date of application and can be renewed indefinitely.

A **trademark** can be protected with effect across the entire European Union by applying for the corresponding community trademark at the **European Union Intellectual Property Office** (EUIPO)³¹ in Alicante.

2.5.2. Intellectual property

Intellectual property is the series of rights that creators and other owners (artists, producers, radio broadcasting organisations, etc.) have over the works and benefits that stem from their creation. It includes literary, scientific and artistic creations, etc.

Unlike industrial property, intellectual property comes into being at the same time as the creation, which does not have to be registered. This is known as "copyright".

However, despite not being necessary to hold this right, in Spain it is possible to register a creation at the Intellectual Property Office.

In Spain, as in the rest of European countries, software cannot be patented, as the Patent Act expressly excludes them from the list of inventions eligible for a patent. Any software, together with the documentation attached, is protected by copyright as intellectual property, although additional measures of protection are recommended, such as leaving it in the custody of a notary public.

2.5.3. Ownership of knowledge

Most inventions stem from within organisations (enterprises, universities, etc.); individual inventors are becoming increasingly rare, which means that the ownership of the results of R&D&I carried out by an individual in the scope of the professional activity should be regulated.

²⁹ See the information leaflet *¿Por qué solicitar un diseño industrial en España (Why request an industrial design in Spain?)*: http://www.oepm.es/cs/OEPMSite/contenidos/Folletos/Folletos_Disenos/015-12-diseno-industrial.html.

³⁰ See the information leaflet *A un click de la solicitud de marcas y nombres comerciales (One click away from the application for trade names and brands)*: http://www.oepm.es/export/sites/oepm/comun/documentos_relacionados/Publicaciones/Folletos/El_Poder_Diferenciacion_PagoTelematicoTasas.pdf.

³¹ See the EUIPO web: <https://euipo.europa.eu/ohimportal/es>.

As regards ownership, inventions can be:

- **Employee inventions:** inventions made by employees while their contract or service relationship with an enterprise remains valid and which are the result of a research activity that is either expressly or implicitly part of the object of their contract, belong to the employer.
- **Free inventions:** inventions made by employees when the above circumstances do not apply belong to the employees who made them.

2.5.4. Offices to apply for protection

Spanish Patents and Trademarks Office (OEPM)	Provides legal protection for the various forms of industrial property by awarding patents, utility models and industrial designs, among others. (http://www.oepm.es/en/index.html).
European Patent Office (EPO)	Office for European patent applications. A centralised procedure that provides protection in some or all of the States that endorse the European Patent Convention. Only one application is required in one of the three official languages (English, French or German). (https://www.epo.org/index.html).
European Union Intellectual Property Office (EUIPO)	The official European Union agency for registering trademarks, designs and community models (https://euipo.europa.eu/ohimportal/es).
Intellectual property registry	Platform for the voluntary registering of literary, scientific and artistic creations, software, etc. (http://www.mecd.gob.es/cultura-mecd/en/areas-cultura/propiedadintelectual/registro-de-la-propiedad-intelectual.html).

2.5.5. Legal assistance and information on intellectual and industrial property rights and their protection

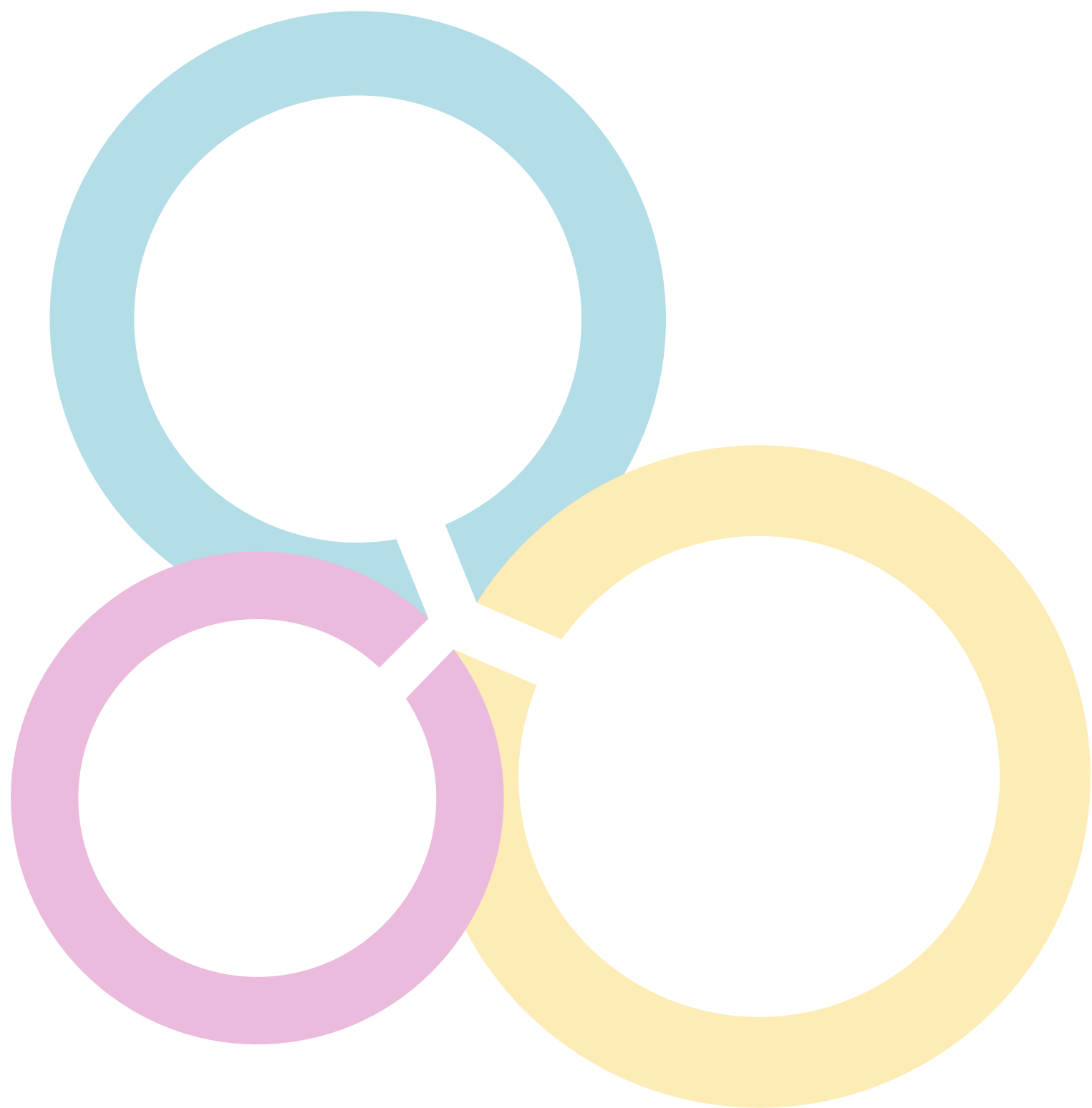
This section recommends some free legal services in the field of industrial and intellectual property:

European IPR Helpdesk	Run by the European Commission, the IPR-Helpdesk offers basic legal assistance, especially in R&D&I projects financed by the EU (https://www.iprhelpdesk.eu).
Innovaccess	Portal created by national patent offices, the EPO and the EUIPO to give information on intellectual and industrial property rights and their user services (http://www.innovaccess.eu).
TransAtlantic IPR Portal	Assistance provided by various national public agencies in Europe and the United States, mainly intended for SMEs (https://ec.europa.eu/growth/tools-databases/ipr_en).
China, South-East Asia and Latin America IPR SME Helpdesks	Free practical information on intellectual and industrial property rights in China, Latin American and Southeast Asia, the mainly intended for SMEs (http://www.ipr-hub.eu).
European Trade Mark and Design Network	The European Trade Mark and Design Network is a combined series of systems and practices designed to support users in obtaining the best possible service from the national, region and EU bodies that are responsible for trade mark and design protection (http://www.tmdn.org).



3

**Entry and
residency
requirements
in Spain**



3.1. Introduction

An important aspect when coming to work in Spain concerns obtaining visas, residency and/or work permits both for yourself and for your family. In this context, the Scientific Visa and the EU blue card have made it easier for foreign researchers to enter and move around Spain.

On the one hand, the **scientific visa**³² is a European proposal that facilitates the admission and mobility of third-country nationals carrying out research for periods of over three months, making the EU more attractive to researchers from all over the world. On the other hand, the **EU blue card** is established as a regulation³³ geared toward incorporating the most qualified workers to the European economy.

Furthermore, there are other permits that allow research personnel to enter and stay in Spain. These are regulated in Organic Law 4/2000 and its implementing regulation. The new procedure established under Law 14/2013, of 27 September, on Support for Entrepreneurs and their Internationalisation, is of particular interest, facilitating access to residency and the development of research activities at a university, in business, at R&D&I centres or in a research body established in Spain.

Universities and businesses, R&D&I centres, research bodies or a duly accredited representative of these entities may submit the application to the Large Businesses and Strategic Groups Unit (UGE-CE) belonging to the Ministry of Employment and Social Security, who, once a favourable ruling has been given, will permit the researcher access to a valid residence permit for a maximum of two years —if they are legally in Spain, directly, or, if abroad, with a residency permit issued at a Spanish consulate—.

If the researcher applies for a visa, this will be issued within ten days and be valid for one year. This visa permits the researcher to live and work anywhere in Spain, with their family (provided the age requirements established in the labour legislation are met).

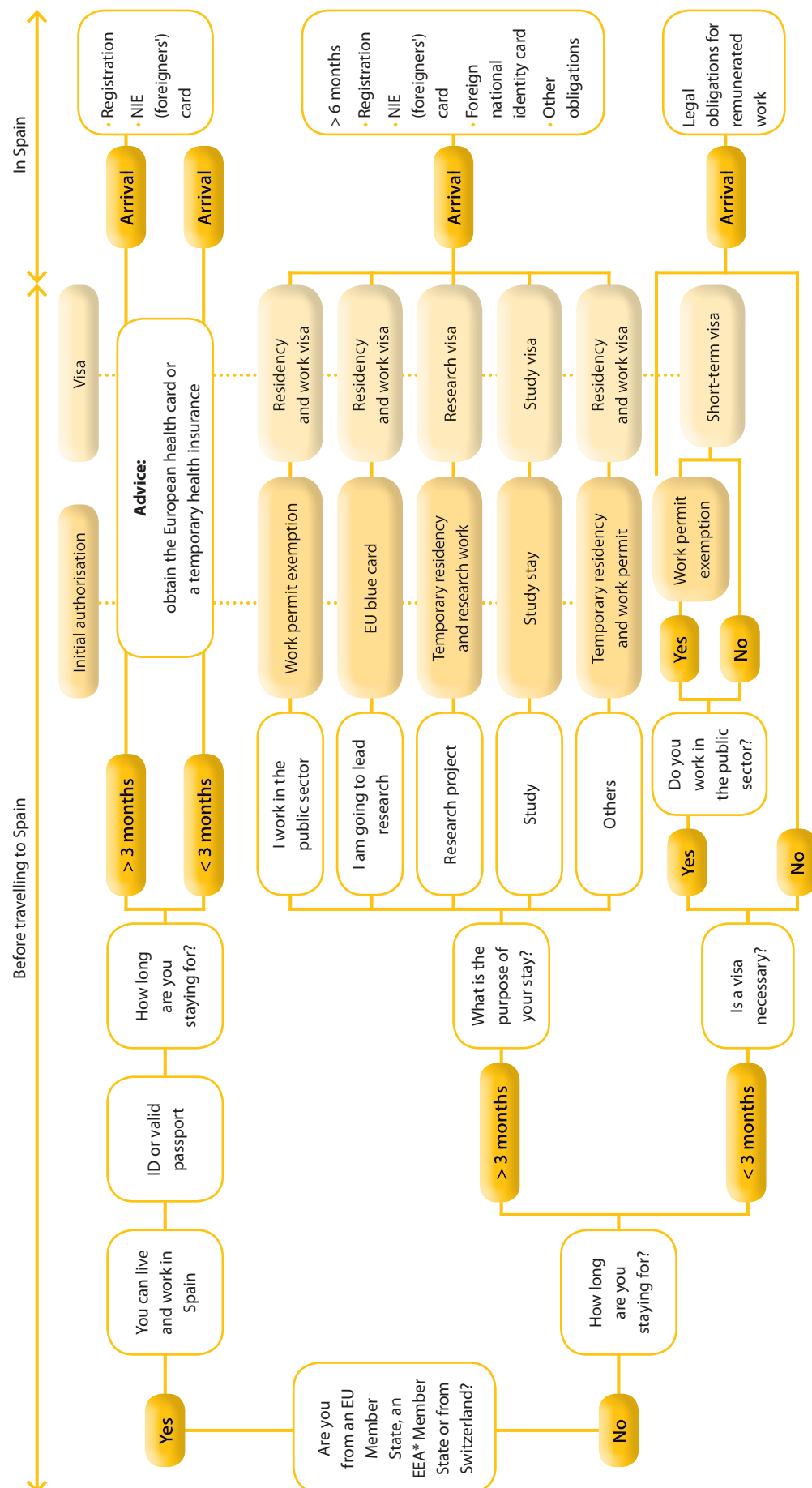
This section aims to help researchers understand what type of visa suits each particular situation and what they require to apply for them, as well as the procedure they must follow to complete the application.

Firstly, an explanation is given of the condition of entry to Spain and the requirements for a stay of less than ninety days. Next, an explanation is given of how the need for a visa varies according the nationality of the researcher, and lastly, a description is provided of the different residency permit and visa figures when the length of stay in Spain is more than ninety days.

³² Directive 2005/71/EC of the Council of October 12, 2005 regarding a specific procedure for the admission of third-country nationals for scientific research.

³³ Directive 2009/50/EC of the Council of 25 May 2009 regarding the entry and residence conditions for third-country nationals carrying out highly skilled work.

Figure 9. Decision diagram regarding procedures for entry into Spain associated with research activities.



Source: Graph by these authors.

*EEA: EU + Iceland, Liechtenstein and Norway.

3.2. Entry to Spain and stay of less than ninety days

The entry of foreigners to Spain for a period of less than ninety days is regulated by compliance with the following requirements:

a) Citizens of the EU or nationals of Norway, Iceland, Liechtenstein or Switzerland. Article 20 of the Treaty on the Functioning of the European Union grants EU citizens the right to move and reside freely within the territory of the Member States.

This right is implemented by Directive 2004/38/EC of the European Parliament and of the Council, of 29 April 2004, on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States.

The entry into force, on 1 January 1994, of the agreement ratified by Spain, on 26 November 1993, on the European Economic Area (EEA), extended the recognition of the rights to move and reside freely to nationals of Norway, Iceland and Liechtenstein; and, since 1 June 2002, by virtue of the agreement of 21 June 1999 between the European Community and Switzerland on the free movement of individuals, the same treatment as that accorded to citizens of the EU member States and their families is extended to Swiss citizens and their families.

Consequently, the nationals of thirty-two European countries enjoy the rights to move and reside freely; that is, the twenty-eight Member States of the EU, together with the citizens of Norway, Iceland, Liechtenstein and Switzerland.

All the regulations indicated in the above paragraph have been incorporated into our internal legal system with Royal Decree 240/2007, of 16 February, on the entry, free movement and residency in Spain of citizens of the Member States of the European Community and of other States forming part of the Agreement on the European Economic Area.

The sole requirement for the entry of these individuals to Spain and their stay for a period of less than ninety days is to be in possession of a valid, up-to-date passport or identify card, and no entry visa or equivalent formality may be imposed.

The right to free movement accorded to citizens of the EU and nationals of Norway, Iceland, Liechtenstein and Switzerland is extended to dependent ascendants, spouses or partners and descendants under the age of 21 years, and dependent adults, provided they accompany the EU citizen or meet with them.

Members of the family who do not have the nationality of a Member State will only be required to carry an entry visa—in accordance with Regulation (EC) 539/2001 of the Council, of 15 March 2001, establishing the list of third countries whose nationals are subject to visa requirements to cross exterior frontiers and the list of third countries whose nationals are exempt from this requirement—unless they are holders of a family residence card from a citizen of the Union issued by another Member State.

b) Nationals of third countries. As laid down by article 6 of the Regulation (EU) 2016/399 of the European Parliament and of the Council, of 9 March 2016, on a Union Code on the rules governing the movement of persons across borders (Schengen Borders Code), for intended stays

on the territory of Member States of a duration of no more than 90 days in any 180-day period (which entails considering the 180-day period preceding each day of stay), the entry conditions for third-country nationals are as follows:

- a. To be in possession of a valid travel document entitling the holder to cross the border and which:
 - 1. remains valid, at minimum, for three months after the intended date of departure from the territory of the Member States (in a justified case of emergency, this obligation may be waived); and that
 - 2. has been issued within the previous ten years.
- b. To be in possession of a valid visa, if required pursuant to Council Regulation (EC) 539/2001, of 15 March 2001, listing the third countries whose nationals must be in possession of visas when crossing the external borders and those whose nationals are exempt from that requirement, except where they hold a valid residence permit or a valid long-stay visa.
- c. To be in possession of documents justifying the purpose and conditions of the intended stay, and have sufficient means of subsistence (or be in a position to acquire such means lawfully), both for the duration of the intended stay and for the return to their country of origin or transit to a third country into which they are certain to be admitted.
- d. Not be included in the Schengen Information System for the purposes of refusing entry.
- e. Not be considered a threat to public policy, internal security, public health or the international relations of any of the Member States, in particular where no alert has been issued in Member States' national data bases for the purposes of refusing entry on the same grounds.

Observations:

- 1) The visa requirement or exemption regime for stays of less than ninety days is listed in the following paragraph.
- 2) The documents justifying the purpose and conditions of the intended stay may be as follows:
 - 1. **For journeys undertaken for the purposes of study or other types of training.**
 - i. Certificate of enrolment at a teaching institute for the purposes of attending vocational or theoretical courses in the framework of basic and further training.
 - ii. Student cards or certificates for the courses attended.
 - 2. **For journeys undertaken for political, scientific, cultural, sports or religious events or other reasons.** Invitations, entry tickets, enrolments or programmes with an indication, where possible, of the name of the host organisation and length of stay or any other corresponding document indicating the purpose of the visit.
- 3) Sufficient means of subsistence, both for the intended period of stay and for the return, are assessed as follows:
 - 1. For maintenance during their stay in Spain, the minimum quantity which shall be accredited, in 2016 was 65.52 Euros per person and day, multiplied by the number of days stayed in Spain and the number of persons under their responsibility, with a minimum of 589.68 Euros or legal equivalent in a foreign currency.
 - 2. To return to the country of origin or transit to a third country, produce a personal. non-transferable and fixed-date ticket or tickets for the intended means of transport.

3.3. Short-stay visas (entry and stays of a duration of less than 90 days within any 180-day period)

The first aspect researchers must take into account to determine whether or not they have to apply for a visa to enter Spain is their **nationality**. Some researchers may not require a visa at all or only need one for stays of more than three months, or have to apply for one regardless of the type of stay.

Researchers from the following countries **do not need** to apply for a visa to enter and reside in Spain:

Germany, Austria, Belgium, Bulgaria, Cyprus, Croatia, Denmark, Slovakia, Slovenia, Estonia, Finland, France, Greece, the Netherlands, Hungary, Ireland, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Norway, Poland, Portugal, the United Kingdom, the Czech Republic, Romania, Sweden and Switzerland
(Member States of the EEA and Switzerland).

The second group of countries to be taken into account are those included in the EU regulation which stipulates that the list³⁴ of third countries whose nationals are exempt from visa requirements when crossing the external borders of the Union, proving their stay does not exceed 90 days. The following list was last updated in October 2016.



³⁴ See annex II of Council Regulation (EC) 539/2001, of 15 March 2001, and subsequent modifications: http://europa.eu/legislation_summaries/justice_freedom_security/free_movement_of_persons_asylum_immigration/jl0031_es.htm (available in all official EU languages).

Table 10. List of third countries whose nationals are exempt from visa requirements when crossing external borders (for stays that do not exceed 90 days).

Africa	America	Asia	Europe	Oceania
Mauritius Seychelles	Antigua and Barbuda Argentina Bahamas Barbados Brazil Canada Chile Colombia Costa Rica Dominica El Salvador United States Grenada Guatemala Honduras Mexico Nicaragua Panama Paraguay Peru Saint Kitts and Nevis Saint Vincent and the Grenadines Saint Lucia Trinidad and Tobago Uruguay Venezuela	Brunei South Korea United Arab Emirates Israel Japan Malaysia Singapore Taiwan ³⁵ East Timor	Albania ³⁶ Andorra FYROM ³⁴ and ³⁷ Bosnia and Herzegovina ³⁴ Moldova ³⁴ Monaco Montenegro ³⁴ San Marino Holy See Serbia ³⁴ and ³⁸	Australia Republic of the Marshall Islands Salomon Islands Republic of Kiribati Micronesia Republic of Nauru New Zealand Palau Samoa Tonga Tuvalu Vanuatu

Source: Graph by these authors.

Nationals from any other countries that have not been mentioned above are **required to apply for a visa** in order to enter Spain, regardless of the type of stay.

The entry regime and stays of a duration of less than ninety days are unified in the 26 countries forming the Schengen Area and governed by Community legislation, laid out in Regulation 810/2009

³⁵ The exemption from the visa requirement to enter the EU will only apply to holders of passports issued in Taiwan containing a document identity number.

³⁶ The exemption from the visa requirement only applies to holders of biometric passports.

³⁷ Former Yugoslav Republic of Macedonia.

³⁸ Excluding holders of passports issued by the Serbian Coordination Directorate (Kordinaciona Uprava in Serbian).

of the European Parliament and the Council, of 13 July 2009, establishing a community code on visas (Visa Code).

The short-stay visa is an authorisation issued by Spain or any other State in the Schengen Area, permitting the holder to stay in the Schengen Area for a period of not more than three months in a six-month period from the initial date of entry to this Area.

Short-stay visas are applied for from the Spanish consulate in the place of residence of the applicant or from the offices of an external service provider expressly authorised by Spain.

If there is no Spanish consulate, the application may be presented in the consulate of another Schengen state if a representation agreement exists.

The application shall be lodged in person, as it is necessary to collect biometric data from the applicant (photograph and fingerprints), and should be accompanied by the following documents:

a) Valid travel document satisfying the following criteria:

- a.** Its validity shall extend at least three months after the intended date of departure from the territory of the Member States or, in the case of several visits, after the last intended date of departure from the territory of the Member States. However, in a justified case of emergency, this obligation may be waived.
- b.** It shall contain at least two blank pages.
- c.** It shall have been issued within the previous ten years.

b) A photograph in accordance with the standards set out.

c) Documents indicating the purpose of the journey. The documents justifying the purpose and conditions of the intended stay may be as follows:

- a.** For journeys undertaken for the purposes of study or other types of training:
 - i.** a certificate of enrolment at an educational establishment for the purposes of attending vocational or theoretical courses within the framework of basic and further training; or
 - ii.** student cards or certificates of the courses to be attended.
- b.** For journeys undertaken for political, scientific, cultural, sports or religious events or other reasons: invitations, entry tickets, enrolments or programmes stating (wherever possible) the name of the host organisation and the length of the stay or any other appropriate document indicating the purpose of the journey.

d) Documents in relation to accommodation or proof of sufficient means to cover their accommodation.

- a.** An invitation from the host, where applicable
- b.** A document from the establishment providing accommodation or any other appropriate document indicating the accommodation envisaged.

e) Documents indicating that the applicant possesses sufficient means of subsistence (or is in a position to acquire such means lawfully) both for the duration of the intended stay, and for the return to their country of origin or residence, or for the transit to a third country into

which they are certain to be admitted. Sufficient means of subsistence, both for the intended period of stay and for the return, are assessed as follows:

- a. For maintenance during their stay in Spain, the minimum quantity which shall be accredited, in 2016 was 65.52 Euros per person and day, multiplied by the number of days stayed in Spain and the number of persons travelling under their responsibility, with a minimum of 589.68 Euros or legal equivalent in a foreign currency.
- b. To return to the country of origin or transit to a third country, they must produce a personal, non-transferable and fixed-date ticket or tickets for the intended means of transport.

f) Information enabling an assessment of the applicant's intention to leave the territory of the member States before the expiry of the visa applied for.

Documentation allowing the assessment of the applicant's intention to leave the territory of the Member States may be as follows:

- a. Ticket or reservation of return or round ticket.
- b. Proof of financial means in the country of residence.
- c. Proof of employment (bank statements).
- d. Proof of real estate property.
- e. Proof of integration into the country of residence (family ties or professional status).

g) Adequate and valid travel medical insurance to cover any expenses which might arise in connection with repatriation for medical reasons, urgent medical attention and/or emergency hospital treatment or death during their stay(s) on the territory of the Member States. The Insurance shall be valid throughout the territory of the Member States and cover the entire period of the person's intended stay or transit. The minimum coverage shall be Euros 30,000.

h) Payment of the corresponding fee. As a general rule, the fee established for the visa application is sixty Euros, although in some cases it may be reduced or even waived. In any case, researchers from third countries travelling for the purposes of carrying out scientific research, as defined in Recommendation 2005/761/EC of the European Parliament and of the Council, of 28 September 2005, to facilitate the issue by Member States of uniform short-stay visas for researchers from third countries travelling within the community for the purpose of carrying out scientific research are exempted from payment.

The short-stay visa is only authorised for a stay of a maximum duration of ninety days per six-month period. However, these visas can be issued with a validity period of between six months and five years if the following conditions are satisfied:

- a) The applicant proves the need or justifies the intention to travel frequently and/or regularly, in particular due to their occupational or family status, such as business persons, civil servants engaged in regular official contacts with Member States and EU institutions; representatives of civil society organisations travelling for the purpose of educational training, seminars and conferences; family members of citizens of the Union; and of third-country nationals legally residing in Member States, and seafarers.

- b) The applicant proves their integrity and reliability; in particular, the lawful use of previous uniform visas or visas with limited territorial validity, their economic situation in the country of origin and their genuine intention to leave the territory of the Member States before the expiry of the visa applied for.

The holder of a short-stay visa for the Schengen Area may travel in the territory of all the countries making up the Schengen Area provided they satisfy the above entry requirements, that the visa is valid and that the stay is no longer than ninety days.

Important note: if, during the stay of a duration of less than ninety days, the researcher intends to carry out a paid activity, they should also be issued with a short-stay visa, regardless of nationality, unless they belong to one of the thirty-two European countries which recognise the rights of free movement and residence for their nationals.³⁹

3.4. Long-stay visas (entry and stays of a duration of more than 90 days)

In this respect, it is also necessary to differentiate between those individuals with the right to free movement and residence and other foreigners.

- a) **Citizens of the EU or nationals of Norway, Iceland, Liechtenstein or Switzerland.** As indicated above, Article 20 of the Treaty on the Functioning of the European Union grants EU citizens the right of residence and free movement within the territory of the Member States.

This has been implemented by Directive 2004/38/EC, and its scope of application has been extended to nationals of Norway, Iceland and Liechtenstein, and Swiss citizens.

The right of residence recognised in this legislation is presented in Royal Decree 240/2007, of 16 February on the entry, free movement and residence in Spain of citizens of the Member States of the European Union and of other States part of the Agreement on the European Economic Area.

Any citizen of an EU Member State, Norway, Iceland, Liechtenstein or Switzerland has the right to reside in the territory of the Spanish State for a period of more than three months if:

- a. if they are workers or self-employed persons in Spain;
- b. and have sufficient resources for themselves and their family members not to become a burden on the social assistance system in Spain during their period of residence and have comprehensive sickness insurance cover in Spain;

³⁹ Germany, Austria, Belgium, Bulgaria, Cyprus, Croatia, Denmark, Slovenia, Slovakia, Finland, France, Greece, the Netherlands, Hungary, Ireland, Iceland, Italy, Latvia, Liechtenstein, Lithuania, Luxembourg, Malta, Norway, Poland, Portugal, the United Kingdom, the Czech Republic, Romania, Sweden and Switzerland.

- c. are enrolled at a private or public establishment, accredited or financed by the competent Educational Administration in accordance with applicable legislation, for the principal purpose of following a course of study, including vocational training, and, have comprehensive sickness insurance cover in Spain and assure the relevant national authority, by means of a declaration or by such equivalent means as they may choose, that they have sufficient resources for themselves and their family members not to become a burden on the social assistance system of Spain during their period of residence; or
- d. are family members accompanying or joining a citizen from the EU, Iceland, Liechtenstein, Norway or Switzerland, and satisfy the conditions referred to above.

Family members are considered as the dependent ascendants, spouse or partner, children under the age of twenty-one and dependent adults, provided that they accompany or join the EU citizen, except in the case of students, who are not able to extend the right of residence to their ascendants.

As mentioned above, for entry and short stays, family members who do not hold the nationality of a Member State will only be subject to the entry visa requirement in accordance with Regulation (EC) 539/2001, and therefore do not require a residence visa.

- b) Nationals of third countries.** Unlike the regime for stays of a duration of less than ninety days, regulated by that established in Community legislation, for stays in Spain of more than ninety days, the legislation is national and is contained in Organic Law 4/2000, of 11 January, on the rights and freedoms of foreigners in Spain and their social integration, and in the applicable regulation, approved by Royal Decree 557/2011, of 20 April.

Spanish legislation requires a **visa for all foreigners** intending to stay in Spain for a period of more than ninety days.

The visas established in Spanish legislation for the performance of research or training activities are as follows:

- a. Study visa.
- b. Exemption from work authorisation visa.
- c. Research visa.
- d. Residency and work visa.

In addition to that established in Organic Law 4/2000 and its regulation, it is important to highlight that Law 14/2013, of 27 September for the Support of Entrepreneurs and their Internationalisation, which considers certain cases in which, for reasons of economic interest, the awarding of visas and residence permits is faster and easier in order to attract investment and talent to Spain.

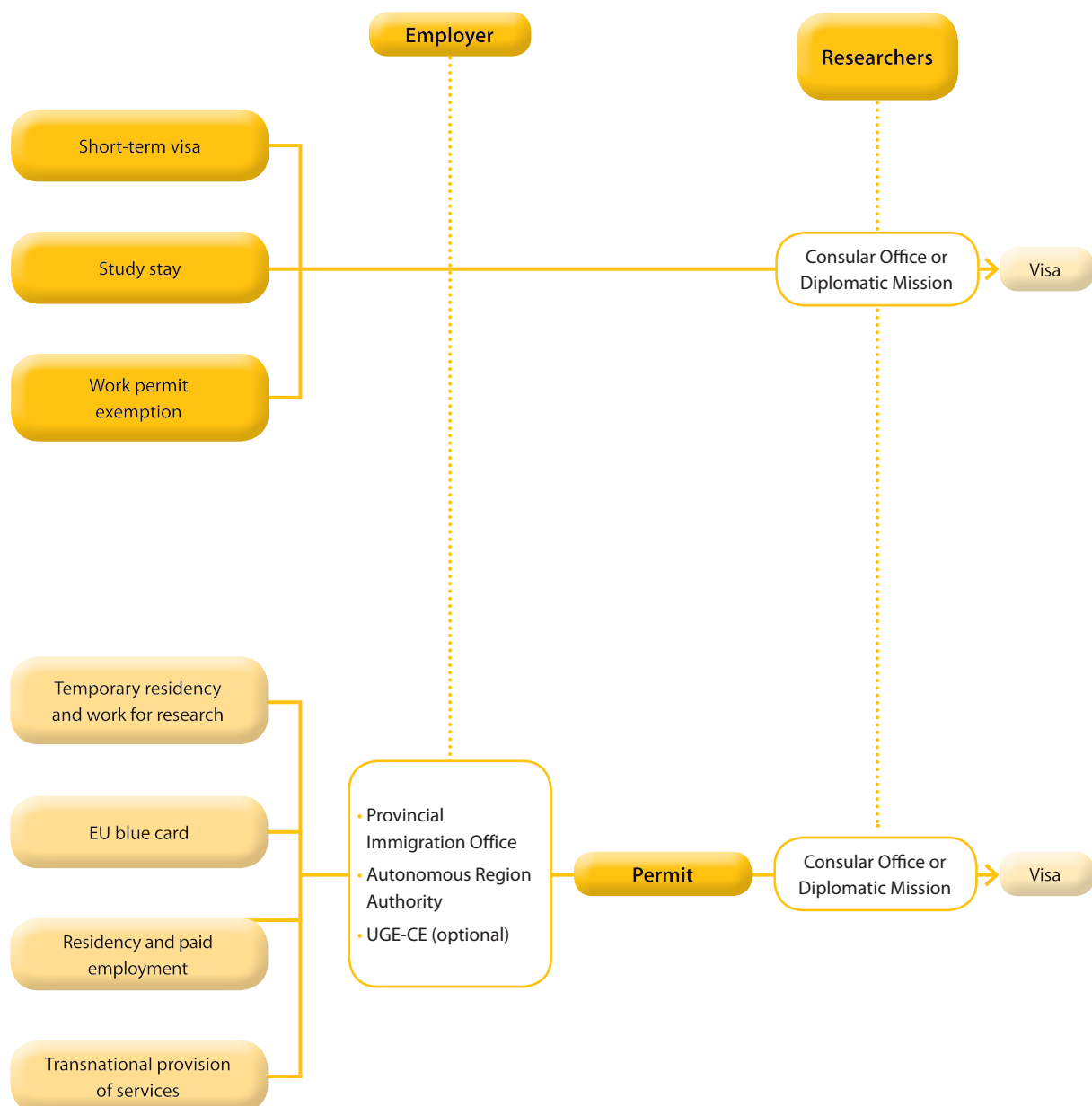
The measure is directed at those persons engaged in research and entrepreneurship, workers moving between firms, highly qualified professionals and research personnel, and certain members of their family, via a fast and efficient procedure before one single authority and for a variable time period according to the different cases under consideration.

3.5. What procedures do I need to carry out?

- Check that you are required to apply for a visa in order to enter Spain.
- Apply for the authorisation to stay for study or residence, which allows a foreigner from a non EEA member country to remain in Spain for a period of more than ninety days.
- Apply for the visa (once the stay permit has been obtained).

This permit does not authorise travel to Spain; the applicant must wait until he/she obtains the visa.

Figure 10. Outline of visa application and residency permit applications.



Source: Graph by these authors.

Depending on the duration of the stay, there are **different entry and stay procedures** (see table 11).

Table 11. Procedures for entry and stay according to the duration of the stay.

Short stays (under 90 days)	<ul style="list-style-type: none"> • Short stay visa. • Work permit exemption (speeds up process for obtaining visa). • Temporary residency and work involving transnational provision of services.
Long but not indefinite stays (more than 90 days, under 5 years)	<ul style="list-style-type: none"> • Study permit • Temporary residency permit: <ul style="list-style-type: none"> - Research visa. - EU blue card. - Work permit exemption. - Temporary residency and work involving transnational provision of services. - Temporary residency and paid employment. - Permits processed by the UGE-CE.
Long or indefinite stay (more than 5 years)	<ul style="list-style-type: none"> • Long stay residency permit. • Long stay residency permit – EU.

Source: Graph by these authors.

The following sections describe the conditions researchers must meet in order to apply for each of the above permits, together with their duration, the possibility of renewal, etc. It also explains the fast processing of the UGE-CE⁴⁰ for researcher-recruiting entities only, and the new procedure created by Law 14/2013, of 27 September, for Support to Entrepreneurs and their internationalisation.

3.5.1. Short stay procedures

Short periods: Sum of successive periods, **not exceeding** 90 days (three months) per six months from the date of first entry onwards.

There are three types of entry procedures that allow short stays in Spain:

- a) Short stay visa.** Enables the holder to remain in the territory of Member States that are part of the Schengen Area up to a maximum of ninety (90) days per six months, over either one uninterrupted period or successive periods (see section 3.3. "Short-stay visas").

⁴⁰ The UGE-CE reports to the Directorate General for Migration of the General Secretariat of Immigration and Emigration at the Ministry of Employment and Social Security. Their website is: <http://extranjeros.empleo.gob.es/es/UnidadGrandesEmpresas> (available in Spanish only, though its information pamphlets can be found in English and occasionally in French).

b) Temporary residency with work permit exemption.

This can be applied for by foreigners who meet any of the following conditions:

- Technical or scientific personnel invited or contracted by the Government, the Autonomous Regions, the universities, local entities or organisations who aim to promote and develop research which is mainly promoted or participated in by the above.
- Teaching staff or technical personnel, researcher and scientist invited or contracted by a Spanish university.
- Senior personnel, teacher or researcher, from cultural or educational institutions dependent on other Countries, or private foreign entities of accredited prestige, officially recognised by Spain, which develop cultural and teaching programmes in their respective countries.
- Members of international scientific missions who plan to carry out work and research in Spain, authorised by the competent State or Regional Administration.

If a foreign researcher is a resident in Spain, he or she must have the exemption recognised at the Immigration Office in the province where the work will begin.

If a foreign researcher **is not a resident in Spain**, he or she must apply for the corresponding **short duration stay or residency visa** at the Spanish Consular Office in their country of residence.

The timeframe for resolving the temporary residency with work permit exception will be **a maximum of seven days**, to which will be added the processing of the visa.

c) Permits for residency and work involving transnational provision of services.

This permit is intended for enterprises established in a State not belonging to the European Union or European Economic Area which intend to send a worker to Spain to whom the community regime does not apply (a researcher), with whom, during the moving period, they maintain and will maintain a working relationship under one of the following circumstances:

- When the person is moving on account of, and under the direction of, the foreign company as part of the completion of a contract.
- When the person is moving to workplaces in Spain of the same company or group of companies.
- When the employees moving are highly qualified and the purpose of the move is to supervise and advise on work or services that companies based in Spain go abroad to undertake.

Other criteria, in addition to the general ones, are that the worker has stable, regular residency in the country or countries in which the company sending him/her to Spain is established, that the professional activity is of a usual nature and that he/she has worked there for at least a year and has served the company for a minimum of nine months.

The authorisation is limited to one occupation and a specific territorial area, and the length of stay shall coincide with the established trip time, up to a maximum of one year.

3.5.2. Procedures for a long but not indefinite stay

A long but not indefinite stay is an uninterrupted period, or sum of successive periods, the total length of which shall not **exceed** ninety days per semester from the date of the first entry. These types of permits and visas give researchers the right to temporary residency for a maximum of five years.

There are different types of entry permits depending on the researcher's situation.

3.5.2.1. Study, student mobility, internship or volunteer permit

Researchers planning to carry out any of the following **non-professional** activities may apply for this type of permit:

- Studying or furthering studies at an authorised educational centre in Spain, on a full-time course that leads to a degree or study certificate.
- Research or training activities, provided that these do not constitute a professional activity (in which case a permit within a special research scheme should be requested, as set out in the next section).
- Participation in a student mobility programme at an officially recognised scientific or educational establishment.
- Internships in a state or private body or organisation.

The **study visa** authorises foreigners to stay in Spain until the completion of the activity for which it was awarded. The duration of the stay will be the same as that of the activity for which the visa was awarded, for a maximum of one year, renewable on a yearly basis when proof is provided that the foreigner still meets the criteria to be eligible for this type of visa.

The **requirements necessary⁴¹ to apply for a study permit and the corresponding visa include the following:**

- Being accepted by an authorised educational centre in Spain onto a full-time course that leads to a degree or a study certificate, or being accepted by an officially recognised centre in Spain to carry out research –university, centre belonging to the Higher Council for Scientific Research (CSIC) or another public or private R&D&I institution or training activities. If you are participating in a student mobility programme, you must also prove you have been admitted onto this programme.

41 A list of all the requirements can be found in Article 38 of the Immigration Act.

- Having guaranteed the necessary economic means to cover expenses during the stay and to return to the applicant's country of origin, providing proof of a monthly amount equivalent to 100% of IRPEM⁴², unless the researcher duly proves he or she has prepaid the accommodation for the duration of their stay. If the stay is part of a student mobility programme, it is sufficient if the mobility programme includes provisions that guarantee the maintenance of the foreigner during the period of mobility.
- Have taken out health insurance whether public or private with a company authorised to operate in Spain.
- When the length of the stay exceeds 6 months, the following will also be necessary:
 - Medical certificate proving that the applicant does not suffer from an illness with potentially serious repercussions on public health.⁴³
 - For those of legal age, there must be no criminal record in the last 5 years in their previous countries of residence.

The application for a study visa must be submitted in person by the researcher or student in the diplomatic mission or Spanish consular office in the researcher's place of residence. A decision regarding this permit will be made within no more than **seven days from the date the application is received**. If the Diplomatic Mission or Consular Office authorises the stay, the entry visa will be resolved and sent within a month. The applicant will be informed of the granting of the visa and will have two months from that date to pick it up. This not being the case, it will be assumed that the visa is no longer required and the procedure will be archived.

If the stay exceeds six months, foreigners must apply for the corresponding foreign national identity card within a month after effectively entering Spain.

Note: If the work involved in the research project is not paid,
a study visa must be applied for.

It should be noted that for **unpaid research work**, Spain issues two kinds of visa sticker depending on the duration of the tasks:

- Foreign researchers whose project in Spain does not exceed six months in length will obtain a visa sticker whose duration will be exactly that of the length of the project.

⁴² Indicador Público de Rentas de Efectos Múltiples (Multipurpose Public Income Indicator), the annual value of which can be consulted at: http://www.seg-social.es/Internet_1/Trabajadores/CotizacionRecaudaci10777/Regimenes/RegimenGeneraldeIaS10957/TablasResumendebase9932/Parametrosrelaciona730/index.htm#47860 (available in Spanish, in the official languages of Spain, in English and in French).

⁴³ The International Health Regulations is a legal instrument signed by 194 countries with the support of the World Health Organisation to prevent the international spread of diseases: <http://www.who.int/ihr> (available in English, French, Spanish, Russian, Arabic and Chinese).

- In the case of projects that last more than six months, the visa sticker will last 90 days, because it is not this sticker that authorises the researcher's stay in Spain but the foreign national identity card, which, as mentioned above, must be applied for within a month of arrival in Spain.

It should be noted that foreign nationals who apply for a place on a specialised medical course⁴⁴, can undertake professional and training activities⁴⁵ in healthcare centres to train Health Sciences specialists without any need for the corresponding work permit.

Any foreign student who has been admitted onto a course to study or further his or her studies in another member state of the European Union will be able to request to sit or complete part of their studies in Spain without having to apply for a specific visa to enter Spain. Nevertheless, within a month of arriving in Spain he/she will have to present the application to obtain the study permit.

Foreign nationals on a study visa (not their family) may be authorized to conduct lucrative professional activity when an employer submits the corresponding application, the regulatory requisites are fulfilled, the activity in question is compatible with the person's studies or the activity for which the stay permit was granted, and the income earned is not a necessary resource for the foreign national's maintenance or stay. The contract will be part-time. Should the contract be full-time, duration must not exceed three months or coincide with classes or research periods.

Students may obtain residency and an initial work permit without having to apply for a visa when the business owner recruiting them applies for permission (the initial temporary residency and paid employment permit must be applied for whilst the stay permit is still valid) and foreign students fulfil the following conditions:

- Have been in Spain with "staying" status for at least three years (in exceptional circumstances, for professional or scientific merit, a duration of under three years may be authorised).
- Have made the most of their studies or research work.
- Have not received a grant or been subsidised by either public or private organisations as part of cooperation or development schemes in Spain or the students' country of origin.

If the holder of the study visa benefits from aid under a scheme in the sphere of application of the predoctoral contract (with a maximum duration of 4 years) provided by the Science, Technology and Innovation Act, the person will still be considered a student to all effects at the time renewal is requested.

⁴⁴ The specialist healthcare training system in Spain, regulated in Royal Decree 183/2008 of 8 February, consists of the following programmes: Medicine (in the form of Resident Medical Intern, MIR), Biology (BIR), Nursing (EIR), Pharmacy (FIR), Psychology (PIR), Chemistry (QIR) and Radiophysics (RadioFIR).

⁴⁵ See Royal Decree 1146/2006, of 6 October, where these are regulated: http://www.boe.es/diario_boe/txt.php?id=BOE-A-2006-17498 (only available in Spanish).

3.5.2.2. Temporary residency

Temporary residence is considered a stay in Spain of more than 90 days and less than five years (except in the case of study, student mobility, internships or volunteer services).

Researchers interested in working in Spain for periods longer than 90 days can apply for five different types of permits, depending on their situation, for which there must exist a fast-track procedure run by the Unit for Large Companies and Strategic Economic Sectors (UGE-CE) at the sole disposal of the entities employing the researcher, which will be analysed in the following section:

B.1: Temporary residency and work permit for research
(**research or scientific visa**).

B.2: Temporary residency and work permit for highly qualified professionals
with a **blue card**.

B.3: Temporary residency with **work permit exemption**.

B.4: Temporary residency and work permit involving **transnational provision of services**.

B.5: Temporary residency and **paid employment** permit.

Having obtained the relevant temporary residency permit, the researcher must apply in person for the corresponding visa (research or residency and work) at the diplomatic mission or consular office in his/her area of residence. Once informed of the granting of the visa, the researcher must collect it in person within a month (failing this, it will be assumed that the visa is no longer required and the file will be archived). The visa is valid for three months, during which period the researcher must arrive in Spain.

B.1: Research visa

Foreign researchers whose main or only reason for travelling to Spain is to undertake research projects under a **hosting agreement** endorsed by a **research centre** can apply for a **temporary residency and work permit for research** and, once granted, become eligible for the **research visa**.

In this context, we understand by **research centre** any natural or legal person, either in the public or private domain, whose main or secondary establishment is in Spain, who undertakes research or technological development in Spain and has been **authorised** to sign **hosting agreements**.

Foreign nationals intending to undertake research or training activities of
a non-professional nature should apply for a study permit rather than a research visa.

The Spanish Ministry of Economy, Industry and Competitiveness will maintain an updated list⁴⁶ of all research centres that have been authorised to sign hosting agreements with foreign researchers. By default, the list will include universities, public research centres (PROs) that report directly to the Central and Regional Governments and public or private research centres that are officially recognized as organisations that conduct research activity these organisations, as indicated in section 2.1 (The Spanish System for Science, Technology, and Innovation) are called Technology Institutes.

The Spanish Ministry of Economy, Industry and Competitiveness has established⁴⁷ the procedure that centres not included in the original list will have to follow in order to apply for authorisation to sign hosting agreements.

Hosting agreement

In order for a research centre or enterprise and a foreign researcher to sign a hosting agreement, the following conditions must be fulfilled:

- The research project must have been approved by the competent authorities of the centre and have a clearly defined objective and duration.
- The centre must also have the material and financial means necessary to carry out the project.
- The foreign researcher must provide proof of being in possession of a higher education qualification that would allow access to doctoral programmes, related to the research project for which the temporary residency and work permit has been requested.
- The hosting agreement must include the report describing the project and the work contract signed by the centre and the foreign researcher, the start being dependent on the approval of the permit application.

Any research centre that has signed a hosting agreement with a foreign researcher **must submit the application⁴⁸ for an initial residency and work permit for research to the authority responsible for processing applications in the province where the research project is due to begin.** When Regional Governments are responsible for such matters, it is they who determine the competent authority.⁴⁹ For all other Autonomous Communities, the competent authority is the corresponding provincial Aliens' Office.

⁴⁶ See the following web: http://www.idi.mineco.gob.es/stfls/MICINN/Ministerio/FICHEROS/Listado_Organismos_Investigacion_autorizados_conv_acogida.pdf (only available in Spanish).

⁴⁷ In accordance with Order CIN/1795/2011, of June 28 (published in BOE No. 155 30 on 30th June 2011): <http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.7eeac5cd345b4f34f09dfd1001432ea0/?vgnextoid=c7d5cc7a9afd0310VgnVCM1000001d04140aRCRD> (only available in Spanish).

⁴⁸ The application form must be accompanied by the documents indicated in Article 77 of Royal Decree 557/2011 of 20th April: organisation starting-up and representation documents, copy of the foreign researcher's passport, hosting agreement, qualifications validated by the researcher's embassy and translated (if necessary, when the validated qualifications are for a regulated profession).

⁴⁹ At present, on the Regional Government of Catalonia has transferred this responsibility, which is managed by the Ministry for Business and Labour: <http://empresa.gencat.cat/es/inici/index.html> (available in Spanish, Catalan and English).

The competent authority must respond to the application within a **maximum period of 45 days**. If the application is approved, the foreign national must apply for the visa (which includes the permit) in person (except in special circumstances) at the diplomatic mission or consular office of the district in which he/she will reside, and these offices will have a **maximum period of one month** to issue the final scientific visa that will allow the researcher to enter Spain.

As an option, **there is a fast track for employers of researchers**: the Unit for Large Companies and Strategic Economic Sectors (UGE-CE) – a unit of the Ministry of Employment and Social Security – may be called upon for processing the research visa as long as all of the conditions are met (see criteria in Section 3.5.3.). When applying through this Unit, the maximum resolution period for the residency and work permit is one month and the maximum period for visa resolution is 10 days.

Initially, **the temporary residency and work permit for research** has a **minimum duration of three months** and a **maximum of five years**, and is the same as the duration of the research project the permit is awarded for. If the duration of the visa exceeds six months, the foreign researcher must apply for the foreigner identity card. The temporary residency and work permit for research (included in the research visa) may be renewed for periods of one year, unless a long-term residency permit is applicable.

Depending on the duration of the research project, the following visas can be obtained:

- **Research visa not exceeding six months:** it will be valid for a maximum of six months and does not lead to obtaining a foreign national identity card.
- **Research visa exceeding six months:** this can be issued for a duration of 90 days. The holder must apply for the foreign national identity card at the police station or immigration office within a month of his/her arrival in Spain.

Any foreign researcher who has been recognised as such by a member state of the European Union, that is, any foreign researcher with a valid research visa another EU country can continue to work on the research project they began in that country **for a period of up to three months without the need to ask for a visa permit.**

Should this researcher wishes to stay in Spain for more than three months, the research organisation must apply for the initial residency and work permit, although it will not be necessary to obtain a new visa.

B.2: EU blue card for highly qualified professionals

The **EU blue card** applies to highly skilled professionals who are intending to carry out work that requires **higher education qualifications** or, in exceptional cases, can **provide proof of having five years' professional experience that can be considered comparable to the foregoing qualifications**, related to the activity for which the temporary residency and work permit has been requested.

The criteria for applying for the blue card include:

- The employer must submit a work contract that guarantees the employee ongoing work throughout the duration of the temporary residency and work permit.
- The gross annual salary specified in the contract must be at least 1.5 times the average gross annual salary. Notwithstanding, providing the contract complies with current legislation and the collective labour agreement that applies, the salary threshold can be 1.2 times the average gross annual salary stipulated for professions in which there is a particular need for third country nationals and which belong to groups 1 and 2 of the International Standard Classification of Occupations (ISCO).⁵⁰
- The national employment situation must permit the recruitment of the researcher. This will be determined by the Catalogue of difficult-to-fill occupations,⁵¹ which will be elaborated by the Public Service of State Employment on a quarterly basis, according to information supplied by regional public employment services and after consulting the Tripartite Labour Commission on Immigration.

Any employer intending to recruit a foreign worker who is not a resident in Spain must submit, through a duly accredited representative, the corresponding application for an initial residency and work permit for highly skilled professionals to the authority responsible for processing it in the province where the work is due to take place. When Regional Governments are responsible for such matters, it is they who determine the competent authority. For all other Autonomous Communities, the competent authority is the corresponding provincial Aliens' Office.

The competent authority must respond to the application within **a maximum period of 45 days**. If the application is approved, within one month of the employer or company applying being notified, the worker must request the corresponding residency and work permit in person at the diplomatic mission or consular office in his or her place of residence. The worker must be notified within **a maximum of one month** after the application is submitted that the visa permitting entry into Spain has been awarded.

When the requirements mentioned in Section 3.5.3. arise, the Unit of the Ministry of Employment and Social Security may be called upon for processing the EU blue card, as long as all of the conditions are met. When applying through this Unit the national employment situation is not taken into consideration (this is not a requirement), the maximum resolution period for the residency and work permit is one month and the maximum period for visa resolution is 10 days.

The initial permit is valid for one year, and can be renewed on a two-yearly basis, unless a long-term residency permit applies.

50 The International Standard Classification of Occupations (CIUO, *Clasificación Internacional Uniforme de Ocupaciones*) is the responsibility of the International Labour Organisation (ILO). For further information, please see the CIUO web page: <http://www.ilo.org/public/english/bureau/stat/isco/index.htm> (available in Spanish, English and French).

51 The catalogue of difficult-to-fill occupations, which is drafted for each province by the Public Service of State Employment (SEPE, Servicio Público de Empleo Estatal) defines the so-called national employment situation. This catalogue indicates the areas and job positions that cannot be filled by national workers and indicates the possibility of processing residence and work permits for foreign workers to the employer in that geographical area. The catalogue does not apply to Peru and Chile. The catalogue may be viewed at: http://www.sepe.es/contenidos/empresas/profesiones_demandadas/profesiones_mas_demandadas.html (only available in Spanish).

One month after the worker has been registered in the corresponding Social Security regime, he or she must apply in person for the foreign national identity card at the corresponding immigration office or police station. The card will be issued with the same expiry date as the permit and will be marked "EU blue card".

Foreign nationals **will not be required to obtain a residency and work permit** when exercising the right of mobility after being the holder of an EU blue card in another member state of the EU. Similarly, having been in possession of an EU blue card issued by another member state of the European Union for a period of 18 months, a foreign researcher has the right to travel to Spain to work in a highly skilled job and will only be required to submit the application for the initial temporary residency and work permit for highly skilled professionals, without having to apply for the visa.

B.3: Temporary residency with work permit exemption

Foreign nationals can also apply for the residency permit with work permit exemption described above in the section on short-stay procedures (Section 3.5.1) for stays exceeding three months.

Any foreigner who is not a resident in Spain and whose planned stay exceeds ninety days, must apply for the corresponding residency visa at the corresponding Spanish consular office in his/her place of residence. If a foreign researcher is a resident in Spain, he or she must have the exemption recognised at the immigration office in the province where the work will begin.

A resolution will be provided within **no more than seven days**. The work permit exemption will be valid for as long as the programme or activity continues, up to a maximum of one year, and then two years for the first extension and another two years for the following extension.

If the stay exceeds six months, the researcher must apply for the foreign national identity card.

B.4: Temporary residency and work permit involving transnational provision of services

This authorisation permits a foreign worker to travel from a work centre in Spain and depend, through an express labour relation, on a company established in a country which is not a member of either the EU or the EEA in the following cases:

- a. When the temporary posting takes place under the direction and on behalf of the foreign company on which they depend to another established company or which carries out their activity in Spain for the performance of a contract for the provision of services agreed between the two companies.
- b. When the worker is temporarily posted to work centres in Spain belonging to the same company or business group.
- c. When the employees moving are highly qualified and the purpose of the move is to supervise and advise on work or services that companies based in Spain go abroad to undertake.

Requirements:

- Not be a citizen of a Member State of the EU, of the EEA or Switzerland, or a relative of citizens of these countries to whom the regime of EU citizen is applicable.
- Not be in Spain illegally.
- Have no previous criminal offences in Spain, or in any of the previous countries of residence, for considered criminal offences under Spanish law.
- Not be forbidden entry to Spain and not appear as undesirable in the territories of countries with which Spain has signed an agreement in this respect.
- Not be, where applicable, within the agreed period of no-return to Spain that the Alien has assumed voluntarily on their return to their country of origin.
- Be legally resident in the country or countries in which the company which is posting is based.
- That the national situation of employment permits the contracting, unless the permit can be applied for at the UGE-CE (Large Business Units sections).
- Have performed the professional activity in the country in which the company is based on a regular basis and, at minimum, for one year.
- Have been at the service of the posting company for, at minimum, nine months.
- That the posting company guarantees the worker posted to Spain the conditions of employment applicable in accordance with that established in Law 45/1999, of 29 November.
- That the company to which the worker is posted is up-to-date with their tax obligations and Social Security payments.

Law 14/2013, of 27 September, on Support for Entrepreneurs and their Internationalisation, establishes inclusion of the recent European legislation in the Spanish legal system.

B.5: Temporary residency and paid employment permit

If the activity to be undertaken by the foreign researcher in Spain (it is a professional/occupational activity) does not fit any of the aforementioned circumstances, a residency and paid employment visa must be applied for upon obtaining the corresponding temporary residency and paid employment permit in Spain.

Any employer intending to recruit a foreign worker who is not a resident in Spain must submit, through a duly accredited representative, the corresponding application for an initial residency and work permit for highly skilled professionals to the authority responsible for processing it in the province where the work is due to take place. When Regional Governments are responsible for such matters, it is they who determine the competent authority. For all other Regional Authorities, the competent authority is the corresponding provincial Aliens' Office.

The competent authority must respond to the application within **a maximum period of three months**. If the application is approved, within one month of the employer or company applying being notified, the worker must request the corresponding residency and work permit in person at the diplomatic mission or consular office in his or her place of residence.

The worker must be notified within **a maximum of one month** after the application is submitted that the visa permitting entry into Spain has been awarded.

Once notified of the granting of the visa, the applicant must go and collect it in person within a month from the date on which he/she is notified; failing this, it will be assumed that the visa is no longer required and the file will be archived. These visas are valid for three months, and it is during this period that the researcher must enter Spain.

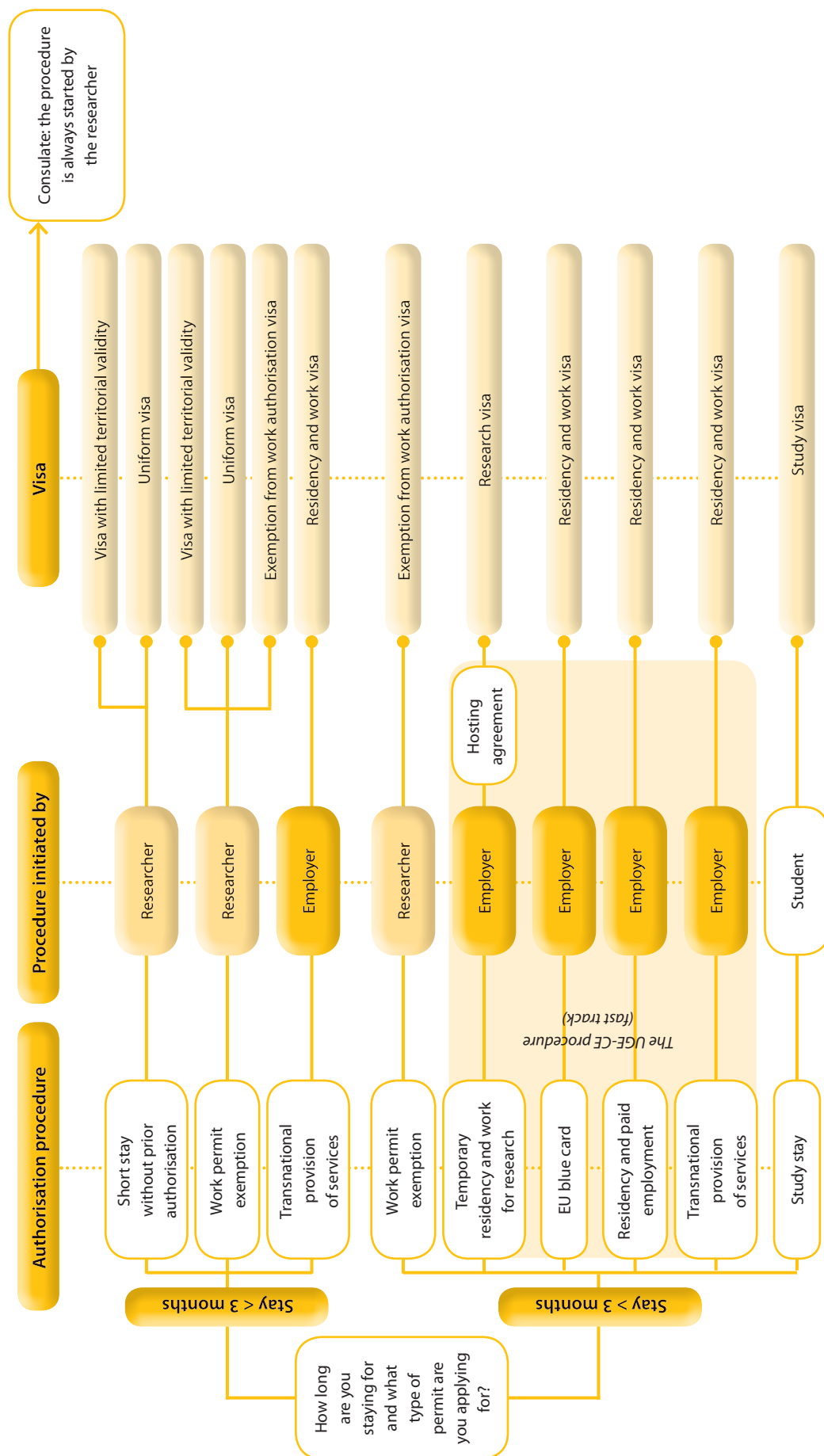
Within three months of the researcher's arrival in Spain, he should be affiliated, registered and subsequently contribute to the applicable Social Security Regime. Similarly, within one month of the researcher's registration in the Social Security regime, he must apply in person at the corresponding police station or immigration office for his foreign national identity card. Once the card is awarded, it must also be collected in person.

When the requirements mentioned in Section 3.5.3. arise, the Unit of the Ministry of Employment and Social Security may be called upon for processing the temporary residency and paid employment permit in Spain, provided the conditions for this are met. When applying through this Unit the national employment situation is not taken into consideration (this is not a requirement), the maximum resolution period for the residency and work permit is one month and the maximum period for visa resolution is 10 days.

The initial permit is valid for one year, and can be renewed on a two-yearly basis, unless a long-term residency permit applies.



Figure 11. Chart summarising entry and residency and work authorisation procedures and responsibilities at the beginning of the procedures.



Source: Graph by these authors.

3.5.3. Fast track for employers: the UGE-CE

The UGE-CE was founded in 2007 under an agreement of the Council of Ministers to provide a quick response and expert advice to the requirements put forward by companies and organisations which need to bring non-community personnel with special characteristics to Spain.

At present, it is responsible for:

- The processing of residence permits established in Law 14/2013, of 27 September on Support for Entrepreneurs and their Internationalisation, which facilitates the entry and stay in Spain for reasons of economic interest to investors, entrepreneurs, highly qualified professionals, **researchers**, workers making intra-corporate movements within the same company or group of companies and relatives of the above.
- The procedures established in Title IX of Royal Decree 577/2011, referring to **research professionals or university teaching staff**, highly qualified professionals and posted workers, among others.

Both laws establish rapid procedures with maximum resolution times less than those generally established in the law relating to Aliens. Moreover, Law 14/2013, of 27 September, on Support for Entrepreneurs and their Internationalisation, indicates a maximum of twenty workdays from the presentation of the application to the competent authority for the ruling, and is understood to be approved if not resolved within this period. Procedures under the scope of the Alien legislation shall be resolved in a maximum of one month, although, in this case, the application is not considered as approved if not resolved within this period.

In both cases, the visas to be obtained, once the applications have been approved, must be issued with ten days.

The most important new items covered under Law 14/2013, of 27 September, on Support to Entrepreneurs and their Internationalisation, with respect to the Law relating to Aliens, in addition to the resolution period and the meaning of silence, relates to the possibility to apply for a residence permit for research personnel who are already in Spain without needing to obtain a visa. The only requirement in this respect is that that the individual is not illegally in Spain.

Another significant difference with respect to the law relating to Aliens is that Law 14/2013, of 27 September, on Support to Entrepreneurs and their Internationalisation, does not require the appearance in person at the offices of the UGE-CE in Madrid of those individuals for whom the organisation contracting the researcher act on their behalf.

With regard to relatives, Law 14/2013, of 27 September, on Support to Entrepreneurs and their Internationalisation, includes financially dependent children of full age who have not formed an independent family unit.

In addition, the law relating to Aliens —specifically for the scientific visa— indicates the possibility of an initial permit for five years and expressly considers mobility to Spain of foreign citizens accepted as research personnel in an EU Member State to continue in Spain with the development of the research project started therein. If the period is longer, it should be authorised in accordance with that established for this type of permit, without needing to apply for the research visa.

Consequently, the advantages and disadvantages of each type of permit should be assessed before deciding on which type to apply for on behalf of the researcher.

3.5.3.1. Procedure under the scope of Law 14/2013, of 27 September, on Support to Entrepreneurs and their Internationalisation

As in the case of the Law relating to Aliens, there is a specific procedure for research personnel, which, if the requirements are met, does not prevent the application for a resident's permit for highly qualified professionals, workers making intra-corporate movements within the same company or group of companies or, even a permit for entrepreneurs. The following family member members are also included with the scope of application of this law: the spouse or person with an equivalent sentimental relationship; children, minors or of legal age who, financially dependent on the permit holder, have not formed an independent family unit; and dependent ascendants who accompany or join the worker.

As regards entry and stays for periods of less than ninety days, Law 14/2013, of 27 September, on Support for Entrepreneurs and their Internationalisation (hereinafter, the Entrepreneurs' Law), please refer to that established in Regulation (EU) 2016/399 of the European Parliament and of the Council, of 9 March 2016, on a Union code on the rules governing the movement of persons across borders (Schengen Borders Code), and Regulation (EC) 810/2009 of the European Parliament and of the Council, of 13 July 2009, establishing a Community Code on visas (Visa Code).

In the case of long-stay visas and residence permits, the Entrepreneurs Law establishes various common general requirements and other specific requirements depending on the group in question:

• General requirements

- a)** Not be in Spain illegally.
- b)** Be over eighteen years old.
- c)** Have no previous criminal offence record in Spain and in the countries in which they have resided in the last five years, for criminal offences considered under Spanish law.
- d)** Not appear as undesirable in the territories of countries with which Spain has signed an agreement in this respect.
- e)** Have taken out health insurance whether public or private with a company authorised to operate in Spain.
- f)** Proof of having sufficient economic resources for yourself and members of your family during your period of residency in Spain.
- g)** Pay the fee required for the processing of the permit or visa.

• Specific requirements for developing training, research, development and innovation activities

In this case, foreign citizens (both those who are abroad and those who are resident in Spain) wishing to carry out training, research, development and innovation activities, either in public or private organisations, may obtain a residence permit if they fall within any of the following cases:

- a) Researcher as referred to in article 13 and the first additional clause of the STI Law.
- b) Scientific and technical personnel performing scientific research or technological development and innovation work in businesses or in R&D&I centres established in Spain.
- c) Research personnel covered by a public or private research body agreement, under the conditions established by law.
- d) Teaching personnel contracted by universities, research bodies or further education centres, or business schools established in Spain, in accordance with the criteria established by law.

• Processing of the residence permit

Individuals represented by a university, business entity, R&D&I centre or research body should submit the application form available on the Immigration Portal (http://extranjeros.empleo.gob.es/es/ModelosSolicitudes/ley_14_2013/index.html) on the UGE-CE website (<https://explotacion.mtin.gob.es/ley11/inicio/showTramites.action?procedimientoSel=200&proc=1>). The following documents must be attached with the application:

- Photocopy of valid full passport or travel document.
- A document certifying that they have sufficient resources for themselves and their family members during their stay in Spain. This can be substantiated, where applicable, by the corresponding employment contract or documentation accrediting a professional relation or for reasons of training.
- Health insurance whether public or private with a company authorised to operate in Spain, unless the activity to be carried out includes insurance under the National Health System.
- If the foreign citizen is in Spain as the holder of a short-stay visa or study visa for a period of less than six months, they should submit the certificate of no criminal record issued by the country or countries in which they have been resident in the last five years.
- Proof of payment of the fee (paid by the permit holder and, in the case of minors, by the parent or legal guardian). Model 038 for the payment of the fee is available on the Ministry of Employment and Social Security website (https://sede.empleoyseguridadsocial.gob.es/es/sede_electronica/tramites/tasa-038/index.htm). The fee payable will be displayed when the corresponding box is ticked in section 7.

This permit allows the foreign citizen to reside and carry out research activities in Spain and is valid for up to two years (or the period stipulated in the contract or agreement if this is less than two years).

If, on the application form, the researcher is shown as living abroad at the time of making the application, they should obtain a research visa before arriving in Spain and, after entering the country, they may apply for the foreign citizen identity card. If, to the contrary, they are already in Spain, they may apply for this card directly.

- **Renewal of the resident's permit in order to carry out training, research, development and innovation activities**

The renewal application should be presented by the researcher in person and authorises the extension of the permit validity until the resolution of the proceedings. This validity may also be extended in the event that the application was sent within the ninety days after the expiry of the previous permit, without affecting the initiation, where applicable, of the corresponding sanctions proceeding. The permit will be renewed for two years and, if the contract is not indefinite and has a shorter length, for the length of the employment or professional relation.

Absences of more than six months per year will be considered, unless the foreign citizen is accredited as an employee of a company which, although conducting activity abroad, has its operational base in Spain.

The following should be submitted with the application:

- Copy of the foreign citizen identity card (if they have been in Spain for more than six months).
- **Updated** copy of the full current passport.
- Certificate of no criminal record (if they have been outside Spain for more than six months).
- Proof of payment of fee.
- Contract of employment or accreditation of professional relationship.

- **Specific requirements for the residence permit for highly qualified professionals**

Just as the law regarding Aliens considers different figures other than that of researchers specifically which may be used for the contracting of research personnel, the Entrepreneurs' Law includes other groups in which certain researchers may be included. In this respect, a residence permit may be requested for highly qualified professionals by **companies** requiring the incorporation in Spain of foreign professionals for the development of a professional or labour relationship included in any of the following cases:

- a)** Management or highly qualified personnel provided the company or group of companies meets any of the following characteristics:
 - a.** An average staff in the three months immediately before the presentation of the application of more than 250 employees in Spain, registered with the corresponding Social Security regime.
 - b.** An annual net business figure of more than 50 million Euros in Spain; or a volume of equity or net assets of more than 43 million Euros in Spain.
 - c.** An annual mean gross investment, from abroad, of not less than one million Euros in the three years immediately preceding the presentation of the application.
 - d.** Companies with an investment stock value or position, according to the latest figures from the Registry of Foreign Investments of the Ministry of Economy, Industry and Competitiveness, of more than three million Euros.

- e. Membership, in the case of small and medium enterprises established in Spain, of a strategically considered sector accredited with a report from the Directorate General of International Trade and Investment (DGCI).
- b) Management or highly qualified personnel who form part of a business project which implies, alternatively and provided that the alleged condition on the base of this supposition is considered and accredited as of general interest by the DGCI, a significant increase in the creation of jobs.
- c) Graduates and postgraduates from universities and business schools of recognised prestige.

The specific documentation shall accredit the assumed access, and that the job requires high qualifications.

As in the previous case, the foreign citizen may be abroad or legally in Spain and, therefore, the need to obtain the visa or not will depend on the starting point. This also applies to the presentation of the certificate of no criminal record.

The effects of the permit and its period of validity are the same as in the case of the research residence permit. Similarly, when applying for renewal, it is necessary to demonstrate that the requirements which enabled the initial permit to be obtained continue to be fulfilled.

• Specific requirements for residence due to intra-corporate transfer

Spanish legislation offers two alternatives for the intra-corporate transfer of foreign citizens (who are not citizens of the EU, EEA or Switzerland):

1. The EU-ICT intra-corporate transferee permit for management, specialist personnel and trainees.
2. The national intra-corporate transferee permit for other cases, for example the transfer of employees for the implementation of a contract (CSS) or for a professional relationship (IP).

The application to be presented will depend on the personnel to be transferred to the business centre or group of business located in Spain. For further information, please see articles 73 and 74 of the Entrepreneurs' Law.

Renewals of up to two years may also be requested provided the conditions applied at the initial granting of the permit continue to be fulfilled. However, there is a maximum duration for the transfer for certain categories that conditions the validity of the permit or the possibility of renewal:

- The transfer of management and specialist personnel: maximum of three years.
- The transfer of trainees: maximum of one year.

• Specific requirements for the residence permit for entrepreneurs

It is not necessary for the research activity to be confined to an external labour or professional relationship, and therefore those foreign citizens wishing to carry out an entrepreneurial and business activity of an innovative nature and who believe that this is of special economic interest to Spain may benefit from the entrepreneurs' residence regime. This permit, as with the others considered in the Entrepreneurs' Law, is valid throughout Spain and permits the holder to reside and work in Spain. However, unlike the other permits mentioned above, the length of the initial permit and of

the renewals is always two years. In addition, the general requirements are common to all and the specific requirement establishes that a report from the DGCI must be presented.

The application must be presented at the UGE-CE and include the business plan which the unit sends to the Ministry of Economy, Industry and Competitiveness. The group of experts from the DGCI will assess the following areas:

1. The professional profile: training and professional experience, and the involvement of the interested party in the project.
2. The business plan, which must include, at minimum, the following elements:
 - Project description: business activity to be carried out, start date, location, proposed legal structure of the company, potential economic impact of the investment, description of the expected number of jobs to be created, and their duties and qualifications, proposed promotional activities and sales strategy.
 - Description of the product or service: the description should be detailed and include innovative aspects.
 - Market analysis: market assessment and expected evolution, description of possible competitors, assessment of potential consumers and analysis of supply and demand.
 - Funding: required investment, sources of funding and financial plan.
3. The added value for the Spanish economy.

If the foreign citizen is abroad, they should apply for the entrepreneurs' visa at their corresponding diplomatic mission or consular post. This visa will be valid for one year and will permit the holder entry to Spain, and the right to reside and work throughout Spain. While the visa remains valid, they may request the resident's permit at the UGE-CE, for which they should accredit the start of the entrepreneurial activity.

• Processing of the visa

If the foreign citizen is outside Spain, once they have obtained the residence permit mentioned in the previous section, they may apply for a residence visa, submitting the following documents:

- Passport.
- Criminal record certificate.
- Copy of the residence permit awarded.

Visa applications will be resolved and notified within ten days, and will have a validity of one year, allowing the holder to reside in Spain without the need to apply for the foreign citizen identity card.

This procedure is the same for research personnel, highly qualified professionals and posted employees. To process the visa for entrepreneurs, it is not necessary to present a copy of the residence permit, but the entrepreneur project should be included for assessment.

- **Relatives of the above groups**

The spouse or person with an equivalent sentimental relationship, children, either minors or of legal age who, financially dependent on the permit holder, have not formed an independent family unit and dependent ascendants who accompany or join the researchers may apply for, together and simultaneously or successively, the permit and, where applicable, the visa.

To do so, compliance with the requirements generally established in section I, together with the family relationship must be demonstrated, and, in those cases that so require, the financial dependence and non-existence of a new family unit.

The authorisation for families is valid for residence and work throughout Spain provided the age stipulated in the labour laws is met.

3.5.3.2. Procedure under the Law relating to Aliens. Title IX and first additional clause (section 3) of Royal Decree 577/2011

Title IX and first additional clause (section 3) of Royal Decree 577/2011 consider a fast track (regulated under the legal name "Procedure") to authorise **entry, residency and work of foreigners** for professional activities with economic, social or labour interests regarding the realisation of **research and development or teaching projects requiring high qualifications**.

This type of permit is optional, i.e. it may be requested notwithstanding the rest of the options, and **is not a different kind of authorisation but a fast-track procedure for managing permits**. This type of fast-track procedure, processed by the UGE-CE, will be one of the most widely used procedures (providing the conditions are fulfilled by the researcher and employer) for periods longer than three months. It is an optional procedure initiated by the body (university, state research organisation or enterprise) which leads to obtaining one of the following residency and work permits set out in previous sections:

- Temporary residency and work permit for research (scientific visa).
- Temporary residency and work permit for highly qualified professionals (EU blue card).
- Temporary residency and paid employment permit.
- Temporary residency and work permit involving transnational provision of services.

In the latter case, the receiving company must fulfil the requirements for enterprises.

To apply, it is necessary that the applicant be in one of the following situations:

- Highly qualified specialists and scientists whose reason for coming is to carry out research projects or participate in development activity at universities and R&D&I centres of recognised prestige or at research and development units belonging to enterprises established in Spain.
- Lecturers recruited by a Spanish university to teach or perform other academic activities.
- Highly qualified specialists and scientists recruited by the Spanish Government, Regional Governments, Local Governments or organisations either run or owned largely by the aforementioned institutions and whose mission is to promote and carry out research.

- Executive or highly-qualified personnel for companies or employers that carry out activities involving investments or the creation of jobs in Spain that are considered and established as a public interest (due to the number of jobs, the socioeconomic impact of the investment or its significance in terms of scientific-technical innovation).
- Executive or highly qualified personnel belonging to companies that meet any of the following characteristics: having more than 500 employees in Spain; having an annual net turnover of more than €200m in Spain or net worth – also in Spain – of €100m; having declared gross annual average investment of no less than €1m during the three immediately preceding years with entirely foreign capital.

This procedure may also be applied to small and medium-sized companies established in Spain that belong to the following strategic sectors: information and communications technology; renewable energies; environment; water and water treatment; health sciences; biopharmaceuticals and biotechnology; and aerospace and aeronautics.

The application should be presented **in person** by the person legally acting on behalf of **the company, the contracting body or the individual or the employer**, before the UGE-CE⁵² of the Ministry of Employment and Social Security, the competent authority for resolving this application within a maximum of one month. **The national employment situation will not be taken into account** for the approval of this permit.

Once permission has been granted, the researcher must submit the **residency and work visa** application form to the diplomatic mission or Spanish consular office, which must issue the permit within **a maximum of 10 days**. The work and residency permit awarded will have the period of validity indicated for each permit.

If the stay exceeds six months, the researcher must apply for the foreign national identity card.

In addition, the UGE-CE is also responsible for processing **permits** for the **relatives** of workers admitted to this procedure. The type of permit awarded to relatives depends on that awarded to the researcher; in this respect, the UGE-CE may resolve and process the following permits (the requirements and conditions of application are listed in section 3.7):

- Temporary residency permit for family regrouping.
- Temporary residency permit without work or professional activity.
- Temporary residency and paid employment permit.

The duration of the family permits provided for in this case shall under no circumstances exceed the main authorisation period. The family member application may be presented by the employer together with the request of the foreign worker, or separately later on.

⁵² For further information, please see the corresponding section of the Immigration web page: <http://extranjeros.empleo.gob.es/es/UnidadGrandesEmpresas>. The website is available in Spanish only, though its information pamphlets can be found in English and occasionally in French.

3.5.4. Permits for a long or indefinite stay

Any foreigner who has resided legally and continuously in Spain for five years can obtain a long-term residency permit. Similarly, **foreign nationals who provide due evidence that they have resided continuously in the European Union for that period of time as holders of an EU blue card** have the right to obtain this permit, providing they have resided in Spain for the last two years immediately prior to the application.

A long-term residency permit will also be awarded to foreign researchers who have made a remarkable **contribution to economic, scientific or cultural progress in Spain, or who have earned recognition for Spain abroad**. In such cases, the Spanish Ministry of Employment and Social Security will be responsible for awarding the long-term residency permit following a report from the Spanish Ministry of Internal Affairs. In this case, the application for a long-term residency permit will not be submitted by the interested party, but upon the initiative of the General Directorate of Immigration, after receiving a proposal to do so from a public authority with competences related to the merit the application is based on, accompanied by documentation accrediting this merit.

Any foreigners **in Spain** and in any of the indicated situations **must submit the official application form to the Immigration Office in the province where they reside** or, if the condition of prior residence in Spain is not required, where they wish to establish their residence.

Foreign nationals who are not on Spanish soil must submit the application in person at the **diplomatic mission or consular office in their place of residence**, which will transfer it to the competent immigration office to be processed.

The competent authority will make a decision within a **maximum of three months from when the application was received**. If and when the long-term residency permit is awarded, the foreign national must apply for the foreign national identity card in person no later than one month after being notified of the decision.

Long-term residency permit holders must apply to have their foreign national identity card renewed every five years.

Finally, it should be noted that the above paragraphs do not include all of the permits for stays, residence or work that are provided for by Spanish legislation. They only cover those that are directly relevant to – and usable by – researchers.

To find out more about all the permits, processes and procedures applicable in Spain, please see the section "Studying, residing and working – Information sheets" available on the web page of the Secretary General for Immigration and Emigration (<http://extranjeros.empleo.gob.es/es/InformacionInteres>).

3.6. Procedures that must be carried out in Spain

Foreign nationals in Spain have the right and obligation to preserve and keep up-to-date the identity documentation with which they entered the country issued by the competent authorities of their country of origin or provenance , as well as that which proves their situation in Spain, for example the foreign national identity card.

3.6.1. Foreign national identity card

The foreign national identity card (TIE) is the **document that identifies foreign persons in order to establish their legal situation in Spain**. Foreign citizens have the right and duty to request it once they have obtained a **residency or stay permit over 6 months**. The application should be made **within a period of one month of entering Spain** or of the entry permit corresponding to the affiliation and registration of the foreign national in the Social Security Regime coming into force.

This is a **personal document that cannot be transferred**, and which has the same validity as the residency or stay permit. Foreign National Identity Card holders are **obliged to carry this document at all times** and to present it when required by police agents or in order to undertake the corresponding procedures.

The TIE can only be processed⁵³ in Spain, at the Aliens' Office or, in its absence, at the police station in the town of residence of the party concerned. Foreign national identity card holders are **obliged to make any changes** to nationality, regular place of residence, family circumstances or any other details shown on the card **known** to the **immigration offices** or, in their absence, to the police station of the location in **which they reside within the space of a month**.

The foreign national identification number (NIE) is granted automatically once the document or permit enabling the researcher to stay within Spanish territory is obtained. This number should appear on all documents that are processed or issued, including notes that must be made on passports (except on visas). Furthermore, if labour activities are also to be carried out, the researcher shall be registered with Social Security and shall be granted a membership number.

Since the adoption of the Entrepreneurs' Law, a researcher may live and work in Spain during the first year on the basis of the residence visa issued, without needing to apply for the foreign citizen identity card.

⁵³ For further information, please see: <http://extranjeros.empleo.gob.es/es/InformacionInteres/InformacionProcedimientos/Ciudadanosnocomunitarios/hoja092> (website available in Spanish only).

3.6.2. Renewing residency permits

As indicated, it is necessary to have the corresponding residency permit (in the case of studies it is called a stay permit) and therefore the expiry date of the current permit must be kept in mind.

The renewal of residency permits must be requested by the researcher, under the corresponding model, **within the 60 calendar days prior to the expiration date of the current permit.** By presenting this request the validity period of the current permit is extended until the procedure is resolved. The resolution procedure will also be extended if the request is presented within 90 calendar days after the expiration date of the previous permit, notwithstanding the implementation of a sanctioning procedure for the infraction incurred.

If the permit is not renewed within the established periods **it is automatically rescinded** and the researcher will no longer be able to carry out his or her activities. This may also entail a substantial sanction and even expulsion from Spanish territory.

3.6.3. Other procedures

During the three months in which the entry visa is valid, in the case of temporary residency and work permits (under any of the modalities analysed in Section 3.5.2. "Procedure for a long but not indefinite stay" of this guide) for a research centre, university or company, the worker must enter Spain and be affiliated, registered and subsequently make contributions to Social Security in the occupation and region for which the permit was granted, by the employer that applied for it.

For temporary residency permits, with the exception of the work permit, affiliation and registration in Social Security is not currently a requirement.

It is recommended that you register at your **Town Hall** as soon as you have a place to reside and that this be recorded in the municipal registry, which is an administrative record comprised of the people that reside within the territory of the town. This registration (padrón in Spanish) serves as a proof of residence and a registration certificate is required for access to many social services and aid.

3.7. Do I need to validate my qualifications to obtain a visa?

In general, foreign researchers applying for a visa to carry out their activity in Spain do not need to validate their qualifications in order to be able to apply for or obtain a visa. In cases when the validity of the qualifications required to apply for a visa is in doubt, the bodies affected will be authorised to perform the necessary verifications to confirm the validity of the qualifications presented. Only if the activity is a regulated profession will foreigners be asked to have their qualifications validated or recognised.

The research centres where the researchers have been accepted, either for training or to work activities, must determine whether such situations require the validation or recognition of the qualifications necessary to perform their functions.

3.8. Procedures for family entrance and residency

Any researchers who apply for a research visa or EU blue card can simultaneously apply for a temporary residency permit for the members of their family that they wish to regroup, providing the following conditions are met:

- The applicant or research visa holder must have sufficient economic means to sustain their family, that is, a monthly amount that represents 150% of the Multipurpose Public Income Indicator (IPREM in Spanish) in the case of the first family member, and 50% of the IPREM for each of the remaining members that make up a nuclear family.
- The foreigner provides due evidence of the family tie or relationship between them.

The following family members can apply for this type of permit:

- a) The spouse of the researcher.
- b) Any person who has an affective relationship with the researcher identical to a marital relationship, which implies a relationship that has been made official by a public register established for such purposes (de facto partnerships or similar), or a relationship that despite not being officially registered, has begun prior to the researcher starting his or her activity in Spain (documents issued by a public authority serve as evidence of this situation).
- c) The children of either the researcher or his or her spouse or partner, including adopted children, providing they are under 18 years old at the time their residency permit is applied for, or if they are disabled or objectively incapable of fending for themselves.
- d) Those legally represented by the researcher, when they are under the age of 18 at the time their application for a residency permit is submitted or who are disabled or not objectively capable of fending for themselves.
- e) The parents of the researcher, or those of his or her spouse or partner, when in their care, over the age of 65 and when there are reasons that justify the need to authorise their residency in Spain. In exceptional cases, when there is a combination of reasons of humanitarian nature, parents under the age of sixty-five may be regrouped.

The application may be submitted either by the research body or by the foreigner researcher.

In the specific case of **researchers who are holders of study visas**, their family members from abroad may apply to stay in Spain — although under no circumstances can they work in Spain — providing the following conditions are met:

- That the foreign citizen holds a valid study visa.
- The person has sufficient economic means to sustain their family, that is, a monthly amount that is equivalent to 75% of the Multipurpose Public Income Indicator (IPREM in Spanish) in the case of the first family member, and 50% of the IPREM for each of the remaining members that make up a nuclear family.
- Due evidence of the family tie or relationship between them is provided.

In all cases, the family member visa will be of the same duration as that of the visa-holder. If family members are to stay longer than six months, they must apply for the foreign national identity card no later than one month after entering Spain.

Any foreigner who holds a long-term EU residency permit issued by another Member State of the European Union can also apply for residency in Spain, without having to apply for a visa.

The following table summarises the entry and residency permits for family members according to the permit obtained by the researcher, as well as the criteria and details of when they can be applied for.



Table 12. Entry procedures for foreign researchers with the procedures for the entry and residence of family members.

PERMIT FOR THE RESEARCHER	PERMITS FOR FAMILY MEMBERS	REQUIREMENTS	PROC. UGE-CE	WHEN?
Scientific visa	Temporary residency permit for family regrouping	The financial criteria are those established for family regrouping	Yes	Applied for at the same time as that of the researcher
EU blue card	Temporary residency permit for family regrouping	The financial criteria are those established for family regrouping	Yes	Applied for at the same time as the permit for the researcher
Work permit exemption	Temporary residency permit for family regrouping	The financial criteria are those established for family regrouping	No	Applied for after one year of residence in Spain and after obtaining authorisation permission to reside for one year more
Paid employment	Temporary residency permit without work or professional activity.	The economic means will be those established for non-lucrative residence	Yes	Applied for at the same time if processed through the UGE-CE. If not, after residing in Spain for one year and obtaining authorisation to reside for one more year
	Temporary residency and paid employment permit.	The criteria for the temporary residency and paid employment permit	No	Applied for after one year of residence in Spain and after obtaining authorisation permission to reside for one year more
	Temporary residency permit for family regrouping	The financial criteria are those established for family regrouping	No	Applied for after one year of residence in Spain and after obtaining authorisation permission to reside for one year more
Study visa	Stay visa	Family members may not undertake lucrative activity. The financial criteria are lower than those established for family regrouping	No	Applied for at the same time as the permit for the researcher

(Continues)

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PERMIT FOR THE RESEARCHER	PERMITS FOR FAMILY MEMBERS	REQUIREMENTS	PROC. UGE-CE	WHEN?
Transnational provision of services	Temporary residency permit without work or professional activity.	The economic means will be those established for non-lucrative residence	Yes	Applied for at the same time if processed through the UGE-CE. If not, after residing in Spain for one year and obtaining authorisation to reside for one more year
	Temporary residency and paid employment permit.	The criteria for the temporary residency and paid employment permit	No	Applied for after one year of residence in Spain and after obtaining authorisation permission to reside for one year more
	Temporary residency permit for family regrouping	The financial criteria are those established for family regrouping	No	Applied for after one year of residence in Spain and after obtaining authorisation permission to reside for one year more
Residence permit under the scope of Law 14/2013	Residence permit for relatives of the researcher	Have public or private medical insurance Have adequate economic resources	Yes	Applied for at the same time as the permit for the researcher
EU long-term	Temporary residency permit for family regrouping	The financial criteria are those established for family regrouping	No	Applied for at the same time as the permit for the researcher

Source: Graph by these authors.



3.9. Summary of entry procedures for foreign researchers

Table 13. Summary of types of entry procedures for foreign researchers according to length of application process, length of validity and renewals.

PROCEDURE AND INITIAL PERMIT	DURATION OF INITIAL PERMIT PROCEDURE	TYPE OF VISA	DURATION OF VISA PROCEDURE	VALIDITY	DURATION OF RENEWAL
Short stay: without previous permit	1 month	Short-term visa	1 month	Maximum of 3 months	Maximum of 3 months
Study permit	1 month	Study visa.	1 month	Initially for a maximum of one year, renewable	For one-year periods
Work permit exemption	7 days ⁵⁴	Short-term residency and work visa	1 month	Initially for a maximum of one year, renewable	For 2-year periods on up to 2 occasions
Temporary residency and work permit for research	45 days	Research visa.	1 month	Minimum 3 months and maximum 5 years (according to length of research project)	For one-year periods, unless a long-term residency permit is held
EU blue card	45 days	Residency and work visa	15 days	Initially for a maximum of one year, renewable	For 2-year periods on up to 2 occasions
Temporary residency and work permit involving transnational provision of services	3 months	Residency and work visa	15 days	Length of displacement (maximum of one year, renewable)	Time necessary (maximum of one year or according to international agreements)

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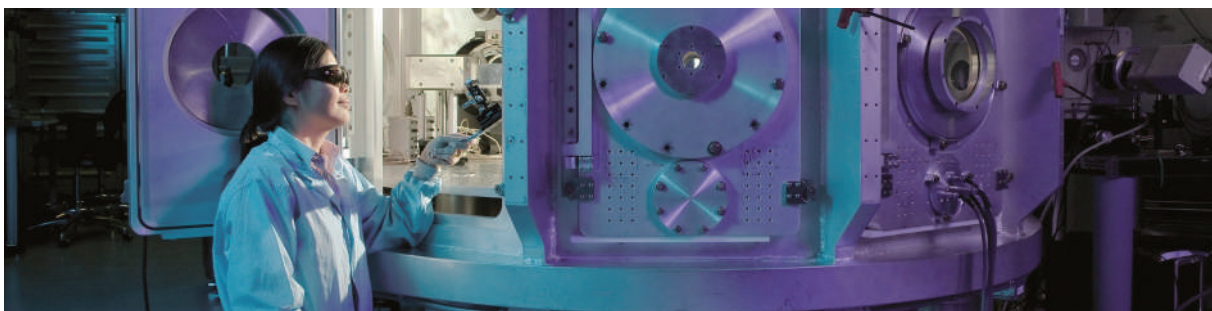
54 Current practices of the Spanish Consulate do not include the implied initiation of visa procedures under administrative silence in the case of work permit exemptions. For this reason, the actual time periods may substantially exceed those included in this table.

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PROCEDURE AND INITIAL PERMIT	DURATION OF INITIAL PERMIT PROCEDURE	TYPE OF VISA	DURATION OF VISA PROCEDURE	VALIDITY	DURATION OF RENEWAL
UGE-CE procedure (fast track)	1 month	According to the permit granted: residency and work or research visa	10 day	According to the characteristics of the permit granted	For 2-year periods on up to 2 occasions
Law 14/2013 on support for entrepreneurs and their internationalisation (Entrepreneurs Law)	20 days	Residency visa	10 days	Visa: 1 year Residency permit: up to 2 years	For 2-year periods on up to 2 occasions
Long stay residency permit	3 months	N/A		Indefinite	Not required

Source: Graph by these authors.

The availability of the UGE-CE Procedure or fast track option does not depend so much on the kind of aid received in itself but rather on whether there is a work contract specifically for researching — in other words, one whose only or primary purpose is to carry out research projects under a framework agreement (scientific visa) — or if the professional is highly qualified and has training/education that enables him to be admitted onto an advanced research programme. If the researcher has higher education qualifications, he will have access to either of these two permits.



3.10. Directive (EU) 2016/801

On 11 May 2016 the new **Directive 2016/801 of the European Parliament and the Council, of 11 May 2016**, on the conditions of entry and residence of third-country nationals for the purposes of research, studies, training, voluntary service, pupil exchange schemes or educational projects and au pairing was published; the directive amends earlier directives 2004/114/EC and 2005/71/EC, with the aim of remedying the identified weaknesses, ensuring increased transparency and legal certainty and offering a coherent legal framework for different categories of third-country nationals coming to the EU.

The main changes are as follows:

- In the earlier directives, the entry requirements were obligatory for students and researchers and optional for schoolchildren, volunteers and trainees carrying out unpaid work. However, the new directive establishes that the requirements are obligatory for students, researchers, trainees and volunteers in the context of the European Volunteer Service (EVS), while they remain optional for school pupils, au pairs and volunteers not participating in the EVS.
- The new directive considers a definition of "researcher" with a more general approach as it refers to the person carrying out a "research activity", whereas before it defined it as the person carrying out a "research project".
- As regards the type of permit, the previous directives considered that third-country nationals were required to hold a residence permit, whereas the new directive introduces changes in this respect: although they may have a long-stay visa, after a stay of twelve months —or after stays after a long-stay visa—, the Member State must issue a permit.
- The latest directive adds new general conditions of entry, including, for example, the requirement that the Member State must determine whether the applications must be submitted by the third-country national, by the host entity or individual, or by either of these; or that the Member State is obliged to accept the applications made, provided that the applicant is already residing in the country.
- As regards the specific conditions for entry of researchers, the new directive allows the hosting agreement to be replaced by a contract. In addition, the procedure for the approval of research bodies is optional and not obligatory, as several elements of the hosting agreement have become optional.
- The specific conditions of entry for students accepted to a higher education institution are given.
- The entry conditions for school pupils have been extended, so that they do not merely consider 'pupil exchange schemes but also participation in educational projects.
- In the new directive, the specific conditions of entry for trainees are also applied to paid trainees.
- The specific conditions for volunteers have been clarified, as exceptions for those participating in the European Voluntary Service are considered.
- With the new directive, the process for approval of higher education institutions and other hosting establishments becomes similar to the procedure for the approval of the research organisations, although it considers greater flexibility for the Member States.

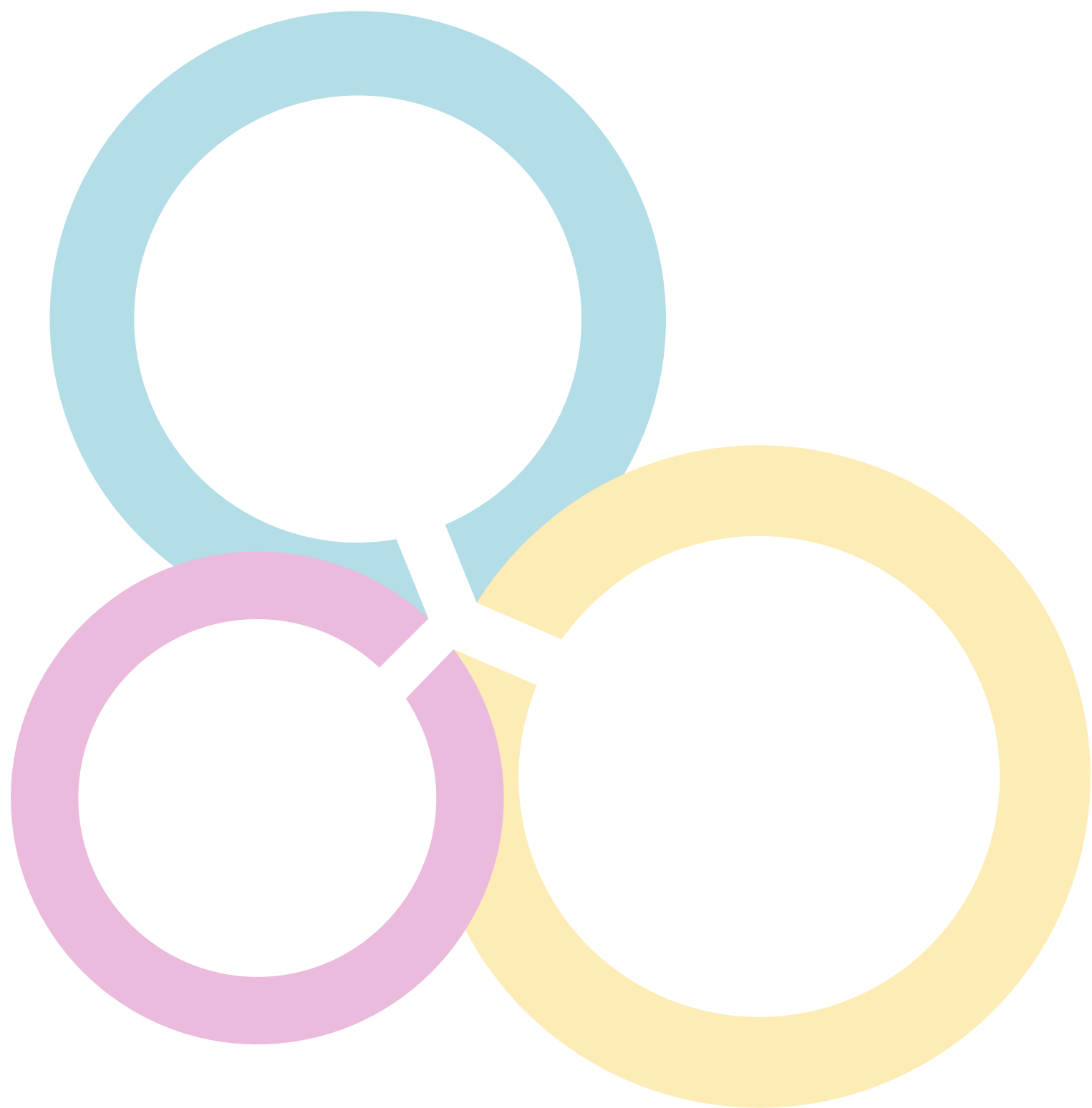
- The length of the permit is extended in some cases. In the previous directives a length of one year was established for all cases, while the new directive specifies that —although generally it is maintained— the length of the permit for researchers increases to two years and it is made clear that, in the case of students, it is to last the length of the programmes.
- In the new directive, the grounds for rejection, withdrawal or non-renewal of authorisations is in line with the most recent legislation on migration, and therefore considers more specific scenarios. In addition, a clause is added that permits Member States to reject an application when it has evidence or serious and objective grounds to establish that the third-country national would reside for purposes other for which he or she applies to be admitted.
- Although in general, third-country nationals shall be entitled to equal treatment, the new directive establishes a series of restrictions which may be applied by each Member State.
- With respect to access to the labour market by students during their studies in order to cover part of the cost of the same, until now the directives established a minimum of ten hours per week. However, the new directive increases the minimum number of hours per week from ten to fifteen, although it is up to each Member State to establish the limit.
- The new directive establishes that Member States shall grant researchers who have completed their projects a period of nine months in order to seek employment or set up a business.
- As regards family reunification, the earlier directives did not indicate any specific obligation for allowing researchers' family to join the researcher, whereas now it is based on the family reunification direction, with additional advantages.
- As regards mobility within the EU, the previous directives stipulated that researchers were entitled to three months on the basis of the hosting agreement, whereas the new directive allows researchers (and their families) to stay, in order to carry out part of their research in any research organisation, in one or several second Member States for a period of up to 180 days in any 360-day period per Member State, subject to the conditions imposed by the directive. If the mobility is to be extended, the same conditions will be applied. Therefore, it will be necessary to determine a maximum period of long-term mobility of a researcher which shall be less than 360 days. In the case of students, the new directive establishes a period of up to 360 days, provided that the mobility is covered by a Union or bilateral exchange programme.
- The former directives did not establish specific periods for deciding on applications, whereas the new directive considers that the Member State has ninety days to decide (unless the application is made in relation to approved hosting organisations, in which case the period is reduced to sixty days).

Nevertheless, **the new directive shall enter into force on 24 May 2018**, the date on which the Member States should make effective the legal, regulatory and administrative provisions necessary for compliance with that established.

The image features three large, thick-rimmed circles that overlap in the center. The top circle is teal and contains the number '4'. The bottom-left circle is magenta. The bottom-right circle is yellow and contains the text 'Working in Spain'.

4

**Working
in Spain**



4.1. The labour market in Spain

The **Workers' Statute**⁵⁵ (E.T.) governs both the individual and the collective employment relations regulating the formats and types of contracts, causes for dismissal and possible compensation, unemployment benefits and pensions. The E.T., which has undergone various reforms and changes over the years, is divided into three main sections: individual relations, collective relations and collective bargaining. This bargaining is carried out between representatives of employers' associations, most of which are members of the CEOE (Spanish Confederation of Business Organisations) and the CEPYME (Spanish Confederation of Small and Medium-Sized Companies), and workers' representatives, the trade unions, with aim of reaching collective agreements in which working conditions are established for a particular economic sector (sectoral agreements) and those confined to a specific enterprise (company agreements) are established.

4.2. Taxes

The *Agencia Tributaria* (Inland Revenue) is in charge of implementing the State tax system. Its website (<http://www.agenciatributaria.es>) is very detailed, can be consulted in English and has a specific section devoted to non-residents in Spain.⁵⁶ The contact details are the following:

- **Tax Office** (central office)

C/ Infanta Mercedes, 37 - 28020 Madrid (Spain)

Tel.: (+34) 91 583 89 97

- **Basic tax information:** (+34) 901 33 55 33 / (+34) 91 554 87 70

4.2.1. Direct and indirect taxation

There are two types of tax in the Spanish tax system:

- **Direct taxation.** Applied to income and assets:
 - Personal income tax (IRP by its Spanish name).
 - Non-residents' income tax (IRNR by its Spanish name).
 - Corporate tax (IS by its Spanish name).
 - Inheritance and donations tax.
 - Wealth tax.

⁵⁵ Royal Decree 1/1995 of 24th March (BOE No. 75 of 29/03/1995).

⁵⁶ Tax office web site for non-residents and workers abroad: http://www.agenciatributaria.es/AEAT.internet/Inicio/_Segmentos_/Ciudadanos/No_Residentes_viajeros_y_trabajadores_desplazados/No_Residentes_viajeros_y_trabajadores_desplazados.shtml (available in Spanish and English).

- **Indirect taxation.** Levied on goods and services and the transfer of goods and rights in general:
 - Value added tax (VAT, or IVA in Spanish).
 - Special taxes (IIEE by its Spanish name).
 - Insurance premiums tax.
 - Wealth transfer tax (ITP by its Spanish name) and stamp duty.

Foreign researchers who come to Spain for a limited period of time will probably have to pay IRPF or IRNR (both income tax), depending on their residence status, VAT when making purchases, IIEE (special taxes) and, in rare cases, Wealth Tax, ITP (wealth transfer tax), etc.

Table 14. Personal income tax (IRPF) and Non-residents' income tax (IRNR).

Personal income tax (IRPF) and Non-residents' income tax (IRNR)	These taxes are applied to income earned by individuals depending on their residence status.
Residence	<p>Individuals must pay Personal Income Tax (IRPF) or Non-Residents' Income Tax (IRNR) depending on whether or not they are residents of Spain.</p> <p>Individuals are considered to reside regularly in Spain when they remain in the country for over 183 days (6 months) during the calendar year. Sporadic absences are taken into account when determining a presence in Spain, unless they certify their residence for tax purposes in another country.</p> <p>Nevertheless, to settle the dispute about dual residency other factors are also included as for example, the family's place of residence, the State in which the closest personal and economic ties are maintained or the country of origin or where they normally work. If the individual is considered to live in Spain for tax purposes, they are required, in principle, to pay income tax on all income anywhere in the world. It is therefore a good idea to seek advice on you tax status when you come to work or research in Spain.</p> <p>In Spain, tax is levied per calendar year (from 1st January to 31st December) and the condition of resident or non-resident will apply to each one-year period.</p>

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<p>Special IRNR tax plan</p>	<p>Natural persons (in this case researchers) who establish residence for tax purposes in Spain as a result of their travels to this country may choose to pay IRNR, maintaining their IRPF taxpayer status, for the tax year in which they move their residence and the following five tax periods, provided that a series some requirements are met:</p> <ul style="list-style-type: none"> a) That they have not been resident in Spain during the ten years prior to this new displacement to Spain. b) That the displacement to Spain occurs as a consequence of any of the following circumstances: <ul style="list-style-type: none"> a. As a consequence of an employment contract (except the special employment relationship of professional sports people which is governed by Royal Decree 1006/1985, of 26 June). This condition is considered to be fulfilled when a labour, ordinary or special (other than that mentioned above) or statutory relationship is taken up with an employer entity or individual in Spain, or when the displacement is ordered by the employer entity or individual and a letter confirming the displacement has been issued by the same. b. As a consequence of the acquisition of the status of administrator of an organisation in which the party does not have an interest or, to the contrary, when the interest in the same does not establish the consideration of related entity under the terms established in Article 18 of the Corporate Tax Law. c) That they do not receive income classified as received through a permanent establishment in Spain. <p>NB: Any researchers opting for this tax system have limited tax liability for wealth tax. It is possible to apply to withdraw or be exempted from this regime (using Model 149).</p>
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Source: Graph by these authors.

Certification of residence for tax purposes

A person can have a residence permit or administrative residence in a country without being considered a resident for tax purposes. To be a resident for tax purposes in a particular country (in this case, Spain), the person must be subject to taxation on income earned anywhere in the world. Residence for tax purposes is accredited by a certificate issued by the country's tax authority. These certificates are valid for one year.

Agreements to avoid double taxation

If the researcher is a resident of a country with which Spain has signed an Agreement to avoid double taxation, the terms of the agreement will apply, since, in some cases, the tax is lower, and in others, under certain circumstances, the income cannot be taxed in Spain. In these cases, the non-resident researcher must certify residence in the country with which Spain has signed the agreement by means of a residence certificate issued by that country's tax authorities.

To find out what types of agreements Spain has signed, and with which countries, visit the following websites: Spanish Ministry of Finance and Public Administrations (<http://www.minhfp.gob.es/es-ES/Normativa%20y%20doctrina/Normativa/CDI/Paginas/cdi.aspx>), only available in Spanish; Tax Office (<http://www.agenciatributaria.es>), in the section "Fiscalidad de no residentes" (Non-resident tax status) (available in Spanish and English).

Spain has signed 102 agreements to date to avoid double taxation, 93 of which are in force. The other 9 are at various stages of being processed (Azerbaijan, Bahrain, Belarus, Cape Verde, Qatar, Montenegro, Namibia, Peru and Syria). Agreements with Austria, Belgium, Canada, the United States of America, Finland, India, Mexico, the United Kingdom and Romania have been renegotiated.

Deductions for international double taxation

If the foreign researcher residing in Spain is required to pay IRPF tax and has had income (yields or capital gains) outside of Spain, an international double taxation deduction may be applied to keep the income earned abroad from being subject to the IRPF in Spain and to a similar tax abroad.

Special plan for researchers (taxpaying) with residency in other EU Member States

Foreign researchers who are IRNR taxpayers and certify their residency in another EU country, except countries and territories officially enshrined in legislation as tax havens, when at least 75% of their income for the tax period is the sum of employment earnings and economic activities during that period in Spain (and IRNR taxes have actually been paid on those earnings), may apply for a special plan so that their taxes in Spain are calculated according to the IRPF rules without losing their IRNR taxpayer status.

Since 1 January 2015, they may also opt to benefit from this special scheme if the income received in Spain during the financial year was less than 90% of the minimum personal and family allowance they would have been entitled to in accordance with their personal and family circumstances, had they been resident in Spain, provided that IRNR taxes have actually been paid on those earnings during the period and that the income obtained outside Spain was less than said minimum allowance.

Tax-exempt grants:

a) IRPF taxpayers

If the researcher is an IRPF taxpayer, the grant is considered employment income and is subject to the tax. However, pursuant to relevant legislation⁵⁷, the following grants are exempt from tax:

- State grants.
- Grants awarded by certain not-for-profit bodies⁵⁸ in order to undertake regulated studies in Spain or abroad, at all levels and degrees of the educational system. The amount that is exempt will cover the costs of matriculation, or amounts paid for an equivalent concept in order to take the course, and insurance for bodily injuries and medical care the grant holder – and, when applicable, his/her spouse or children – should require, provided they do not have Social Security cover.

⁵⁷ Law 35/2006, of 28 November, on Personal Income Tax and the partial amendment of the Corporate Tax, on Non-Resident Income Tax and Wealth Tax (Government Gazette BOE No 285, of 29 November 2006), applicable from 1 January 2007.

⁵⁸ These are governed by the special regulated regime in Title II of Law 49/2002 of 23rd December on the tax regime for not-for-profit bodies and tax incentives for sponsorship.

Public grants and those given by not-for-profit entities for research included in the provisions of Royal Decree 63/2006, dated 27 January, which approves the Statute of Research Personnel in Training, as well as those given by entities whose purpose is research to civil servants and other employees of Public Administrations and to university teaching and research staff, are also exempt. **Under no circumstances will** amounts received under a work contract **be considered grants.**

b) IRNR taxpayers

However, if the researcher is an IRNR taxpayer, the grants are considered to be income from work earned in Spain and are therefore subject to the tax. This is the case providing that this income is the result of personal activity carried out on Spanish soil or public payments received from the Spanish Government, unless work is performed entirely abroad and the income is subject to personal taxation in another country.

Although **the grants are subject to IRNR, they may be exempt** (according to IRNR regulations), in the following cases:

- Grants that are exempt pursuant to IRPF regulations.
- Grants and other amounts received by individuals, paid by Public Administrations by virtue of international agreements for cultural, educational and scientific cooperation or by virtue of the annual international cooperation plan drafted by the Council of Ministers.

4.2.2. Value Added Tax

Value Added Tax (VAT or IVA in Spanish) is an indirect consumer tax levied on three types of transactions: delivery of goods and provision of business or professional services, intra-community acquisition of goods and imports. The tax is applied to the end consumer and not the business owners and professionals, who are responsible for collecting the tax from their clients and depositing it in the Public Treasury with declarations submitted to the *Agencia Tributaria* (Spanish Inland Revenue).

In the first case, VAT is paid when acquiring any product or service. In the second case, VAT is applied to the entry of goods (excluding personal belongings) from one EU Member State to another. In the last case, it is applied when goods are imported from third countries.

There are three types of VAT⁵⁹: general (21%), reduced (10%) and super-reduced (4%); the latter is applied to basic or primary need products. For more specific information on the goods and services included in each category, visit the FAQ section (INFORMA) of the *Agencia Tributaria* website (<http://www.agenciatributaria.es>).

⁵⁹ The figures shown have been in force since 1st September 2012.

4.2.3. Special taxes

Special taxes are applied to the consumption of very specific goods: hydrocarbons (oil derivatives), coal, alcoholic beverages and tobacco. This category also includes the special tax on certain modes of transport, which applies to vehicle registration. Remember that all vehicles (cars, motorcycles, etc.), both new and second-hand, to be used by Spanish residents must be registered in Spain.

Local taxes

The taxes described above apply at the national level. However, there are also certain local taxes that are managed entirely by the municipal governments. The most significant are:

- **Property tax**

Applied to the value of real estate property (houses, flats, apartments, etc.) and paid by the owners or property rights holders.

- **Motor vehicle tax**

Replaces the former traffic tax and it applies to all motor vehicles used on public streets.

- **Waste disposal tax**

Also known as the "rubbish tax", this is paid according to the type and size of housing, and is used to finance the waste collection service. Therefore, the higher the cost of the service (usually subcontracted), the higher the rate to be paid.

4.3. Social Security

The Spanish Constitution guarantees that all citizens receive healthcare and social benefits in case of need. The Social Security⁶⁰ is the system which guarantees care for all citizens and their families.

Through workers' contributions to Social Security, for undertaking a professional activity, the State guarantees workers and their family members or any individuals under their care the appropriate protection in the eventualities and situations enshrined in law, set out in the sections below. In order to receive these social benefits, Spanish nationals residing in Spain and foreign nationals who reside or are legally in Spain, whatever their sex, marital status or profession, are protected individuals under the Social Security System, as long as they operate within the national territory.

4.3.1. General regime and contributing to Social Security

In order to apply for the social benefits detailed in this section, you must be included in the **general Social Security regime**. This constitutes the nucleus of the system and, put simply, incorporates paid employees in any branch of economic activity (or workers assimilated to them) over 16 years of age,

⁶⁰ See: <http://www.seg-social.es> (available in the official languages of Spain, English and French).

whatever their sex, marital status or profession, whether they are temporary, seasonal, fixed-term or sporadic workers, including home workers, whatever their category and the form and quantity of remuneration they receive, and whether their work is common or special.

The word **cotización** (contribution) refers to amounts of social security that workers and employers must pay to the State. General Social Security Law dictates that workers, the assimilated to them and the business owners for whom they work, in virtue of the principle of their responsibility for eventualities that may befall the individuals that render services for them, are obliged to make contributions to the general regime.

Although both workers and **employers** are obliged to make contributions, it is **the latter who must ensure that the obligation to make contributions is met and must deliver both their and their workers' contributions in their entirety**. In order to do so, the employer shall deduct the contributions each worker must make when remunerating their work. This amount cannot be taken subsequently from the worker, so a failure to make the correct deduction will oblige the employer to assume the entire amount him/herself.

There are two elements that determine the value of the contribution: the contribution base and the type or percentage to be applied to this.

Consequence of this is that the higher the salary, the higher the contribution and the better the pension. In summary, the harder one works in the present, **the higher the future gains.**

Further information on contribution bases and types of contribution of the general Social Security regime can be consulted on the website of the Spanish Ministry of Employment and Social Security: (http://www.seg-social.es/Internet_1/Trabajadores/CotizacionRecaudaci10777/Basesytiposdecotiza36537/index.htm).

4.3.2. The various benefits

The National Social Security Institute (INSS) is the body responsible for recognising and controlling the right to financial benefits granted by the Social Security System, in addition to the status of insured or beneficiary of health care and the right to pharmaceutical benefits. It manages pensions for retirement, permanent disability, widowhood, orphans, for family members and financial benefits derived from work accidents and professional illnesses, as well as subsidies for temporary disability, maternity, paternity, risk during pregnancy and risk during breastfeeding, and caring for minors suffering from cancer or other serious diseases. It includes financial benefits for children or minors in foster care and payments for the birth or adoption of a child in the case of large families, single-parent families and in the case of mothers with disabilities, as well as lump sum for multiple births or adoptions.

The financial benefits granted by Social Security fall into four categories according to the method of payment and duration of benefits:

- **Pensions:** financial benefits that are regularly paid, either for life or until a certain age is reached.
- **Subsidies:** regularly paid or temporary benefits.
- **Indemnities:** one-off financial benefits.
- **Other benefits:** unemployment benefit or non-financial family protection.

In addition to financial benefits we draw your attention to healthcare, **pharmaceutical benefits** and **social services**, which are, in reality, benefits in kind which undeniably have financial implications.

Figure 12. Conditions for accessing non-contributory retirement pensions.



Source: Aula de la Seguridad Social (temario de profesores), Secretaría de Estado de la Seguridad Social, Madrid, 2012.

Available at: <http://www.seg-social.es/prdi00/groups/public/documents/binario/343997.pdf>.

4.3.3. Pensions

A retirement pension is the financial benefit afforded to those who, on reaching the established age, terminate or have terminated totally or partially the activity for which they were included in the Social Security system and certify their fixed contribution period. There are various types of retirement:

- **Ordinary retirement:** when the worker ceases his working activity totally due to his age and fulfils the general requirements for accessing a pension.
- **Partial retirement:** initiated after reaching 60 years of age, simultaneously with a part-time contract, whether associated with an interim contract or not.

4.3.3.1. Contributory retirement pensions

Workers who meet the following requirements are eligible to benefit from contributory retirement pensions:

- They have been affiliated with the Social Security system, whether currently registered at the time of retirement or not.
- As a general rule, notwithstanding the exceptions laid out, the retiree must be at least **67 years** of age, or 65 when they can demonstrate 38 years and 6 months of contributions. However, the move from the age requirement of 65 to 67 years, and the requirement for a contribution of 35 years to 38 years and 6 months will be applied gradually between 2013 and 2027. In 2016, the required age was 65 years and 4 months if the retiree has contributed for less than 36 years.
- The **minimum contributory period** required is 15 years (5,475 days), of which at least 2 must have been in the 15 years immediately prior to the right being activated. If the retirement pension is accessed directly from registration or assimilation without the obligation to pay contributions, the 2-year period must be included in the 15 years prior to the date on which the obligation to make contributions ceased.

If the retiree has worked in more than one EU Member State or countries that have signed agreements with the European Union, in order to meet the minimum contributory period requirement, all retirement pension contribution periods are added together. If he/she already has the right to retirement and applies for it, payment can be made in the country of origin or in Spain, and even outside the EU in countries with signed agreements. Each insuring body will pay in accordance with the time during which he/she was registered with social security in each. This rule is also applicable when paying pensions to survivors.

The competent institution in each State in which the retiree has worked must perform a double calculation. First, it will calculate the pension according to internal legislation as if the retiree had only worked in this State. Then, they will perform the calculation by totalling the insurance/residence periods spent in that or other States over the person's entire working life. The individual is entitled to receive the highest of the two sums.

If, residing in Spain, the individual continues to be registered in the social security system of the country of origin or another member state, he must continue contributing to this system. When the time comes to receive the pension, the application can be submitted in Spain to the competent social security body.

4.3.3.2. Non-contributory retirement pensions

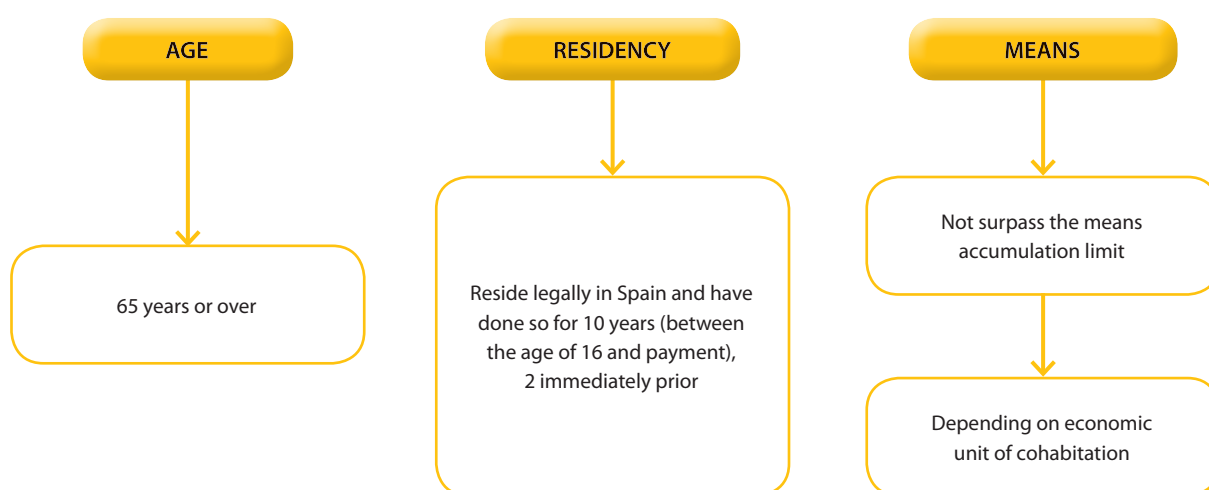
All citizens who are retired, disabled and in need have the right to financial benefits, free medical and pharmaceutical care and other social services, even when they have not paid Social Security contributions or the contributions were insufficient. To benefit from the non-contributory retirement pension, you must be aged 65 years or more at the time of application, live in Spain and have resided here for at least 10 years in the last 16 years and at the time of accrual (considering that two years must be consecutive and immediately prior to the date of application). To receive disability allowance (physical, psychological or sensory disability), you must be over 18 years old and under 65; live in Spain and have resided on Spanish territory for at least 5 years, the last two immediately prior to applying for a pension; be affected by a disability (as assessed by specialists) rated greater than or equal to 65%; and lack sufficient earnings or income.

Non-contributory pensions can only be received in the State of residence in accordance with its legislation.

The organisation of these non-contributory pensions is the responsibility of the competent bodies of each Autonomous Region and the Provincial Directorates of the Institute of Social Services and the Elderly (IMSERSO) in the cities of Ceuta and Melilla. For further information on the regulations and requirements, please see the Imsero web page (http://www.imsero.es/imsero_01/prestaciones_y_subvenciones/pnc_jubilacion/normativa_requisitos/index.htm).

Figure 13. Conditions for accessing non-contributory retirement pensions.

RETIREMENT PENSION (NON-CONTRIBUTORY). ENTITLEMENT CRITERIA



Source: Aula de la Seguridad Social (temario de profesores), Secretaría de Estado de la Seguridad Social, Madrid, 2012.
Available at: <http://www.seg-social.es/prdi00/groups/public/documents/binario/343997.pdf>.

4.3.3.3. Widows'/widowers' pensions

The following individuals (deceased) are eligible for this kind of benefit:

- Pensioners with a recognised permanent disability and contributory retirement pension.
- Workers affiliated and registered or assimilated who have paid contributions for at least 500 days over the 5 years immediately prior to their decease, if the death is due to a common illness. If the decease is due to a work-related accident or illness, no prior contributions are required.
- Pensioners and recipients of benefits for temporary incapacity, maternity, paternity, for high-risk pregnancies and risks during nursing.
- Those who, having ceased work with the right retirement, die without having applied for it.
- Those who disappear in an accident under circumstances that indicate their probable decease.
- Persons who, upon death, are not registered or similar in Social Security, provided that they have made contributions for a minimum of 15 years over their working lives.

Individuals eligible for this type of benefit include:

- The surviving spouse.
- The survivor who was legally divorced or separated from the testator.
- A survivor whose marriage has been declared null and void.
- The survivor in a *de facto* relationship.

Further information on the criteria to be met and the quantities for 2016 can be consulted on the Social Security website: (http://www.seg-social.es/Internet_1/Trabajadores/Prestaciones/Pension10935/MuerteySupervivencia/RegimenGeneral/Viudedad/index.htm).

4.3.3.4. Orphans' pensions

There is no minimum contributory period requirement for orphans' pensions. Individuals eligible for this type of benefit include:

- **The children of the deceased**, either under 21 years of age or over 21 if their capacity to work is reduced by a percentage assessed as constituting permanent total disability or severe disablement, whatever the legal nature of their filiation. In certain circumstances, the age may be extended to twenty-five years.
- **Children brought into the marriage by a surviving spouse** when, in addition to the general criteria, the following special conditions apply: that the marriage took place two years before death, that they had lived at the deceased's expense and have no right to any other pension or family members obliged to feed them.

4.3.4. Subsidies

4.3.4.1. *Benefit for temporary disability*

This is the situation in which a worker finds himself when he is temporarily unable to work and requires medical assistance from Social Security. All affiliated and registered workers can benefit, provided they have made contributions for a minimum of 180 days in the 5 years prior to the date of leave from work begins, when this is due to a common disease. In leave from work is due to an occupational accident or disease, no prior contributions are required.

The eventualities protected are common or work-related illness, including periods of observation for occupational disease (necessary to diagnose the disease) and accidents whether work-related or not.

The benefit is a subsidy calculated on the worker's contribution base for the month prior to the leave date (regulatory base) by applying the following percentage:

- In the event of non-occupational accident or illness, 60% from the fourth day of the sick leave to the twentieth (including both) and 75% from the twenty-first day onwards. In these cases, the business owner pays the benefit to the worker from the fourth to the fifteenth day inclusive.
- 75% from the day on which the right begins for a work-related accident and occupational disease.

The right to a benefit begins:

- On the 4th day of leave in the case of a common disease or non-professional accident.
- From the day following the start of leave in the case of a work accident or occupational disease.

The duration of the benefit in the case of an accident or disease, whatever its cause, is 365 days, extendable by a further 180 days when there is reason to assume that during the course of those days the worker's situation can be cured medically.

4.3.4.2. *Benefit for risk during pregnancy and breastfeeding*

This benefit aims to protect the health of the pregnant woman, and the working woman and her child during nursing. This covers the eventualities that, due to the working woman having to change to a job more compatible with her condition (because, in accordance with Occupational Risk Prevention Law, the conditions in which she carries out her professional activity can have a negative effect on her health or that of her child), said change does not prove to be technically or objectively possible, or cannot reasonably be expected for justifiable reasons.

The financial benefit for risk during pregnancy is a 100% subsidy of the regulatory base (regulatory base established for temporary disability benefit derived from professional contingencies) for the period necessary to protect the health or safety of the expectant worker, for as long as she is unable to take up her prior position or another position compatible with her condition. In the case of financial benefit for risk during breastfeeding, the financial benefit is the same (i.e., 100% of the regulatory base) and the subsidy will cease as soon as the child is nine months old, unless the beneficiary has already resumed her previous position at work or another position compatible with her condition.

Management and payment are the responsibility of the managing body or the Social Security's mutual insurance, depending on the body with which the company has its occupational risk cover.

Affiliated, registered workers are eligible, with no requirement for a contribution period prior to the date of contract discontinuation or ceased activity due to the mentioned risk.

4.3.4.3. Maternity benefit

In Spain, women have **three basic guaranteed rights when they become mothers**: medical care, maternity leave and economic aid. Protected cases include maternity, adoption, custody for the purposes of adoption and fostering, provided the length is less than one year.

Any woman residing in Spain (regardless of her nationality)
who lacks sufficient economic resources **has the right to free medical
care during pregnancy, birth and postpartum, both for herself
and for her child.**

The lengths of work leave while receiving the benefit are:

- For birth, 16 uninterrupted weeks, extendable in the case of multiple birth by two weeks per child from the second onwards. This period can be spread out as desired by the worker, provided that six of these weeks are immediately subsequent to birth.
- However, notwithstanding the six weeks immediately postpartum of compulsory time off for the mother, if both parents work, the mother, at the beginning of her maternity leave, may opt to sacrifice a determined, uninterrupted portion of her post-birth leave to the father, whether this be simultaneous with or subsequent to the mother's leave.
- If the working mother does not meet the minimum contributory period requirement, she will receive the non-contributory maternity benefit (100% of IRPEM) for 42 calendar days. This 42-day period can be increased by 14 calendar days when the child is born into a large family, a single-parent family, or in the case of multiple birth, or when the mother or the child are affected by a disability of a level greater than or equal to 65%.
- When children under six years of age are adopted or fostered, the duration of the benefit will be 16 weeks, extendable in the case of multiple adoption or fostering by two more weeks per child from the second onwards. The benefit will also last for 16 weeks when the children over 6 years old are disabled or, for personal circumstances or experiences or due to having moved from overseas, they have special difficulties integrating social or into the family. These motives must be duly certified by the relevant social services.
- In the case of a disabled child — whether born, adopted or fostered — the maternity benefit will be extended by two weeks.

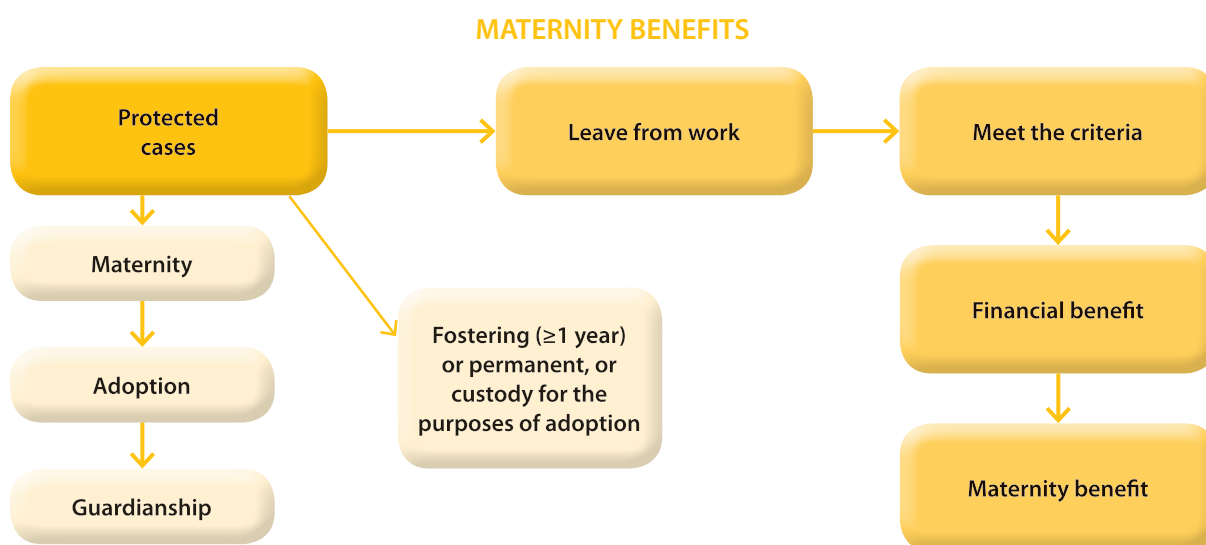
- The option exists for the maternity, adoption or fostering leave to be taken part-time, which makes the benefit compatible with an occupational activity without changing the contract type. Nevertheless, in the case of birth, the mother will not be able to use this option during the first six weeks subsequent to the birth, which will entail compulsory rest.

The **minimum contribution period** required varies according to the worker's age:

- If the worker is under 21 years old at the date of birth, the administrative or legal fostering decision or the resolution authorising adoption, no minimum contribution period will be required.
- If the worker is over 21 and under 26 years old at the date of birth, the administrative or legal fostering decision or the resolution authorising adoption, no minimum contribution period will be required, the minimum contribution period required will be 90 days of contributions during the seven years immediately preceding leave. Alternatively, this criterion will be considered to be met if the worker proves having paid contributions for 180 days over her working life prior to this date.
- If the worker is over 21 and under 26 years old at the date of birth, the administrative or legal fostering decision or the resolution authorising adoption, no minimum contribution period will be required, the minimum contribution period required will be 180 days of contributions during the seven years immediately preceding leave. Alternatively, this criterion will be considered to be met if the worker proves having paid contributions for 360 days over her working life prior to this date.

As regards economic rights, a benefit will be paid by the INSS (National Social Security Institute) directly to the beneficiaries, equal to 100% of the regulatory base (the regulatory base is the contribution base for the month prior to the start of leave).

Figure 14. Social Security maternity benefits.



Source: Aula de la Seguridad Social (temario de profesores), Secretaría de Estado de la Seguridad Social, Madrid, 2012.

Available at: <http://www.seg-social.es/prdi00/groups/public/documents/binario/343997.pdf>.

4.3.4.4. Paternity benefit

On the birth, adoption or fostering (provided the length is less than one year) of a child, **workers are entitled to a period of leave**. During that leave, workers of either gender that are affiliated and registered in the Social Security System, up-to-date with contributions and who can provide evidence of a period of at least 180 days as contributors over the seven years immediately prior to the starting date of paternity leave, or alternatively 360 days during the course of their working lives before that date, are eligible to receive the paternity benefit.

The **paternity benefit** consists of 100% of the regulatory base (or contribution base from the month prior to taking paternity leave) and is paid directly by the INSS to recipients for an uninterrupted period of 4 weeks, extendable by two days for each additional child after the second in the cases of multiple birth, adoption, custody for the purposes of adoption or fostering.

In the case of birth, the benefit is exclusively for the other parent. In the cases of adoption, custody for the purposes of adoption or fostering, it will be available for only one of the parents, at the choice of those concerned. However, when the maternity benefit is taken entirely by one parent, the right to paternity benefit will be available only to the other.

The option exists for paternity leave to be taken full-time or part-time at a minimum of 50% by agreement between the business owner and the worker

In addition, the worker will be entitled to the benefit during the period from the end of the leave awarded for the birth of a child until the end of the maternity leave, or immediately after the end of this leave, provided that, in all cases, the leave is actually taken in the corresponding rest period.

4.3.4.5. Benefit for looking after minors affected by cancer or other serious diseases

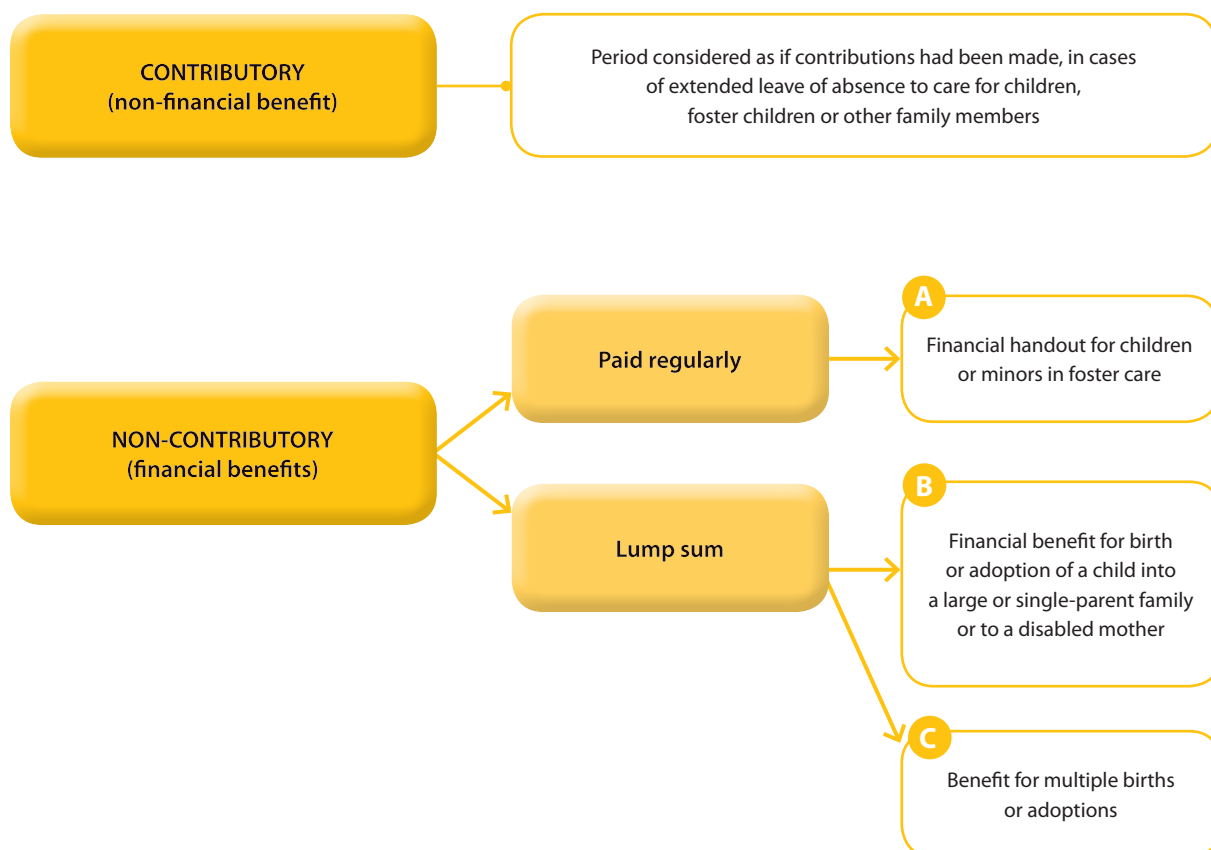
One of the biological, adoptive or foster parents is eligible for a financial benefit to care for the minor/s under his or her care suffering from cancer or any other serious illness if they reduce their working week by at least 50% in order to care directly, continuously and permanently for the minor during the time the latter is in hospital and the illness is being treated. Beneficiaries must be affiliated and registered in a Social Security scheme and have completed the required minimum contribution periods according to their age. The financial benefit consists in a subsidy equivalent to 100% of the regulatory base equivalent to that set for the temporary disability benefit, derived from work contingencies and in proportion with the reduction in the working day.

4.3.4.6. Family benefits

Anyone living on Spanish soil who does not have the right to financial benefits in any other public social protection regime and meets the criteria set out in the regulations is eligible for family protection benefits. Foreign nationals resident in Spain have the right to the same benefits as Spanish nationals.

Figure 15. Modes and types of family benefits.

FAMILY BENEFITS: MODES AND TYPES



Source: Aula de la Seguridad Social I (temario de profesores), Secretaría de Estado de la Seguridad Social, Madrid, 2012.

Available at: <http://www.seg-social.es/prdi00/groups/public/documents/binario/343997.pdf>.

A. Financial handout for children or minors in foster care

The family benefit is a financial allowance awarded for each dependent child under the age of 18 years, and for dependent children who are in permanent foster care or custody for the purposes of adoption. In this case, annual income must be under the limit fixed annually by the State Budget. Families with children under 18 years old with a disability of at least 33%, or over 18 with disabilities greater than or equal to 65% (irrespective of the family's level of income) are also eligible. Anyone who is legally resident in Spain is entitled to these benefits, which are requested at the local Social Security Information and Attention Centre.

The amounts of the financial handouts for 2016 are available in the table on the Social Security website:

(http://www.seg-social.es/Internet_1/Trabajadores/PrestacionesPension10935/Prestacionesfamilia10967/index.htm).

B. Financial benefits for the birth or adoption of a child in the case of large families, single-parent families and in the case of mothers with disabilities

This benefit consists in a lump sum payment of €1,000 for large or single-parent families or families with a mother having a disability of at least 65%.

The financial benefits granted for the birth of a child vary according to the number of children, the employment status of the parents and the income of the family unit, and are awarded by various bodies (Social Security, Autonomous Regions, etc.).

There are also **benefits for large families throughout Spain**,⁶¹ regardless of the Autonomous Region where they reside. These are regulated by the Large Family Protection Act.⁶² These benefits include:

- Discount on overland transport (RENFE and coach companies), short maritime voyages and plane tickets for national flights.
- Social Security contribution bonus for hiring a person to care for children and the household, provided both parents work away from home.
- Preferential scoring in public processes regulated by standards (grants and school admission).
- Discount or exemption from paying state fees and prices (University entrance exam fees).
- Discount on national museum tickets.
- Exemption from the payment of fees for the issue or renewal of the national ID card or passport.
- Tax deductions.

C. Benefit for multiple births or adoptions

The criteria for receiving the financial benefit for multiple births or adoptions are the same as those for fostered children or minors, except for the income limit, since eligibility is not conditional upon the recipients' income.

The value of the benefit varies according to the number of children born or adopted. Further information on the figures for 2016 can be consulted on Social Security website: (http://www.seg-social.es/Internet_1/Trabajadores/PrestacionesPension10935/Prestacionesfamilia10967/Prestacioneconomica33761/index.htm#40835).

D. Deduction for maternity

Any female worker who has contributed to Social Security receives a benefit from the *Agencia Tributaria* (Inland Revenue, Ministry of Economic and Financial Affairs) of €100 a month for each child under the age of three. For further details about this benefit, please see the subsection "Mínimos, reducciones y deducciones del IRPF" (Minimum income tax reductions and deductions) (in the section "Ciudadanos" (Citizens)) on the Tax Office⁶³ website, or call (+34) 901 200 345 or (+34) 91 535 68 13.

⁶¹ See the web page for the Spanish Association of Large Families: <http://www.familiasnumerosas.org>.

⁶² Law 40/2003 of 18th November on Protection for Large Families (BOE no. 277 of 19th November 2003).

⁶³ See: http://www.agenciatributaria.es/AEAT.internet/Inicio/_Segmentos/_Ciudadanos/Minimos__reducciones_y_deducciones_en_el_IRPF/Deduccion_por_maternidad/Deduccion_por_maternidad.shtml (available in Spanish).

4.3.5. Indemnities

4.3.5.1. *Permanent disability benefits*

These apply in situations in which the worker, after undergoing the prescribed treatment, has reduced work capacity or is unable to work. Such workers will have rights to the corresponding benefits if the established conditions are met.

Permanent disability may be classified according to the degree of disability into the following categories:

- **Permanent partial incapacity for the usual profession:** situation in which the worker's performance is reduced to a degree no less than 33% for said profession, though the worker is still able to perform the fundamental tasks entailed.
- **Permanent total incapacity for the usual profession:** situation that renders the worker incapable of all or the fundamental tasks of said profession, provided he/she is able to enter a different profession.
- **Permanent total incapacity for all work:** situation that renders the worker incapable of undertaking any profession or trade.
- **Severe disability:** situation in which the worker is affected by permanent disability and requires the assistance of another person for the most essential daily tasks, such as getting dressed, moving around, eating and similar.

For further information, consult the Social Security website: (http://www.seg-social.es/Internet_1/Masinformacion/TramitesyGestiones/PensiondeIncapacida45982/index.htm).

4.3.5.2. *Permanent non-disabling injuries*

"Permanent non-disabling injuries" are understood to comprise any injury, mutilation or deformity caused by a work accident or occupational disease of a definitive nature that does not constitute permanent disability, alters or reduces the physical integrity of the worker and is classed on the scale established to this effect.

The benefit consists of an indemnity paid in one lump sum. The amount is set by a scale. It is compatible with work in the same company but incompatible with permanent disability benefits for the same injuries. For further information, consult the Social Security website: (http://www.seg-social.es/Internet_1/Masinformacion/TramitesyGestiones/Prestacionporlesion45997/index.htm).

4.3.6. Unemployment benefits

To receive the unemployment benefit in Spain, you must have contributed to Social Security for a minimum of 360 days. This contributory period gives you the right to receive benefits for 120 days (4 months). You must also prove that you are actively seeking employment. These benefits can be claimed by going to the *Servicio Público de Empleo Estatal* (SEPE, Spanish State Employment Service), an **autonomous** body that currently reports to the **Ministry of Employment and Social Security**.

For further information, please go to the SEPE web page: (http://www.sepe.es/contenidos/personas/prestaciones/distributiva_prestaciones.html).

Beneficiaries

The Spanish State Employment Service benefits and subsidies are available to workers from the EU, the EEA (European Economic Area) or Switzerland who reside in Spain. They are also available to workers from other countries who reside and work legally in Spain.

Table 15. Unemployment benefit.

UNEMPLOYMENT BENEFIT		
1) Beneficiaries	<ul style="list-style-type: none"> • Employed workers; job loss 	
2) Conditions	<ul style="list-style-type: none"> • Registered and legally unemployed • 12 months of contributions in the last 6 years • Under retirement age • Not subject to incompatibility 	
3) Content	<ul style="list-style-type: none"> • Financial benefit • Social Security contributions paid 	
4) Amount of the benefit	Regulatory base	<ul style="list-style-type: none"> • Average contribution over the last 180 days
	Percentages	<ul style="list-style-type: none"> • Up to 180 days = 70% • 181 days or more = 60% • Maximum: 175% IPREM without children; 200-225% with children • Minimum: 80% IPREM without children; 107% with children

Source: Aula de la Seguridad Social. Antecedentes y modelo actual. Secretaría de Estado de la Seguridad Social, Madrid, 2012.

Exporting unemployment benefits

If you are receiving unemployment benefits in any EU or EEA country or Switzerland, you may continue to receive them in any other EEA country (for example, Spain) while you are looking for work in Spain. However, certain requirements must be met:

- Such benefits can be received for a maximum of 3 months, except in Portugal, where workers may receive full payment for the entire period they are due.
- You must have been registered with the public employment service in your country of origin at least one month (4 weeks) before.
- You must notify said public employment service of your actual departure date and register with the SEPE within 7 days of departing from your country of origin.
- You must bring the completed U2 form (former E303) with you from your country of origin (the form depends on the country of origin).

Important: the formalities may take up to 2 months, so you should begin the process far enough in advance.

- You should also bring the U1 form (former U301) (depending on country of origin) completed by the public employment service in your country of origin, since if you ever receive the unemployment benefit in Spain, the contribution periods in your country of origin will be taken into account (there is an agreement with Australia which takes into consideration the contributions made there).

The opposite is also true: if you are working in Spain and you end up unemployed, you can complete the reverse formalities to receive unemployment benefits in any other EU/EEA country or Switzerland.

For a list of the public employment services in the EU countries prior to expansion, visit the website: <http://www.sistemanacionalempleo.es/europa.html>.

Amounts received

The amount received as unemployment benefit is established according to the average salary for which you have made contributions (not counting overtime) during the 6 months prior to becoming unemployed. The first one hundred and eighty days of unemployment, the amount received is 70% of this average and, after this date it is 50%.

Minimum limit. The amount of the benefit cannot be less than:

- 80% of the Multiplier for the Public Income Index (IPREM) plus 1/6 (the proportional part of the extra payments), when the worker does not have any dependent children.
- 107% of the IPREM plus 1/6 (the proportional part of the extra payments), when the worker has at least one dependent child.

Maximum limit. The maximum amount of the benefit is based on the number of dependent children the beneficiary has. Therefore:

- Without children, it is 175% of the IPREM plus 1/6 (the proportional part of the extra payments).
- With one child under the age of 26, it is 200 % of the IPREM plus 1/6 (the proportional part of the extra payments).
- With two or more children under the age of 26, it is 225% of the IPREM plus 1/6 (the proportional part of the extra payments).

An amount equivalent to 10 days will be deducted from the first subsidy payment and paid with the final payment. While receiving the benefit, the worker **will make Social Security contributions for 100%** of the amount of the corresponding payment, which will be deducted from the benefit.

For further information, consult the website: https://www.sepe.es/contenidos/personas/prestaciones/distributiva_prestaciones.html.

Losing unemployment rights

There are several reasons for which unemployment benefit rights may be suspended:

- Working for another person or being self-employed while receiving the unemployment subsidy.
- Failing to renew the employment request at the Spanish State Employment Service on the established date.

- Rejecting a job.
- Failure to participate in social collaboration work, employment schemes or professional promotion, training or re-training.
- Failure to visit the collaborating employment agencies or to submit the certificate of having visited them.

4.3.7. Further information: Benefit Offices

The Government guarantees social benefits through several entities assigned to the Spanish Ministry of Employment and Social Security and the Spanish Ministry of Health, Social Services and Equality.

- The **National Social Security Institute (INSS by its name in Spanish)**⁶⁴ is the state managing body responsible for dealing with all Social Security benefits, except non-contributory pensions, unemployment and the Special Plan for sea workers.

Further information by contacting:

Instituto Nacional de la Seguridad Social

C/ Padre Damián, 4 y 6 - 28036 Madrid (Spain)

Tel.: (+34) 91 568 83 00

- **The Institute for the Elderly and Social Services (IMSERSO by its name in Spanish)**⁶⁵ is the Social Security management body responsible for managing non-contributory pensions and providing social services that complement those provided by the Social Security System in relation to people with disabilities, the elderly, refugees and migrants. All IMSERSO responsibilities have been transferred to the Autonomous Regions, except in the autonomous cities of Ceuta and Melilla.

Further information by contacting:

Instituto de Mayores y Servicios Sociales (Imserso)

Av. Ilustración, s/n., con vta. a c/ Ginzo de Limia, 58 - 28029 Madrid (Spain)

Tel.: (+34) 901 109 899 / E-mail: buzon@imserso.es

- **The Spanish State Employment Service (SEPE by its name in Spanish)**⁶⁶ is the autonomous body endowed with its own legal authority to fulfil its own duties, attached to the Ministry of Employment and Social Services through the Secretariat of State for Employment. Its main duties include:

- Managing and controlling unemployment benefits.
- Maintaining databases that guarantee the public registration of offers, demands and contracts, maintaining the occupational monitoring centre and generating statistics on employment at the national level.

⁶⁴ Website: <http://www.seg-social.es> (available in Spanish, English and French).

⁶⁵ Website: <http://www.imserso.es> (available in Spanish, English and French).

⁶⁶ Website: <http://www.sepe.es> (only available in Spanish).

- Conducting research, studies and analysis on the state of the job market and tools for improving it, in collaboration with the respective Autonomous Regions.

Further information by contacting:

Servicio Público de Empleo Estatal (SEPE)

C/ Condesa de Venadito, 9 - 28027 Madrid (Spain)

Tel.: (+34) 901 119 999

4.4. Spanish National Health System

Introduction to the Spanish National Health System

The Spanish National Health System (SNS by its name in Spanish) is a coordinated network of nationally and locally administered Health Services, comprising all health functions and services which are the legal responsibility of the public authorities.

Its most important features are:

- Health services which are publicly funded, universal, and free to use.
- Defined rights and duties for citizens and public authorities.
- Political decentralization of healthcare in the Autonomous Regions.
- Provision of comprehensive high-quality healthcare which is duly monitored and evaluated.

For further information, consult the Spanish Ministry of Health, Social Services and Equality website: <http://www.msssi.gob.es> (available in Spanish, English and French).

4.4.1. Medical and pharmaceutical care

Each Autonomous Region has a Health Service, which is the administrative and management structure comprising all centres, services and establishments of the region, provincial councils, city councils and any other administrative bodies of the region.

Following the transfer of healthcare responsibilities, all Autonomous Regions are now accountable for healthcare in their regions. In the autonomous cities of Ceuta and Melilla, the Central State Administration continues to manage healthcare through the National Health Management Institute (INGESA).



4.4.1.1. Entitlement to health protection and care rights

In Spain, healthcare is guaranteed by the SNS, funded by the State, to persons with the status of insured or beneficiary of an insured. Persons in one of the following situations have the status of insured:

- a) Employed or self-employed persons, registered or similar with the Social Security system.
- b) Those with the status of pensioners in the Social Security System.
- c) Recipients of any other regular benefit from the Social Security system, including unemployment benefits.
- d) Those who have exhausted their unemployment benefit and remain unemployed, their Insured status not being accredited by any other means.

In those cases, in which none of the aforementioned situations are applicable, nationals of Spain or of a Member State of the EU, the EEA or Switzerland who reside in Spain, and foreign nationals authorised to reside in Spanish territory, may hold the status of Insured provided that they can prove that they do not have an annual income of more than €100,000. Those with the status of beneficiaries of an Insured are — provided that they reside in Spain — a spouse or person with analogous relationship, an ex-spouse dependent on the Insured, and descendants or equivalent persons dependent on the Insured who are under 26 years old or who have a disability equal to or greater than 65%.

Foreign nationals authorised to reside in Spanish territory have the same right to healthcare as Spanish nationals. Those who are not registered or authorised as Spanish residents, will receive healthcare in the following circumstances:

- a) Emergency care for a serious illness or accident, whatever its cause, until discharged.
- b) Pregnancy, birth and postpartum care.

In all cases, foreign nationals under 18 years old may receive healthcare under the same conditions as Spanish nationals.

4.4.1.2. Levels of SNS care

The National Health System (SNS by its Spanish name), as a provider of healthcare services, is organised on two levels: **primary care** and **specialised care**.

The principal care mechanisms in **primary care** are the health centres, in which a multidisciplinary team of family doctors, paediatricians, nurses and administrative staff are employed, together with social workers, midwives and physiotherapists.

Specialised care is provided in specialist centres and hospitals for outpatients and inpatients. Emergency care is offered at the hospitals twenty-four hours a day to patients who have not been admitted to hospital.

Table 16. Levels of National Health System (SNS) care.

LEVELS OF SNS CARE		
	Primary care	Specialised care
Characteristics	Accessibility	Technical complexity
Activities	Promoting health and the prevention of disease with a technical capacity for resolution that completely covers the most frequent health issues	It has highly complex and costly diagnostic and therapeutic facilities, the efficiency of which improves if concentrated in one place
Access	Spontaneous	Referred by the primary care specialists
Care mechanism	Health centres and local clinics	Specialist centres and hospitals
Care regime	At the centre and at patient's home	Outpatients and inpatients

Source: Graph by these authors.

The directories of primary health care centres and hospitals are available on the Ministry of Health, Social Services and Equality web page: <http://www.msssi.gob.es/ciudadanos/prestaciones/> (available in Spanish, English and French).

In addition to the above, **emergency care** is the care provided to a patient in the event that their clinical condition requires immediate emergency care. This care is provided at the health centres and outside the centres, including at the patient's home, on a 24 hour basis, with the provision of medical and nursing care, and the collaboration of other professionals.

The provision of healthcare is managed through the common services portfolio of the SNS, which is divided into three categories according to the contributions made by the user:

- 1. Basic common portfolio:** includes care for the prevention, diagnosis, treatment and rehabilitation of illness provided in health centres or social-health centres, together with emergency health transport, and is completely covered by public funding.
- 2. Supplementary common portfolio:** this includes all the services provided through outpatient stay (pharmaceutical, orthoprotective provisions including dietary products, and non-emergency health transport). These are subject to user contributions under the same conditions as those regulating pharmaceutical provisions (see 4.4.1.4 below), taking as the base for calculation the final product price, without applying any limit to the contribution
- 3. Common portfolio of accessory services:** this includes those activities, services or techniques that are not considered essential but which help to improve a pathology, and are subject to the user's contribution and/or repayment.

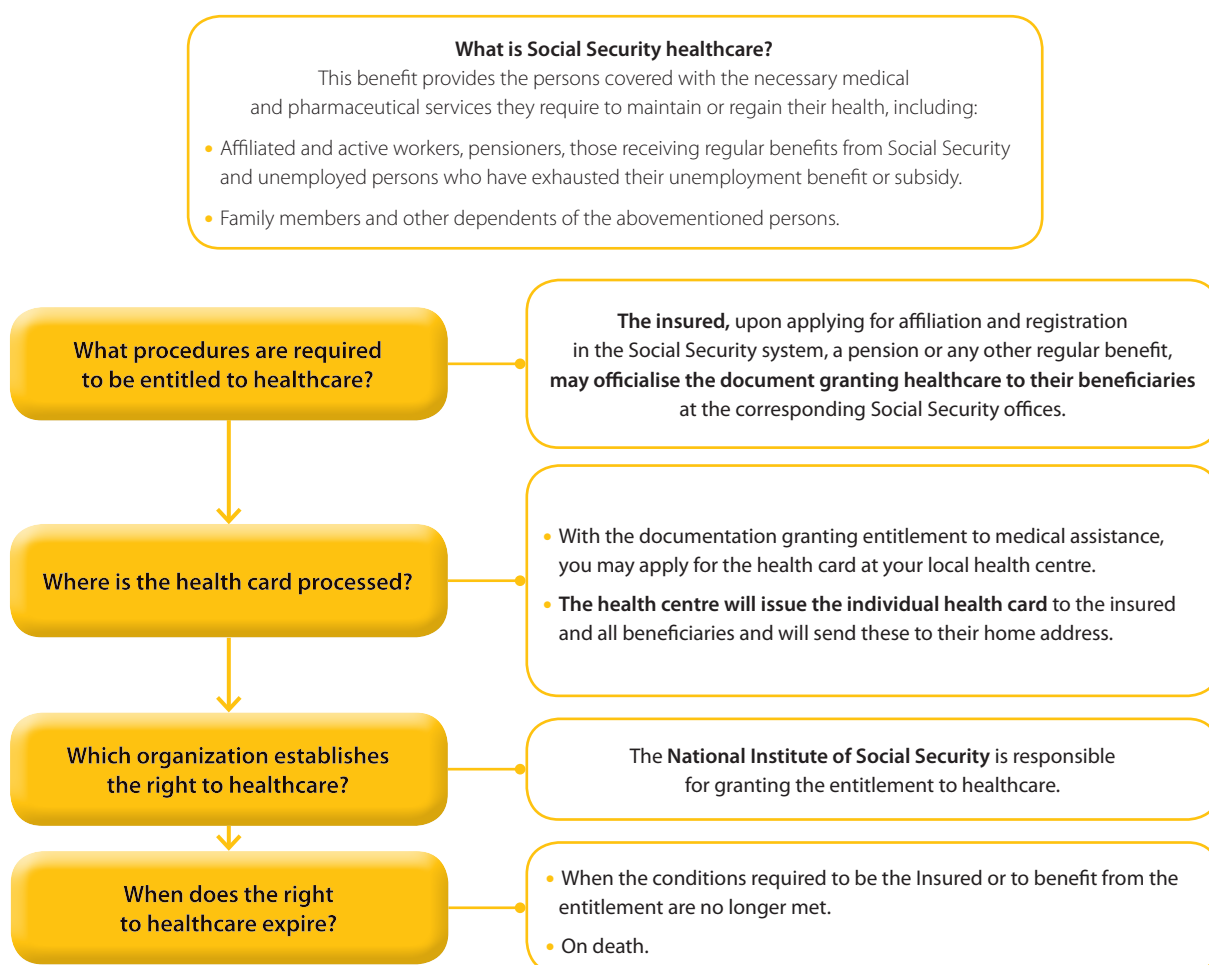
4.4.1.3. Individual health card

Access to the services is via the individual health card (TSI) issued by each health service. This document identifies each citizen as a user of the SNS.

The format and content of the TSI, and its issue and delivery to holders, is the responsibility of the health system. It can be obtained from the corresponding health centre (primary care) according to the individual's place of residence. However, prior to this, the individual should be recognised as insured and entitled to benefits by the National Institute of Social Security (INSS).

Entitlement to healthcare starts on the day the individual is signed up to the system, both for the insured (employed researcher) and for their beneficiaries (family). Recognition of the insured is automatic (automatically recognised by the INSS), but it is necessary to submit an application in the case of family members (beneficiaries) who do not work in Spain: the application (accompanied by a copy of the individual's passport and foreign national identity card or the entry in the central Registry of Foreign Nationals in the case of EU, EEA or Switzerland citizens) may be submitted at any Social Security office.

Figure 16. Social Security healthcare.



Source: Social Security website (<http://www.seg-social.es>).

4.4.1.4. Pharmaceutical care

The SNS covers all the medicines dispensed during hospital stays. In the case of outpatients, medicines prescribed in a SNS prescription are paid for jointly⁶⁷ according to the user's income. In the case of chronic treatment, the percentage participation is 10% with a maximum of €4.24.

Table 17. Percentage contribution of the user according to the income for the purchase of medicine.

	ACTIVE WORKERS	PENSIONERS	
Individuals in receipt of minimal income, unemployed individuals not in receipt of unemployment benefits, individuals in receipt of non-contributory pensions, etc.	0% Code: TSI 001	0% Code: TSI 001	
Income below €18,000	40% Code: TSI 003	10% Code: TSI 002	Upper limit of €8.23/month
Income equal to or higher than €18,000, but below €100,000	50% Code: TSI 004	10% Code: TSI 002	Upper limit of €18.52/month
Income equal to or higher than €100,000	60% Code: TSI 005	60% Code: TSI 005	Upper limit of €61.75/month
Mutual fund holders and state pensioners⁶⁸	30% Code: TSI 006		

Source: Graph by these authors.

4.4.2. European health insurance card

The European health insurance card (TSE by its name in Spanish) makes it easier for individuals from any of the Member States of the EEA (including the members of the EU, Iceland, Liechtenstein and Norway) and Switzerland, to access healthcare services during their temporary visits abroad.

Holders of the TSE will receive treatment in the same conditions as Spanish residents with respect to conditions and costs. If the same service is provided free of charge in the country of origin, the costs of this service may be reimbursed on the individual's return to the source country.

⁶⁷ In Catalonia, a contribution of one Euro per prescription is added to the general contribution (known as a "user excess") for those medicines costing more than €1.67. The maximum sum payable by a user in this concept is €61.

⁶⁸ State pensioners here refers to civil servants, members of the armed forces and justice officials.

The TSE is not valid when the purpose of the foreign national's displacement is to receive medical care. Nor does the card in Spain cover care provided by private healthcare providers.

For further information, please see the web page of the European Commission's Directorate General for Employment, Social Affairs and Inclusion: <http://ec.europa.eu/social> (available in all official EU languages).

4.4.3. Private insurance

Individuals requiring private medical care may take out medical insurance in the country of origin that provides cover in Spain, or take out insurance with any private medical insurance company in Spain. It is important to remember that many of these companies have grace periods which may range between several months and one year before it is possible to draw on any of their services, especially in the case of maternity and surgical operations.

A brief list is given below of the main private medical companies. For a more detailed list, visit the Yellow Pages and search for "seguros" (insurance), "sociedades médicas" (medical companies) or "seguros médicos" (medical insurance companies).

- **Adeslas.** Tel. (+34) 902 200 200 / <http://www.adeslas.es>
- **ASISA.** Tel. (+34) 902 010 010 / <http://www.asisa.es>
- **MAPFRE Salud.** Tel. (+34) 902 20 40 60 / <http://www.mapfre.com/salud>
- **Sanitas.** Tel. (+34) 902 102 400 / <http://www.sanitas.es>

4.4.4. Pharmacies

In Spain, medicines are only available in pharmacies. Normally, the user is required to present the prescription issued by the healthcare specialist. Pharmacists' opening hours are the same as those of other commercial establishments. At weekends and public holidays, there are duty pharmacists (your usual pharmacist will provide a list on the door of the address of the nearest duty pharmacist). Nevertheless, more and more pharmacies are remaining open for twelve and up to twenty-four hours per day. When requesting a medicine, pharmacies stock generic brands in addition to recognised brands, which are usually much cheaper and contain the same active substances. Homoeopathic medicines are also distributed at the pharmacist.

The website of the General Council of Pharmaceutical Associations in Spain (<http://www.portal.farma.com>) offers considerable information about the Spanish pharmaceutical system.



4.4.5. Useful addresses

Ministerio de Sanidad, Servicios Sociales e Igualdad

(Spanish Ministry of Health, Social Services and Equality)

Paseo del Prado, 18-20 - 28014 Madrid (Spain)

Tel.: (+34) 901 400 100 / <http://www.msssi.gob.es> (available in Spanish, English and French).

Instituto Nacional de Gestión Sanitaria (INGESA) (National Health Management Institute)

Calle de Valenzuela, 3 - 28014 Madrid (Spain)

Tel.: (+34) 91 338 00 04 / <http://www.ingesa.msssi.gob.es> (available in Spanish, English and French).

Table 18. Information about the Regional Community Health Councils.

AUTONOMOUS REGIONS	HEALTH COUNCILS	HEALTH SERVICES
Andalucía	Consejería de Salud Av. de la Innovación, edificio Arena, 1 41020 Seville (Spain) Tel.: (+34) 955 00 63 00 http://www.juntadeandalucia.es/salud	Servicio Andaluz de Salud (SAS) Av. de la Constitución, 18 41071 Seville (Spain) Tel.: (+34) 955 01 80 00 http://www.juntadeandalucia.es/servicioandaluzdesalud
Aragón	Departamento de Sanidad Vía Universitat, 36 50071 Zaragoza (Spain) Tel.: (+34) 976 71 40 00 http://www.aragon.es/DepartamentosOrganismosPublicos/Departamentos/Sanidad	Servicio Aragonés de Salud Paseo María Agustín, 36, edificio Pignatelli 50071 Zaragoza (Spain) Tel.: (+34) 976 71 40 00 http://www.aragon.es/DepartamentosOrganismosPublicos/OOAA/ServicioAragonSalud
Asturias (Principado de)	Consejería de Sanidad C/ Ciriaco Miguel Vigil, 9 (Edificio Buenavista) 33071 (Spain) Tel.: (+34) 985 10 85 00 https://www.asturias.es/portal/site/astursalud	Servicio de Salud del Principado de Asturias (SESPA) Plaza del Carbayón, 1-2 33001 (Spain) Tel.: (+34) 985 10 85 00 https://www.asturias.es/portal/site/astursalud/menuitem.461040ff6bd06c3bee65750268414ea0/?vgnnextoid=b1ee15b3fb010110VgnVCM1000008614e40aRCRD
Baleares (Islas)	Consejería de Salud Plaça d'Espanya, 9 07002 Palma de Mallorca (Spain) Tel.: (+34) 971 17 73 83 http://saluticonsum.caib.es	Servicio de Salud de las Islas Baleares (Ib-Salut) C/ Reina Esclaramunda, 9 07003 Palma de Mallorca (Spain) Tel.: (+34) 971 17 56 00 http://www.caib.es/govern/organigrama/area.do?lang=es&coduo=273

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AUTONOMOUS REGIONS	HEALTH COUNCILS	HEALTH SERVICES
Canarias (Islas)	<p>Consejería de Sanidad Av. Juan XXIII, 17, 6.ª planta 35071 Las Palmas de Gran Canaria Tel.: 928 11 88 52 Rambla Santa Cruz, 53 38071 Santa Cruz de Tenerife (Spain) Tel. (+34) 922 47 42 01 http://www.gobiernodecanarias.org/sanidad</p>	<p>Servicio Canario de Salud Av. Juan XXIII, 17 - 6.ª planta 35071 Las Palmas de Gran Canaria Tel.: 928 11 88 66 C/ Pérez de Rozas, 5, 4.ª planta 38071 Santa Cruz de Tenerife (Spain) Tel.: (+34) 922 47 57 04 http://www.gobiernodecanarias.org/sanidad/scs</p>
Cantabria	<p>Consejería de Sanidad y Servicios Sociales C/ Federico Vial, 13 39071 Santande (Spain) Tel.: (+34) 942 20 81 30 http://www.saludcantabria.es</p>	<p>Servicio Cántabro de Salud Av. Cardenal Herrera Oria, s/n 39071 Santande (Spain) Tel.: (+34) 942 20 27 70 http://www.scsalud.es</p>
Castilla y León	<p>Consejería de Sanidad Paseo de Zorrilla, 1 47007 Valladolid (Spain) Tel.: (+34) 983 41 36 00 http://www.saludcastillayleon.es</p>	<p>Gerencia Regional de Salud Paseo de Zorrilla, 1 47007 Valladolid (Spain) Tel.: (+34) 983 32 80 00 http://www.saludcastillayleon.es</p>
Castilla-La Mancha	<p>Consejería de Sanidad Av. Francia, 4 45071 Toledo (Spain) Tel.: (+34) 925 26 70 99 http://www.castillalamancha.es/gobierno/sanidad</p>	<p>Servicio de Salud de Castilla La Mancha (SESCAM) Av. Río Guadiana, 4 45071 Toledo (Spain) Tel.: (+34) 925 27 41 00 http://sescam.castillalamancha.es</p>
Cataluña	<p>Departamento de Salud Travessera de les Corts, 131-159 (Pabellón Ave María) 08071 Barcelona (Spain) Tel.: (+34) 93 227 29 00 http://web.gencat.cat/es/temes/salut/</p>	<p>Servicio Catalán de Salud (CatSalut) Travessera de les Corts, 131-159 (Edificio Olimpia) 08071 Barcelona (Spain) Tel.: (+34) 93 403 85 85 http://catsalut.gencat.cat/es/inici/index.html</p>
Ceuta	<p>Consejería de Sanidad, Consumo y Menores Carretera de San Amaro, 12 51071 Ceuta (Spain) Tel.: (+34) 856 20 06 80 http://www.ceuta.es/ceuta/por-consejerias/sanidad-servicios-sociales-menores</p>	<p>Área Sanitaria de Ceuta (Delegación del INGESA) Av. Nuestra Señora de Otero, s/n 51002 Ceuta (Spain) Tel.: (+34) 956 52 76 51 / (+34) 956 52 76 52 http://www.areasanitariaceuta.es</p>
Comunidad Valenciana	<p>Consejería de Sanidad Universal y Salud Pública Micer Mascó, 31-33 46010 Valencia (Spain) Tel.: (+34) 96 192 80 00 http://www.san.gva.es</p>	<p>Agencia Valenciana de Salud (VITsalud) C/ Micer Mascó, 31 46010 Valencia (Spain) Tel.: (+34) 96 386 66 00 http://www.vitsalud.es</p>

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AUTONOMOUS REGIONS	HEALTH COUNCILS	HEALTH SERVICES
Extremadura	Consejería de Salud y Política Sociosanitaria Av. de las Américas, 2 06800 Mérida (Spain) Tel.: (+34) 924 00 41 00 http://www.gobex.es/cons007/view/portal/index/index.php?id=inicio	Servicio Extremeño de Salud (SES) Av. de las Américas, 1 06800 Mérida (Spain) Tel.: (+34) 924 38 25 00 http://www.saludextremadura.com
Galicia	Consejería de Sanidad Complejo Administrativo de San Lázaro, s/n 15771 Santiago de Compostela (Spain) Tel.: (+34) 881 54 27 11/12 http://www.xunta.gal/sanidade	Servicio Gallego de Salud (SERGAS) Edificio Administrativo de San Lázaro, s/n 15700 Santiago de Compostela (Spain) Tel.: (+34) 981 15 56 00 http://www.sergas.es
La Rioja	Consejería de Salud C/ Villamediana, 17 26071 Logroño (Spain) Tel.: (+34) 941 29 11 00 http://www.riojasalud.es	Servicio Riojano de Salud C/ Villamediana, 17 26071 Logroño (Spain) Tel.: (+34) 941 29 76 60 http://www.riojasalud.es
Madrid (Comunidad de)	Consejería de Sanidad C/ Aduana, 29 28071 Madrid (Spain) Tel.: (+34) 91 586 71 41 http://www.madrid.org/cs/Satellite?c=CM_Agrupador_FP&cid=1109266187266&idConsejeria=1109266187266&idListConsj=1109265444710&language=es&pagename=ComunidadMadrid%2FEstructura&pid=1109265444699	Servicio Madrileño de Salud (SERMAS) Pza. Carlos Trías Beltrán, 7 (Edificio Sollube II) 28071 Madrid (Spain) Tel.: 012 http://www.madrid.org/cs/Satellite?pagename=PortalSalud/Page/PTSA_home
Melilla	Consejería de Presidencia y Salud Pública Plaza España, s/n (Palacio Asamblea) 52071 Melilla (Spain) Tel.: (+34) 952 69 92 07 http://www.melilla.es/melillaPortal/contenedor_tema.jsp?seccion=distribuidor_servicios_tema.jsp&language=es&codResi=1&codMenuPN=601&codMenu=9&layout=contenedor_tema.jsp&ca=9&layout=contenedor_tema.jsp	Área Salud Melilla (Delegación del INGESA) Paseo marítimo, Alcalde Rafael Ginel, 3 52004 Melilla (Spain) Tel.: (+34) 951 32 05 22 http://www.areasaludmelilla.es
Murcia (Región de)	Consejería de Sanidad Ronda de Levante, 11 30071 Murcia (Spain) Tel.: (+34) 968 36 59 00 https://www.carm.es/web/pagina?IDCONTENIDO=819&IDTIPO=140&RASTRO=c\$m22660	Servicio Murciano de Salud C/ Central, 7 (Edificio Habitamia I) 30100 Espinardo, Murcia (Spain) Tel.: (+34) 968 28 80 19 http://www.murciasalud.es

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AUTONOMOUS REGIONS	HEALTH COUNCILS	HEALTH SERVICES
Navarra (Comunidad Foral de)	Departamento de Salud Av. del Ejército, 2 31002 Pamplona (Spain) Tel.: (+34) 848 42 35 41 http://www.navarra.es/home_es/Temas/Portal+de+la+Salud/Ciudadania/	Servicio Navarro de Salud (Osasunbidea) Av. del Ejército, 2 31002 Pamplona (Spain) Tel.: (+34) 848 42 88 00 http://www.navarra.es/home_es/Temas/Portal+de+la+Salud/Ciudadania/
País Vasco	Departamento de Salud Donostia-San Sebastián, 1 01071 Vitoria-Gasteiz (Spain) Tel.: (+34) 945 01 80 00 http://www.euskadi.eus/gobierno-vasco/departamento-salud/inicio/	Servicio Vasco de Salud (Osakidetza) Álava, 45 01071 Vitoria-Gasteiz (Spain) Tel.: (+34) 945 00 60 00 http://www.osakidetza.euskadi.eus/r85-ghhome00/es

Source: Graph by these authors.

4.5. Other women's rights

The Comprehensive Law against gender-based violence⁶⁹ recognises and guarantees women (irrespective of their origin, religion or any other condition) who are or have been victims of gender-based violence, a series of rights in order that these individuals may put an end to the violent relationship and recover their own lives:

- The right to information and advice.
- The right to comprehensive social care through social services.
- Legal assistance for all victims, free of charge for those able to demonstrate insufficient resources. In addition, victims receive the same specialised legal advice for any criminal, civil or administrative proceedings that may arise.
- Labour rights and Social Security benefits, including the right to a reduction or a reorganisation of working hours, geographical mobility, on changing workplace, to job-secured leave and to the termination of the employment contract.
- Economic rights of victims with limited resources, when monthly income does not exceed 75 percent of the national minimum wage.

A free telephone service is available, offering information and legal advice for victims of gender-based violence: **016**.

⁶⁹ Organic Law 1/2004 of 28th December, on Comprehensive Protection Measures against Gender-based Violence.

For information regarding women's legal issues including matrimony, parenthood, civil registry, labour laws, abuse, rape, legal aid, etc., please contact the **Institute of Woman and Equal Opportunities**, which is part of the Ministry of Health, Social Services and Equality.

Institute for Women and Equal Opportunities⁷⁰

C/ Condesa de Venadito, 34 - 28027 Madrid (Spain)

Free helpline:

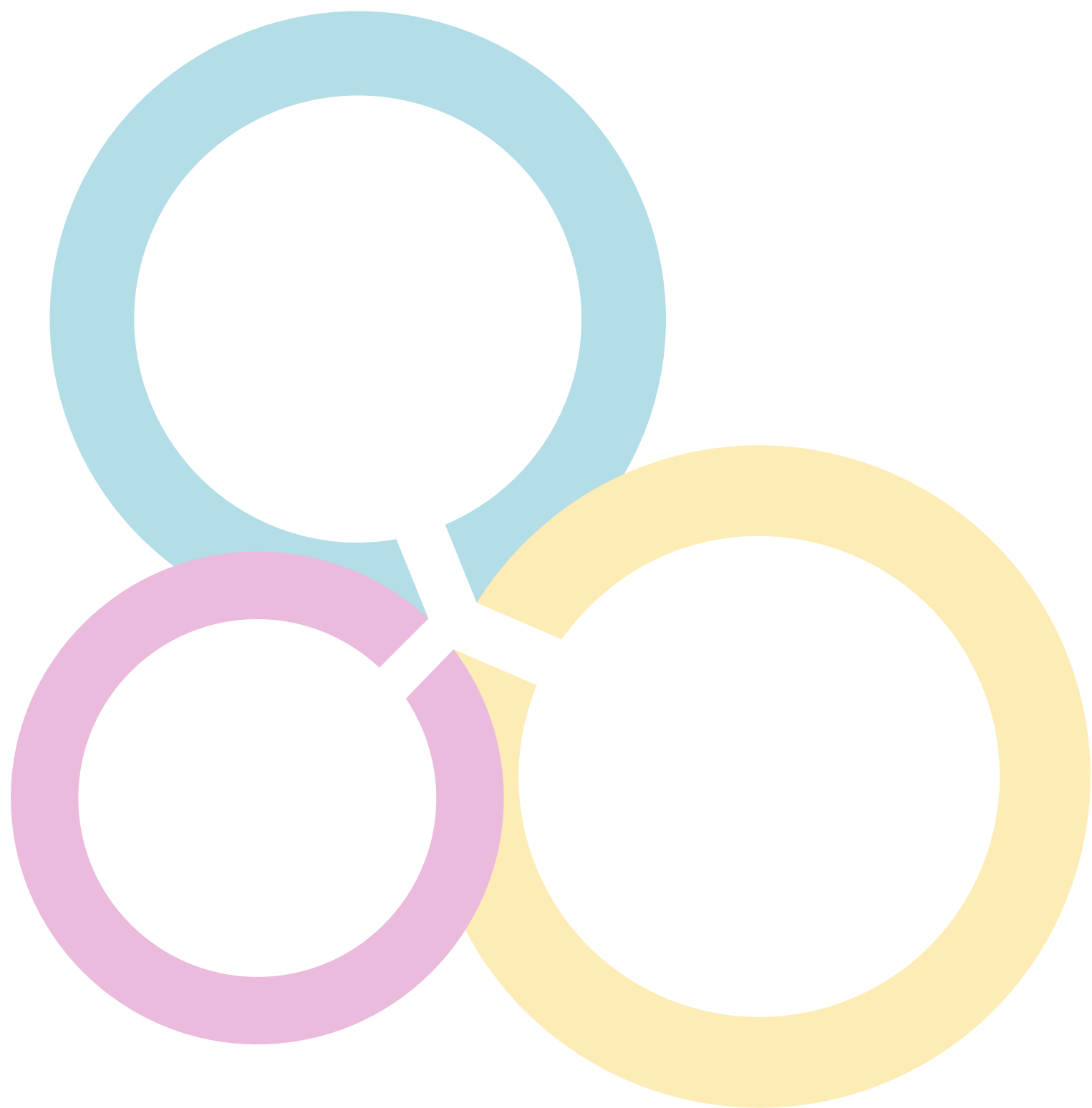
- Information for women: (+34) 900 19 10 10
- Information for women with hearing difficulties: (+34) 900 152 152

⁷⁰ Website: <http://www.inmujer.gob.es> (available in Spanish and English).



5

**Education
in Spain**



The Spanish education system offers the following types of education:

- a) Infant Education
- b) Primary Education
- c) Compulsory Secondary Education
- d) High School
- e) Vocational Training
- f) Language Studies
- g) Art Studies
- h) Sport Studies
- i) Adult Education
- j) University Education

The Primary Education and the Compulsory Secondary Education form part of the basic education which is free in public schools and government-assisted private schools, and compulsory for everyone. The two stages cover ten years of schooling and are normally carried out between the ages of six and sixteen, the minimum legal working age, although the student has the right to remain in the ordinary regime following the basic education system until the age of eighteen in a number of different circumstances: remaining for more than one year in the same school year, joining the Spanish education system at a later age or coming from an education system in another country.

Secondary education is divided into Compulsory Secondary Education and Further Secondary Education. The latter includes the Baccalaureate, Intermediate Vocational Training, Intermediate professional training in Fine Arts and Design and Intermediate Sports Training.

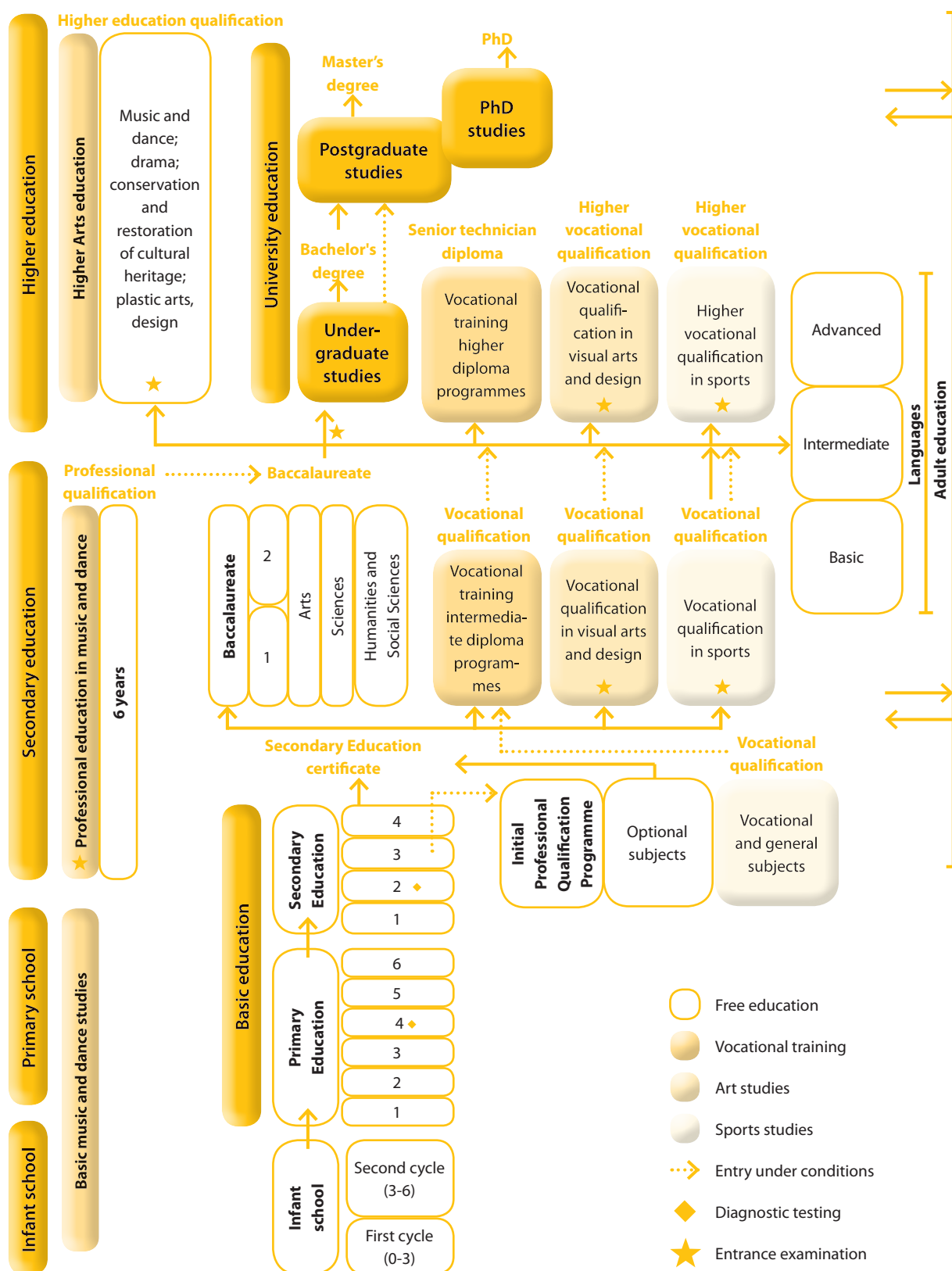
University Education, Higher Arts Education, Higher Level Vocational Training make up the higher education stage.

Lastly, language classes, art and sport education are considered as special education systems.

In addition, in Spain, the Autonomous Regions have extensive powers for the development and implementation of the basic national legislation on education, and are able to establish or supplement certain curricular elements depending on the type of subject (content, assessment criteria, assessable learning criteria, etc.), establish their own subjects ("freely definable at regional level"; including, the co-official language and literature in those Autonomous Regions with a co-official language), establish school hours within the limits established under the basic national legislation, etc. In addition, the authority of the Autonomous Regions as regards education covers many areas relating to the creation of education centres, the offer of places and the acceptance of students, the provision of resources, training of teachers, and attention for students with special educational needs, etc.

Educational centres in the autonomous regions of Ceuta and Melilla and Spanish education centres abroad are managed directly by the Ministry of Education, Culture and Sport.

Figure 17. Spanish education system following the entrance of the modification to Organic Law 2/2006, of 3 May, on Education (LOE), by Organic Law 8/2013, of 9 December, for the Improvement of Educational Quality (LOMCE).



Source: web page of the Spanish Ministry of Education, Culture and Sport <http://www.mecd.gob.es/educacion-mecd/in/sistema-educativo/portada.html>.

5.1. Infant and Primary Education

Infant school education (from zero to six years) is not compulsory and includes two stages: the first from zero to three years old; and the second from three to six years old. The vast majority of children start their schooling in the second cycle (between the age of three and six years), which is free of charge in public schools and government-assisted private schools.

At this stage, the schools must adopt the relevant measures for students with special educational requirements.

Primary education starts on completion of the **Infant School Education**, and has six academic years (normally between the age of six and twelve years).

Following the amendment of Organic Law 2/2006, of 3 May, on Education (LOE), by Organic Law 8/2013, of 9 December for the Improvement of Educational Quality (LOMCE)⁷¹, on completion of the third year, schools perform an individual assessment of all students to test the level of command of skills, capacities and abilities in oral and written expression and comprehension, calculations and problem-solving in relation to the level of acquisition of competences in linguistic communication and mathematics. If this is found to be lacking, the teaching staff must adopt the most appropriate ordinary and extraordinary measures.

In addition, on completion of the sixth year, an individual assessment is made of all the students to test the level of acquisition of competences in linguistic communication, mathematics, science and technology, and the achievement of the objectives of the stage. This assessment is intended to serve as information and guidance for the schools, teachers, students and their families, and may serve to establish, where necessary, specific plans for improvement in the schools.

In any case, at this stage special emphasis is placed on student diversity, personalised attention, the prevention of learning difficulties and the implementation of reinforcement mechanisms as soon as the difficulties are detected.

5.2. Secondary Education

On completion of Primary Education, students start **Compulsory Secondary Education**. Following the amendment of Organic Law 2/2006, of 3 May, on Education (LOE), by Organic Law 8/2013, of 9 December, for the Improvement of Educational Quality (LOMCE), this stage is divided into two parts: the first is made up of three school years and the second, one. The latter has an essentially preparative nature (preparation for the study of a discipline).

From the second year of Compulsory Secondary Education, programmes are established for the improvement of learning and performance aimed at students with learning difficulties which cannot be attributed to lack of study or effort.

In the fourth year of the Compulsory Secondary Education programme, students may opt for one of the following two options:

⁷¹ Both education laws have currently been paralysed following voting in the Congress of Deputies on 16 November 2016.

- a) Academic instruction for students wishing to continue their studies with the Baccalaureate.
- b) Applied education for students wishing to continue their studies under the vocational training programme.

On completion of the secondary education stage, the student will complete an individualised assessment⁷², for either the academic or applied instruction option, in which they will be tested on the achievement of the objectives of the educational stage and the level of acquisition of the corresponding competencies. The assessment may be made in either of the two options regardless of the option taken in the fourth year, and it is even possible to sit for both assessments at the same time. To obtain the School-Leaver's certificate, it is necessary to pass the final assessment, and to obtain a final mark for that stage equal to or higher than five out of ten.

This certificate provides access to further education in accordance with the requirements established for each teaching programme.

A student who has had their fifteenth birthday but not their sixteenth, and who has completed the first stage of Compulsory Secondary education, or exceptionally, the second stage, may enrol on a **Basic Vocational Training** stage following the prior recommendation of the teachers. On passing this stage they receive the Basic Vocational Certificate, which provides access to the Intermediate Vocational Training stages and is equivalent, for the purposes of employment, to the School-Leaver's certificate. In addition, the student may sit for the final assessment of the Compulsory Secondary Education stage.

To access the **Baccalaureate**, it is necessary to have the School-Leaver's certificate and to have passed the final assessment of the Compulsory Secondary Education programme in the academic instruction option. The Baccalaureate is for two years and has three modes:

- a) Sciences
- b) Humanities and Social Sciences
- c) Arts

To obtain the Baccalaureate certificate, after passing all the subjects in this stage, it is necessary to pass the final assessment⁷³ with a mark equal to or higher than five out of ten.

The Baccalaureate certificate provides access to the different education programmes in the higher education cycle.

To access the **Intermediate Vocational Training Programmes**, it is necessary to fulfil at least one of the following requirements:

- a) To hold at least one of the following certificates:
 - School-Leavers Certificate and to have passed the final assessment of the Compulsory Secondary education programme in the applied instruction option
 - Basic Vocational Certificate
 - Baccalaureate Certificate
 - University degree
 - Intermediate or Higher Vocational Training certificate

⁷² The final assessment of the Compulsory Secondary Education programme corresponding to the 2017 sitting has no academic effect.

⁷³ The final assessment of the Baccalaureate corresponding to the two sittings in 2017 will only be considered for access to University, but it is not necessary to pass this assessment to obtain the Baccalaureate certificate.

- b) To hold a certificate confirming that all the subjects of the Baccalaureate have been passed.
- c) To have passed a specific training programme for access to the Intermediate stage, and to be at least seventeen years old during the last year of the programme.
- d) To have passed an entrance examination in accordance with the criteria established by the Government, and to be at least seventeen in the year in which the test is taken.

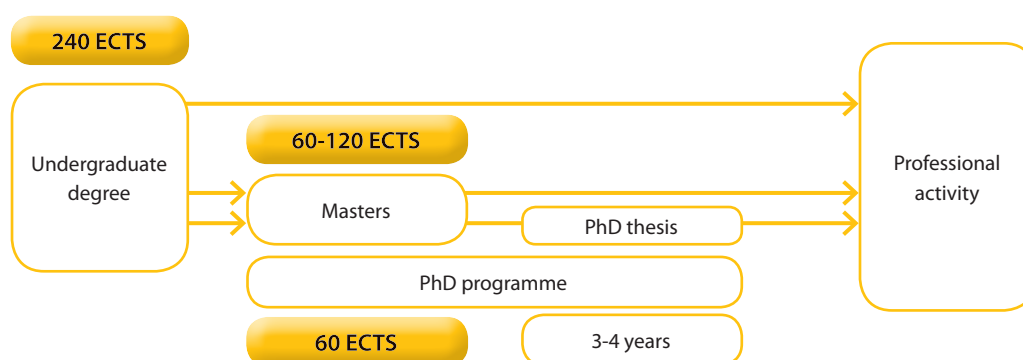
On the successful completion of the Intermediate vocational training programmes, the student receives the corresponding vocational certificate for their vocation and this permits access, subject to the passing of an entry procedure, to the Higher Vocational Training programme.

5.3. Higher Education

The following options are available in the Spanish Higher Education system:

- **Higher Arts Education.** This includes higher education in music and dance, drama, conservation and restoration of cultural heritage, further studies in design and fine arts, including ceramics and glasswork.
- **Higher vocational instruction in fine arts and design.** See section 5.4.1. of this guide for further details.
- **Higher Vocational training in Sports.** See section 5.4.3. of this guide for further details.
- **Higher Vocational training,** access is via the Intermediate Vocational Training Programme, or from the Baccalaureate, leads to the Higher Vocational Certificate in the selected mode. Once this certificate has been obtained, university access is possible.
- **University education⁷⁴,** which is divided into degree studies by different areas of knowledge; Masters, which require a degree in the area of knowledge selected and, lastly PhD studies.

Figure 18. Structure of university education in Spain.



Source: Spanish Ministry of Education, Culture and Sport.
ECTS: European Credit Transfer and Accumulation System.

⁷⁴ Access to university education with other qualifications awarded in Spain or abroad will imply a specific entry procedure depending on the qualification.

5.4. Special education system

Art studies, languages, sports belong to the special education system.

5.4.1. Art studies

The purpose of Art Studies is to provide the student with quality art training and to guarantee the qualification of future music, dance, drama, fine arts and design professionals.

The following are included in Art Studies:

- Basic music and dance studies.
 - The educational authorities establish their characteristics and organisation.
- Professional Art Studies. These include professional training in music and dance and Intermediate and Higher vocational training in Fine Art and Design.
 - The professional music and dance training is organised into six years. The successful completion of this training entitles the student to the corresponding vocational qualification.
 - Vocational training in fine art and design is divided into Intermediate and Higher training stages, which include practical training with companies, studios and workshops. The successful completion of the intermediate training entitles the student to the intermediate vocational Fine Arts and Design qualification in the corresponding subject area, and the successful completion of the Higher training entitles the student to the Higher Vocational Fine Arts and Design qualification in the corresponding subject.
- Fine Arts Education (see section 5.3. of this guide).

5.4.2. Language studies

The purpose of language teaching is to provide the student with the skills to use different languages outside the ordinary stages of the education system, and it is organised into the following levels: basic, intermediate and advanced. These levels correspond respectively to levels A, B and C of the Common European Framework of Reference for Foreign Languages, which is divided in turn into levels A1, A2, B1, B2, C1 and C2.

Language studies under the special education system are organised by the Official Language schools.

The successful completion of each of the levels entitles the student to the corresponding qualification.

5.4.3. Sports studies

The purpose of the sports studies is to prepare the student for professional activity in relation to a sports-related speciality or discipline, and to facilitate their adaptation to the employment and sports world and active citizenship.

The curriculum of these studies meets the requirements of the National System of Vocational Training and Qualifications, and it is divided into two levels: Intermediate and Higher.

Sports studies are divided into blocks and modules of varying length, made up of areas of theoretical and practical knowledge adapted to the different professional and sporting fields.

The successful completion of the Intermediate level studies entitles the student to the Intermediate Vocational Qualification in Sport in the corresponding sporting discipline or speciality, while the successful completion of the Higher-level studies entitles the student to the Higher Vocational Qualification in Sport in the corresponding sporting discipline or speciality.

5.4.4. Adult education

The purpose of adult education is to offer anyone over the age of eighteen the possibility of obtaining, updating, completing or extending their knowledge and skills for their personal and professional development. For this, the education authorities may collaborate with other Public Administrations with competences in adult education and, in particular with the Employment Administration, and with the local corporations and various social agents.

Exceptionally, students over the age of sixteen applying for these studies may be considered where they have an employment contract which does not allow them to attend educational centres under the ordinary education system or in the case of high performance athletes.

Depending on the special circumstances, specific curricula may be established.

5.5. Information on the education system

5.5.1. School year, places and enrolment

For further information about how to apply for a place at a public centre or when it is necessary to apply, please contact the Education Authority of the autonomous region where you live or intend to live directly (see section 5.5.5., "Addresses of interest"), or inquire at your local education centre. On the whole, enrolments take place in the March prior to the start of the school year.

5.5.2. Education centres

Education centres are divided into **public** and **private** centres. Public centres are those centres owned by a Public administration and private centres are those owned by a private natural or legal person.

The public service provision of education is carried out through **public and government- subsidised private centres**; in the latter, the subsidised studies are financed with public funds to ensure they remain free of charge. **The public primary and compulsory secondary education schools** are free and provide schooling to the majority of the population, although in varying proportions depending on the Autonomous Regions and stages.

Primary schools usually include the secondary stage of Infant education and, although it is still unusual, some also include the first stage (zero to three years old). Nevertheless, the first cycle continues to be taught in infant schools, with a variety of owner types, as in addition to the private centres there are public regional municipal centres and other public institutions.

Different designations exist within the public centres:

- a) **Infant schools**, which only offer infant education.
- b) **Primary schools**, which only offer this stage.
- c) **Infant and Primary schools** which offer both stages.
- d) **Secondary schools**, which offer Compulsory Secondary Education, the Baccalaureate in its different disciplines and Vocational Training (Basic vocational training and Intermediate and Higher vocational training).
- e) **Art schools** which offer vocational training in fine arts and design.
- f) **Conservatories** which offer vocational training, and where applicable, elementary training in music and dance.
- g) Higher studies in music and dance are offered in the **conservatories** or **Schools of music and dance**; drama in the **Drama Schools**; conservation and restoration of cultural heritage in **Schools for conservation and restoration of cultural heritage**; higher studies in fine arts at the **Schools for the corresponding discipline**, and higher studies in design, at the **Schools of design**.
- h) **Special education centres** offer teaching aimed at students with special educational requirements who cannot be attended in the context of measures existing for attention to the diversity found in ordinary schools.

The education authorities have to establish the designation of those public centres which offer teaching grouped differently to those defined in the above points.

Both the public schools and the government-subsidised private schools (partially or totally financed with public funds) which offer primary education, compulsory secondary education or the Baccalaureate, **have similar entrance criteria**, established by the corresponding Education Administration; and among the priority criteria, when there are not enough places, the following criteria are of particular importance:

- The existence of siblings enrolled at the school.
- The proximity of the family home or place of work of one of the parents or legal guardians.
- Per capita income of the family unit.
- Other circumstances.

To find out more about the public and government-assisted schools in each town, visit the Ministry of Education, Culture and Sport web page (<https://www.educacion.gob.es/centros/home.do>) or go to the Education Authority for the corresponding region, the local or district Education.

Non-subsidised private centres do not receive public subsidies and therefore, the education offered is usually for an amount established by the centre. These centres have the right to establish their own character but must, in all cases, observe the rights guaranteed in the Constitution and in the laws regarding teachers, parents and students.

A separate category within the private schools is formed by the **foreign schools**. The majority of these are small schools, with a limited number of places (not usually more than six hundred) and high fees. Almost all of these offer an education which combines the Spanish education system and that of the country which they represent. Most of these centres are recognised by the Spanish Ministry of Education, Culture and Sport.

To find out more about the schools in each town, please refer to the Ministry of Education, Culture and Sport web page (<https://www.educacion.gob.es/centros/home.do>).

5.5.3. Admission to basic schooling under the Spanish education system

No validation proceedings are required for students coming from foreign education systems and wishing to join any of the stages that form part of the Primary Education or Compulsory Secondary Education System in Spain. Nor is the recognition of qualifications necessary for admission to the Spanish education system to carry out studies that do not require the School-Leaver's certificate.

5.5.4. University system

At present in Spain, there are eighty-two universities (fifty public and thirty-two private). There are also foreign universities who offer teaching in accordance with the education system of their country of origin. Universities may award official qualifications (valid throughout Spain) and their own qualifications. The official qualifications and the minimum content are established by the Government.

Each university establishes the procedures it must follow, the enrolment procedures and the documentation necessary to apply. Normally, pre-enrolment is at the start of July, the admission lists are published in mid-July and the enrolment period starts at the end of July. Private universities establish their own admission and enrolment procedures. For further information about the university system, the centres and official qualifications, please refer to: <http://www.mecd.gob.es/educacion-mecd/areas-educacion/universidades.html>.

5.5.5. Useful addresses

Ministerio de Educación, Cultura y Deporte

C/ Alcalá, 34 - 28014 Madrid (Spain)

Tel.: (+34) 91 701 80 00 / <http://www.mecd.gob.es/> (available in Spanish and the official languages of Spain).

Information and enquiries:

C/ Los Madrazo, 15 - 28014 Madrid (Spain)

Tel.: (+34) 91 083 79 37 and 060

Table 19. Information points in the Autonomous Regions.

AUTONOMOUS REGIONS	EDUCATION DEPARTMENTS AND EDUCATION INFORMATION PORTALS
Andalucía	Consejería de Educación C/ Juan Antonio de Vizarrón, s/n Edificio Torretriana. Isla de la Cartuja 41092 Sevilla (Spain) Tel.: (+34) 955 06 40 00 Website: http://www.juntadeandalucia.es/educacion
Aragón	Dpto. de Educación, Cultura y Deporte C/ Pablo Ruiz Picasso, 65 D Parque Empresarial Dinamiza (Recinto Expo) 50018 Zaragoza (Spain) Tel.: (+34) 976 71 40 00 Website: http://www.educaragon.org
Asturias (Principado de)	Consejería de Educación y Cultura Pza. España, 5 33007 Oviedo (Spain) Tel.: (+34) 985 10 55 00 Website: http://www.educastur.es
Baleares (Islas)	Conselleria d'Educació i Universitat C/ d'Alfons el Magnànim, 29 07004 Palma de Mallorca (Spain) Tel.: (+34) 971 17 75 20 Website: http://weib.caib.es
Canarias	Consejería de Educación y Universidades C/ Granadera Canaria, 2 Edificio Granadera Canaria 35071 Las Palmas de Gran Canaria (Spain) Tel.: (+34) 928 21 34 00 38071 Santa Cruz de Tenerife (Spain) Website: http://www.gobiernodecanarias.org/educacion/web/contacto
	Consejería de Educación y Universidades Av. Buenos Aires, 3 Edificio Tres de Mayo 38071 Santa Cruz de Tenerife (Spain) Website: http://www.gobiernodecanarias.org/educacion/web/
Cantabria	Consejería de Educación, Cultura y Deporte C/ Vargas, 53 39010 Santander (Spain) Tel.: (+34) 942 20 80 80 Website: http://www.educantabria.es
Castilla y León	Consejería de Educación Av. Monasterio de Nuestra Señora de Prado, s/n 47014 Valladolid (Spain) Tel.: (+34) 983 41 15 00 Website: http://www.educa.jcyl.es

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AUTONOMOUS REGIONS	EDUCATION DEPARTMENTS AND EDUCATION INFORMATION PORTALS
Castilla-La Mancha	Consejería de Educación, Cultura y Deporte Bulevar Río Alberche, s/n 45071 Toledo (Spain) Tel.: (+34) 925 24 74 00 Website: http://www.educa.jccm.es
Cataluña	Departamento de Educación y Formación Via Augusta, 202-226 08021 Barcelona (Spain) Tel.: (+34) 93 400 69 00 Website: http://web.gencat.cat/es/temes/educacio/index.html
Comunidad Valenciana	Consejería de Educación, Investigación, Cultura y Deporte Av. Campanar, 32 46015 Valencia (Spain) Tel.: (+34) 96 317 52 02 Website: http://www.ceice.gva.es/inicio
Extremadura	Consejería de Educación y Empleo Av. Valhondo, s/n Edificio III Milenio, módulo 4 06800 Mérida (Badajoz) (Spain) Tel.: (+34) 924 00 75 00 Website: http://www.educarex.es
Galicia	Consejería de Cultura, Educación y Ordenación Universitaria Edificio Administrativo San Caetano, s/n 15704 Santiago de Compostela (Spain) Tel.: (+34) 981 54 44 00 Website: http://www.edu.xunta.es
Madrid (Comunidad de)	Consejería de Educación, Juventud y Deporte C/ Alcalá, 30-32 28014 Madrid (Spain) Tel.: 012 Website: http://www.madrid.org/cs/Satellite?language=es&pagename=PortalEducacion%2FPagina%2FEDUC_home
Murcia (Región de)	Consejería de Educación y Universidades Av. de la Fama, 15 30006 Murcia (Spain) Tel.: (+34) 968 27 98 63 Página web: http://www.educarm.es
Navarra (Comunidad Foral de)	Departamento de Educación C/ Santo Domingo, 8 31001 Pamplona (Spain) Tel.: (+34) 848 42 65 00 Website: http://www.educacion.navarra.es

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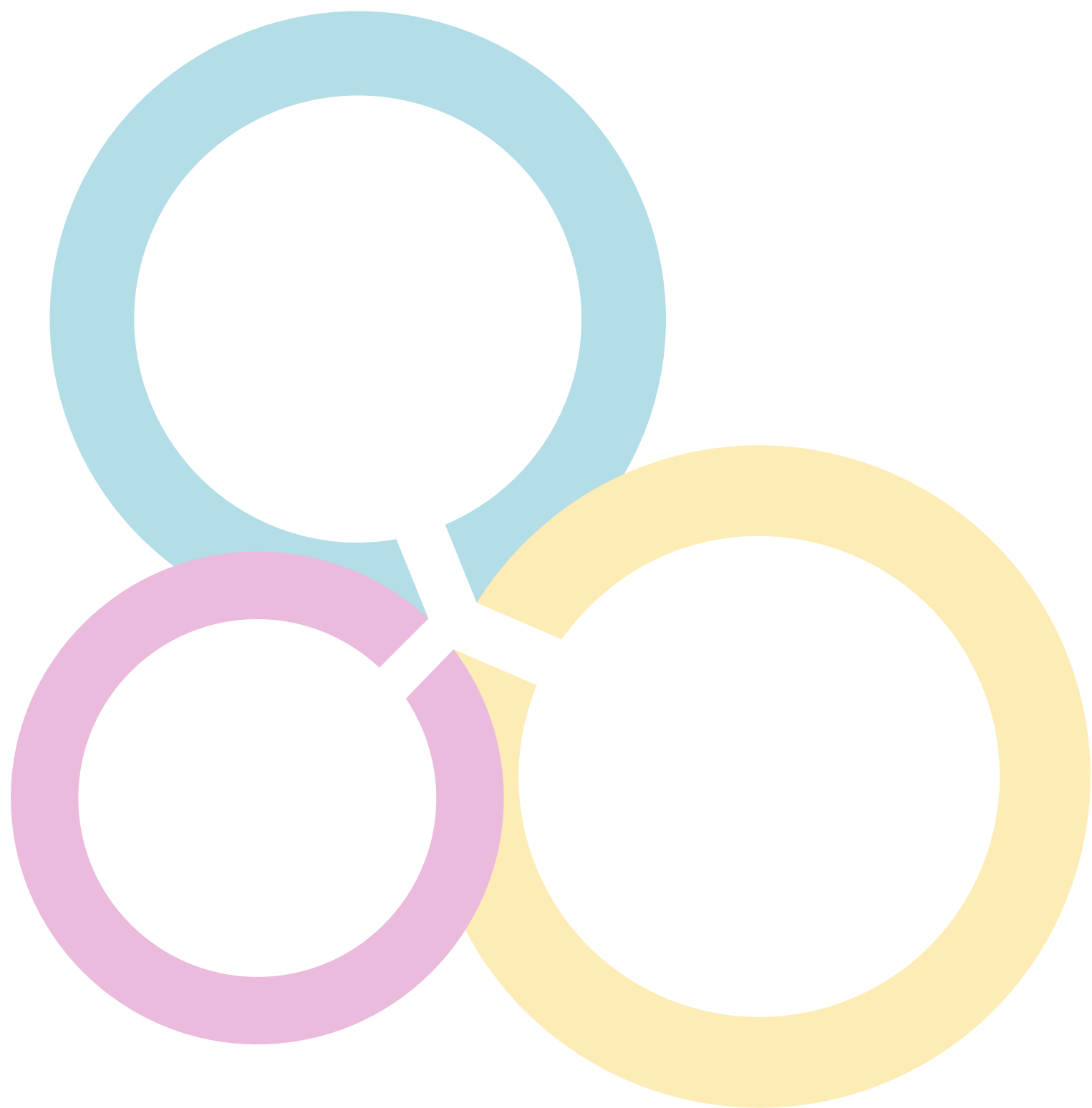
AUTONOMOUS REGIONS	EDUCATION DEPARTMENTS AND EDUCATION INFORMATION PORTALS
País Vasco	Departamento de Educación, Política Lingüística y Cultura C/ Donostia-San Sebastián, 1 01010 Vitoria-Gasteiz (Spain) Tel.: (+34) 945 01 81 83 Website: http://www.hezkuntza.ejgv.euskadi.eus/r43-2591/es/
La Rioja	Consejería de Educación, Formación y Empleo C/ Marqués de Murrieta, 76 Ala Este 26005 Logroño (Spain) Tel.: (+34) 941 29 16 60 Website: http://www.larioja.org/educacion/es
Ceuta	Consejería de Educación, Cultura y Mujer Plaza de África, 1 51001 Ceuta (Spain) Tel.: (+34) 956 52 82 20 Website: http://www.ceuta.es/ceuta/educacion
	Dirección Provincial de Educación C/ Echegaray, s/n 51001 Ceuta (Spain) Tel.: (+34) 956 51 66 40 Website: http://www.mecd.gob.es/educacion-mecd/gl/ba/ceuta-melilla/ceuta.html
Melilla	Consejería de Educación, Juventud y Deporte C/ Querol, 7 52001 Melilla (Spain) Tel.: (+34) 952 69 92 14 Website: http://www.melilla.es
	Dirección Provincial de Educación C/ Cervantes, 6 52001 Melilla (Spain) Tel.: (+34) 952 69 07 01 Website: http://www.mecd.gob.es/educacion-mecd/ba/ceuta-melilla/melilla.html

Source: Graph by these authors.

The image features three large, thick-rimmed circles that overlap in the center. The top circle is teal and contains the number '6'. The bottom-left circle is magenta and is empty. The bottom-right circle is yellow and contains the text 'EURAXESS Spain Network'.

6

**EURAXESS
Spain Network**



This guide has been prepared within the activities carried out by FECYT as part of its participation in the **EURAXESS, Researchers in Motion Network**. It is a European Commission initiative that seeks to facilitate research mobility. The initiative is structured around four specific actions of support given in attracting research talent and to aid its mobility, by finding and solving the main problems faced by researchers:

- **EURAXESS Jobs.** This section of the European EURAXESS Portal offers gives information free of charge on job vacancies and funding opportunities in research, and covers a large number of scientific areas. Universities, research centres and other contracting organisations may publish the available offers, which has led to more than 10,800 registered entities. The portal also enables research staff the opportunity to post their CV in the Europass format, making it more visible to the entities registered.
- **EURAXESS Services.** Network made up of 40 countries with more than 300 centres that advise researchers and their families on practical issues concerning administrative formalities, funding opportunities, job offers and other important matters when travelling from one country to another (visa applications, social security, tax and taxation, etc.). Every member country of EURAXESS has its own network of research staff support centres which provide assistance as nearby and as directly as possible.
- **EURAXESS Rights.** information regarding different European projects aimed at improving researcher hiring and rights, thus contributing to making the career of researcher within the EU a more attractive one.

These initiatives are:

- The European charter for researchers.
- The Code of conduct for the recruitment of researchers.
- The Human Resources excellence in research strategy, aimed at the implementation of the Code of Conduct (HR Excellence in Research).

It is also worth mentioning tools such as the scientific visa, a legal instrument that helps scientific personnel from third countries (countries that are not Member States, applicants for EU membership or EU Partner Countries) gain entry to Europe.

- **EURAXESS Links.** EURAXESS has an extension of this network in strategic regions for the EU from the perspective of research. Current such regions are the United States, Asia, Brazil, China, India and Japan. Thus, the aim is to establish a Communication Network that enables links to be maintained between the scientific community in Europe and elsewhere and also to promote Europe as a desirable destination for researchers.

Check the European EURAXESS portal (<https://euraxess.ec.europa.eu>) for further information on the four actions.

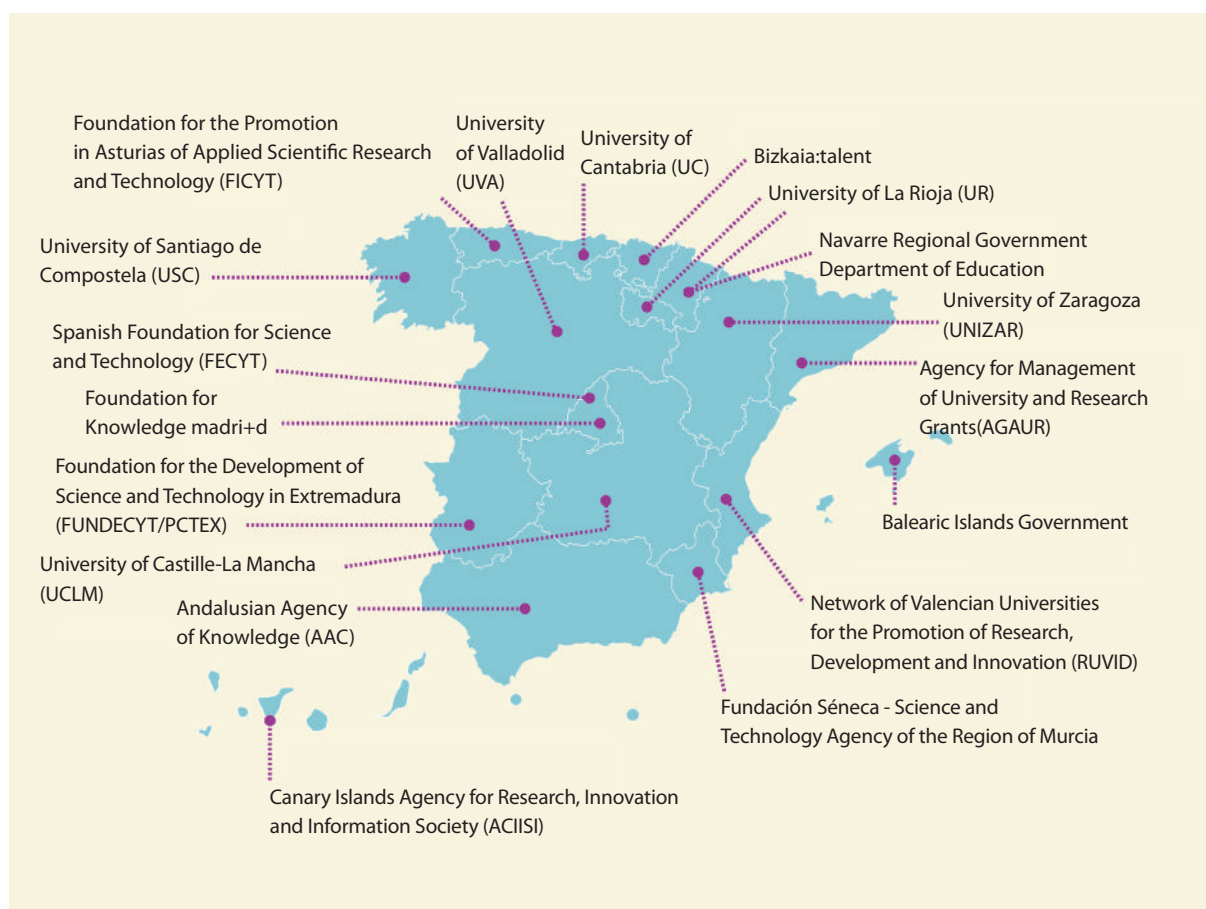
The EURAXESS Spain Network has over 90 centres across the various Autonomous Regions which provide information and personalised service to researchers and their receiving institutions.

FECYT is the bridgehead organisation of the network in Spain and is responsible for managing and keeping the Euraxess Spain Portal (<http://www.euraxess.es>) up-to-date. Its responsibilities include relations and coordination with public institutions within the scope of the AGE (Spanish Central Administration), the European Commission and the different organisations forming the network. Also, FECYT is responsible for supporting and publicising the objectives and activities of the network at national level with the organisation of seminars and information events for research personnel, research centres and other agents of the Spanish System for Science, Technology and Innovation.

The Spanish Service Centres report to the various agents of the Science, Technology and Innovation system (offices for transfer of research results at universities, research centres' human resources departments, etc.) and offer personalised assistance to researchers and their families when they arrive in Spain. Most of the network's centres assist researchers who come specifically to the institutions in which they are located; however, some centres also conduct regional coordination work by working as a regional network within the national network.

All the information relating to the EURAXESS Spain Network is available at <http://www.euraxess.es>.

Figure 19. EURAXESS Spain Centres: National Bridgehead Organisation (FECYT) and main regional Service centres.



Source: Graph by these authors.

Below are the contact details of all the EURAXESS Spain Centres. Many of these institutions have their own guides with additional information to that found in this national guide

Table 20. Contact details of the EURAXESS Spain centres.

AUTONOMOUS REGIONS	INSTITUTION	CONTACT DETAILS
Madrid	Spanish Foundation for Science and Technology (FECYT)	Website of EURAXESS Bridgehead Organisation: http://www.euraxess.es (in Spanish and English) E-mail: euraxess-spain@fecyt.es Tel.: (+34) 91 425 09 09 General website: http://www.fecyt.es
Andalucía	Andalusian Agency of Knowledge (AAC)	Website of EURAXESS Bridgehead Organisation: http://www.citandalucia.com/euraxess/ (in Spanish) E-mail: euraxess.aac@juntadeandalucia.es Tel.: (+34) 955 00 74 82 General website: http://www.citandalucia.com
Andalucía	Progress and Health Foundation	Website: http://www.juntadeandalucia.es/fundacionprogresoysalud E-mail: desarrollo.movilidad.fps@juntadeandalucia.es Tel.: (+34) 954 71 22 50 / 32 92 50
Andalucía	University of Granada - International Welcome Center (IWC)	Website: http://international.ugr.es/iwelcomecentre E-mail: welcome@ugr.es Tel.: (+34) 958 24 90 30
Andalucía	University of Malaga - OTRI	Website: http://www.otri.uma.es E-mail: carlosschaap@uma.es Tel.: (+34) 952 13 25 81
Andalucía	University of Almeria	Website: http://www.ual.es E-mail: opeiual@ual.es Tel.: (+34) 950 01 58 42
Andalucía	Pablo de Olavide University	Website: http://www.upo.es/otri E-mail: mmargar@admon.upo.es Tel.: (+34) 954 34 98 72
Andalucía	University of Cadiz	Website: http://www.uca.es/otri E-mail: javier.izquierdo@uca.es Tel.: (+34) 956 01 51 74
Andalucía	University of Cordoba	Website: http://www.uco.es E-mail: otri@uco.es / investigacion@uco.es Teléfono: (+34) 957 21 10 11 / (+34) 957 21 80 24
Andalucía	University of Huelva	Website: http://www.uhu.es/otri E-mail: otri1@uhu.es Tel.: (+34) 959 21 93 33

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AUTONOMOUS REGIONS	INSTITUTION	CONTACT DETAILS
Andalucía	University of Jaen	Website: http://www10.ujaen.es/conocenos/organos-gobierno/vicinv E-mail: mjcampos@ujaen.es Tel.: (+34) 953 21 33 43
Andalucía	University of Seville	Website: http://otri.us.es/web/index.php E-mail: secretotri@us.es Tel.: (+34) 954 48 81 19
Andalucía	Institute of Agricultural, Fishing, Food and Ecological Production Research and Education (IFAPA)	Website: http://www.ifapa.es E-mail: otri.ifapa@juntadeandalucia.es Tel.: (+34) 954 994 593 / (+34) 671 598 258
Aragón	University of Zaragoza	Website of EURAXESS Service Centre: http://www.unizar.es/gobierno/vr_investigacion/sgi/eramore/index.html (in Spanish, English and French) E-mail: eragon@unizar.es Tel.: (+34) 876 553 581 Website general: http://www.unizar.es
Asturias	Foundation for the Promotion of Applied Scientific research and Technology in Asturias (FICYT)	Website of EURAXESS Service Centre: http://www.ficyt.es/Movilidad/Euraxess.asp (in Spanish, English and French) E-mail: eramore-asturias@ficyt.es Tel.: (+34) 985 20 74 34 General website: http://www.ficyt.es
Baleares (Islas)	Government of the Balearic Islands	E-mail: poliver@dgrdi.caib.es Tel.: (+34) 971 78 41 78 General website: http://www.caib.es
Canarias	Canary Islands Agency for Research, Innovation and Information Society (ACIISI)	E-mail: movilinvestiga@itccanarias.org Tel.: (+34) 922 568 900 General website: http://www.gobiernodecanarias.org/aciisi
Cantabria	University of Cantabria	Website of EURAXESS Service Centre: http://web.unican.es/unidades/oficina-relaciones-internacionales (in Spanish and English) E-mail: relint@gestion.unican.es / pablo.diaz@unican.es Tel.: (+34) 942 20 10 52 / 38 General website: http://www.unican.es
Castilla-La Mancha	University of Castile-La Mancha	Website of EURAXESS Service Centre: http://www.uclm.es/organos/Vic_Investigacion/europa.asp (in Spanish and English) E-mail: mariallanos.carrion@uclm.es Tel.: (+34) 967 59 93 54 (ext. 2263) General website: www.uclm.es

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AUTONOMOUS REGIONS	INSTITUTION	CONTACT DETAILS
Castilla y León	University of Valladolid	<i>E-mail:</i> yolanda@funge.uva.es Tel.: +(34) 983 423 000 General website: http://www.uva.es/export/sites/uva
Cataluña	Agency for the Management of University and Research Grants (AGAUR)	Website of EURAXESS Service Centre: http://agaur.gencat.cat/es/internacionalitzacio/index.html (in Catalan, Spanish and English) <i>E-mail:</i> mobilitat.agaur@gencat.cat Tel.: +(34) 93 268 87 95 / +(34) 93 310 63 94 General website: http://agaur.gencat.cat
Cataluña	Polytechnic University of Catalonia	Website: http://www.upc.edu/sri <i>E-mail:</i> lluisa.romanillos@upc.edu Tel.: +(34) 934 13 75 31
Cataluña	Autonomous University of Barcelona	Website: http://www.uab.es/ <i>E-mail:</i> Of.Rel.Internacionals@uab.cat Tel.: +(34) 935 81 42 15
Cataluña	Institute of Predictive and Personalised Medicine of Cancer (IMPPC)	Website: http://www.imppc.org <i>E-mail:</i> mciruela@imppc.org Tel.: +(34) 935 54 30 50
Cataluña	Catalan Institute for Climate Sciences (IC3)	Website: http://www.ic3.cat <i>E-mail:</i> opalom@ic3.cat Tel.: +(34) 935 67 99 77
Cataluña	Centre for Research in International Economics (CREI)	Website: http://www.crei.cat <i>E-mail:</i> aricart@crei.cat Tel.: +(34) 935 42 27 21
Cataluña	Computer Vision Centre (CVC)	Website: http://www.cvc.uab.es <i>E-mail:</i> gkohatsu@cvc.uab.es Tel.: +(34) 935 81 25 36
Cataluña	International Centre for Numerical Methods in Engineering (CIMNE)	Website: http://www.cimne.com <i>E-mail:</i> projectes@cimne.upc.edu Tel.: +(34) 934 01 74 41
Cataluña	Catalan Institute of Wood (INCAFUST)	Website: http://www.incafust.org <i>E-mail:</i> anna.borras@incafust.org Tel.: +(34) 973 48 42 32
Cataluña	Catalonia Telecommunications Technology Centre (CTTC)	Website: http://www.cttc.cat <i>E-mail:</i> cgomez@cttc.cat Tel.: +(34) 936 45 29 03
Cataluña	Bosch i Gimpera Foundation	Website: http://www.fbg.ub.edu <i>E-mail:</i> mtejedor@fbg.ub.edu Tel.: +(34) 934 03 96 66

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AUTONOMOUS REGIONS	INSTITUTION	CONTACT DETAILS
Cataluña	Barcelona Institute of International Studies (IBEI)	Website: http://www.ibeai.org E-mail: csanchez@ibeai.org Tel.: (+34) 933 04 30 39
Cataluña	Guttmann Neurorehabilitation Institute Private Foundation	Website: http://www.guttmann.com E-mail: investigacio@guttmann.com Tel.: (+34) 934 97 77 00 (ext. 3155)
Cataluña	University of Girona	Website: http://www.udg.edu E-mail: montserrat.estopa@udg.edu Tel.: (+34) 972 41 97 45
Cataluña	Barcelona Media Foundation	Website: http://eurecat.org/es/ E-mail: carla.pastrana@barcelonamedia.org Tel.: (+34) 932 38 14 00
Cataluña	Catalonia Institute of Space Studies (IEEC)	Website: http://www.ieec.cat E-mail: eva@ieec.cat Tel.: (+34) 932 80 20 88
Cataluña	August Pi i Sunyer Biomedical Research Institute (IDIBAPS)	Website: http://www.idibaps.org E-mail: fernand3@clinic.ub.es Tel.: (+34) 93 227 57 07
Cataluña	Institute of Agri-Food Research and Technology (IRTA)	Website: http://www.irta.cat/ E-mail: rosa.canovas@irta.cat Tel.: (+34) 934 67 40 66
Cataluña	Clinical Foundation for Biomedical Research	Website: http://web.fundacioclinic.org E-mail: mcprieto@clinic.ub.es Tel.: (+34) 932 27 93 59
Cataluña	Pompeu Fabra University	Website: http://www.upf.edu/international E-mail: meritxell.cama@upf.edu Tel.: (+34) 935 42 24 11
Cataluña	Centre for Research in Environmental Epidemiology (CREAL) Foundation	Website: http://www.creal.cat E-mail: info@creal.cat Tel.: (+34) 93 316 06 08
Cataluña	Consortium for Construction, Equipment and Exploitation of the Synchrotron Light Laboratory (CELLS)	Website: http://www.cells.es/ E-mail: clara.reyero@cells.es Tel.: (+34) 93 592 43 00
Cataluña	Institute of Geomatics (IG)	Website: http://geomatics.cttc.es E-mail: info@ideg.es Tel.: (+34) 93 556 92 80

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AUTONOMOUS REGIONS	INSTITUTION	CONTACT DETAILS
Cataluña	Autonomous University of Barcelona Foundation	Website: http://www.uab.cat/fundaciouab E-mail: carme.gata@uab.cat Tel.: (+34) 935 81 74 14
Cataluña	The Institute of Photonic Sciences (ICFO)	Website: http://www.icfo.es E-mail: manuela.furkert@icfo.es Tel.: (+34) 935 53 41 01
Cataluña	Institute for Research in Biomedicine (IRB Barcelona)	Website: http://www.irbbarcelona.org/index.php/en E-mail: olalla.bagues@irbbarcelona.org Tel.: (+34) 934 03 72 90
Cataluña	Centre for Genomic Regulation (CRG)	Website: http://www.crg.es E-mail: comunicacio@crg.es Tel.: (+34) 93 31 60 103
Cataluña	University of Lleida	Website: http://www.udl.es E-mail: vrice@udl.cat Tel.: (+34) 973 00 35 40
Cataluña	Abat Oliba CEU University	Website: http://www.uao.es E-mail: garcia220@uao.es Tel.: (+34) 932 54 09 00
Cataluña	Barcelona Digital Technology Centre Private Foundation	Website: http://eurecat.org/es/ E-mail: mmartinez@bdigital.org Tel.: (+34) 935 53 45 40
Cataluña	Catalan Institution for Research and Advanced Studies (ICREA)	Website: http://www.icrea.cat E-mail: igracia@icrea.cat Tel.: (+34) 935 67 06 88
Cataluña	Sea Hospital Research Institute (IMIM)	Website: http://www.imim.es E-mail: bugena@imim.es Tel.: (+34) 933 16 06 06
Cataluña	Catalonia Bioengineering Institute (IBEC)	Website: http://www.ibecbarcelona.eu E-mail: rrius@ibecbarcelona.eu Tel.: (+34) 933 16 06 06
Cataluña	Catalonia Institute for Energy Research (IREC)	Website: http://www.irec.cat E-mail: info@irec.cat Tel.: (+34) 933 562 615
Cataluña	CSIC Catalonia	Website: http://www.dicat.csic.es/dicat/es E-mail: gerent@dicat.csic.es Tel.: (+34) 93 442 65 76
Cataluña	Open University of Catalonia (UOC)	Website: http://www.uoc.edu E-mail: mrierad@uoc.edu Tel.: (+34) 93 450 52 00

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AUTONOMOUS REGIONS	INSTITUTION	CONTACT DETAILS
Cataluña	Agency for Health Information, Assessment and Quality (AIAQS)	Website: http://aquas.gencat.cat/ca/ E-mail: direccio@aatrm.catsalut.cat Tel.: (+34) 93 551 38 88
Cataluña	ESADE Foundation	Website: http://www.esade.edu E-mail: pere.galimany@esade.edu Tel.: (+34) 932 80 61 62
Cataluña	University of Barcelona	Website: http://www.ub.edu E-mail: relacions.internacionals@ub.edu Tel.: (+34) 93 403 55 62
Cataluña	Ramon Llull University	Website: http://www.url.edu/es E-mail: info@url.edu Tel.: (+34) 936 022 200
Cataluña	Forest Technology Centre of Catalonia (CTFC)	Website: http://www.ctfc.cat E-mail: Montserrat.senserrich@ctfc.es Tel.: (+34) 973 48 17 52
Cataluña	Catalan Institute of Oncology (ICO)	Website: http://ico.gencat.cat/es/inici/index.html E-mail: ico@iconcologia.net Tel.: (+34) 93 260 77 33
Cataluña	The Catalan Institute of Classical Archaeology (ICAC)	Website: http://www.icac.cat E-mail: info@icac.net Tel.: (+34) 977 24 91 33
Cataluña	International University of Catalonia (UIC)	Website: http://www.uic.es E-mail: info@uic.es Tel.: (+34) 93 254 18 00
Cataluña	University of Vic	Website: https://www.uvic.cat/es E-mail: nuria.roca@uvic.cat Tel.: (+34) 938 861 222
Cataluña	Mathematics Research Centre (CRM)	Website: http://www.crm.cat E-mail: nportet@crm.cat Tel.: (+34) 935 814 080
Cataluña	Institute for Political Economy and Governance (IPEG)	Website: http://www.barcelonagse.eu/ipeg.html E-mail: anna.alsina@upf.edu Tel.: (+34) 935 42 27 56
Cataluña	Sant Joan de Déu (SJDD) Hospital Foundation	Website: http://www.fsjd.org/es E-mail: ramalte@fsjd.org Tel.: (+34) 936 00 97 51
Cataluña	Centre for Ecological Research and Forestry Applications (CREAF)	Website: http://www.creaf.cat/ E-mail: c.garcia@creaf.uab.es Tel.: (+34) 935 86 80 07

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AUTONOMOUS REGIONS	INSTITUTION	CONTACT DETAILS
Cataluña	Centre of Regenerative Medicine in Barcelona (CMRB)	Website: http://cmrb.eu E-mail: mvandongen@cmrb.eu Tel.: (+34) 933 16 03 20
Comunidad Valenciana	Network of Valencian Universities for the Promotion of Research, Development and Innovation (RUVI)	Website: http://www.ruvid.org E-mail: mobilitycentre@ruvid.org / euraxess@ruvid.org Tel.: (+34) 961 625 461
Extremadura	FUNDECYT Science and Technology Park of Extremadura (FUNDECYT - PCTEX)*	Website of EURAXESS Service Centre: http://www.fundecyt.es/ (in Spanish and English) E-mail: euraxess@fundecyt.es Tel.: (+34) 924 01 46 00 General website: http://www.fundecyt.es
Extremadura	University of Extremadura	Website: http://www.unex.es/organizacion/servicios-universitarios/servicios/sgtri E-mail: sgtriinv@unex.es Tel.: (+34) 924 28 93 42
Extremadura	Jesús Usón Minimally Invasive Surgery Centre (CCMI)	Website: http://www.ccmijesususon.com E-mail: rlopez@ccmijesususon.com Tel.: (+34) 927 00 50 03
Extremadura	Intromac	Website: http://www.intromac.com E-mail: cfelipe@intromac.com Tel.: (+34) 927 18 10 42
Galicia	University of Santiago de Compostela	Website of EURAXESS Service Centre: www.usc.es/internacional (in Spanish and English) E-mail: internacional@usc.es / sonia.cordido@usc.es Tel.: (+34) 881 881 000 (ext. 12878) / (+34) 881 813 402 (ext. 12845) General website: http://www.usc.es
La Rioja	University of La Rioja	Website of EURAXESS Service Centre: http://www.unirioja.es/universidad/rii/centromovilidad.shtml (in Spanish, English and French) E-mail: internacional@adm.unirioja.es Tel.: (+34) 941 29 91 52 General website: http://www.unirioja.es
Madrid (Comunidad de)	Madri+d (R&D) Knowledge Foundation*	E-mail: movilidad@madrimasd.org / euraxess@madrimasd.org Tel.: (+34) 91 781 65 72 General website: http://www.madrimasd.org
Madrid (Comunidad de)	Spanish National Cancer Research Centre (CNIO)	Website: https://www.cnio.es/es/index.asp E-mail: cpola@cnio.es Tel.: (+34) 91 224 69 00

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AUTONOMOUS REGIONS	INSTITUTION	CONTACT DETAILS
Madrid (Comunidad de)	IMDEA Nanoscience	Website: http://www.nanociencia.imdea.org/ E-mail: contacto.nanociencia@imdea.org Tel.: (+34) 914 976 851
Madrid (Comunidad de)	IMDEA Water	Website: http://www.water.imdea.org E-mail: Imdea.agua@imdea.org Tel.: (+34) 91 497 68 51
Madrid (Comunidad de)	IMDEA Networks	Website: http://www.networks.imdea.org E-mail: info.networks@imdea.org Tel.: (+34) 91 481 62 10
Madrid (Comunidad de)	IMDEA Materials	Website: http://www.materiales.imdea.org/ E-mail: contacto.materiales@imdea.org Tel.: (+34) 91 549 34 22
Madrid (Comunidad de)	Carlos III Health Institute	Website: http://www.isciii.es E-mail: tcorral@isciii.es Tel.: (+34) 91 822 22 55
Madrid (Comunidad de)	Madrid Open University (UDIMA)	Website: http://www.udima.es E-mail: pedro.aceituno@udima.es Tel.: (+34) 902 02 00 03
Madrid (Comunidad de)	Carlos III University of Madrid	Website: http://www.uc3m.es/Inicio E-mail: cmromo@pa.uc3m.es Tel.: (+34) 916 249 715
Madrid (Comunidad de)	Polytechnic University of Madrid	Website: http://www.upm.es E-mail: arancha.lauder@upm.es
Madrid (Comunidad de)	University of Alcalá	Website: http://www.uah.es E-mail: julio.garcia@uah.es Tel.: (+34) 91 885 43 04
Madrid (Comunidad de)	National Institute for Agricultural and Food Research and Technology (INIA)	Website: http://www.inia.es E-mail: maria.herrero@inia.es Tel.: (+34) 913 47 87 24
Murcia (Región de)	Fundación Séneca - the Science and Technology Agency of the Region of Murcia	Website of EURAXESS Service Centre: http://fseneca.es/murciamobility/ (in Spanish and English) E-mail: mobilitycentre@fseneca.es / david.parra@fseneca.es Tel.: (+34) 968 22 29 71 General website: http://www.fseneca.es
Murcia (Región de)	Centre of Edaphology and Applied Biology of the Segura (CEBAS-CSIC)	Website: http://www.cebas.csic.es E-mail: yhernando@cebas.csic.es Tel.: (+34) 96 839 63 56
Murcia (Región de)	Institute for Agricultural and Food Research and Development	Website: http://www.imida.es E-mail: fulgencio.contreras@carm.es Tel.: (+34) 968 36 67 50

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AUTONOMOUS REGIONS	INSTITUTION	CONTACT DETAILS
Murcia (Región de)	San Antonio Catholic University	Website: http://www.ucam.edu E-mail: ltejada@pdi.ucam.edu Tel.: (+34) 968 27 86 12
Murcia (Región de)	Polytechnic University of Cartagena	Website: http://www.upct.es E-mail: susana.gimeno@upct.es Tel.: (+34) 968 33 88 08
Murcia (Región de)	University of Murcia	Website: http://www.um.es E-mail: lcs@um.es Tel.: (+34) 868 88 42 91
Navarra (Comunidad Foral de)	Navarre Regional Government Department of Education	E-mail: euraxess@navarra.es Tel.: (+34) 848 42 60 72 Website general: http://www.navarra.es
País Vasco	Ikerbasque (Basque Science Foundation)*	E-mail: madariaga@ikerbasque.net Tel.: (+34) 94 420 94 88 Website general: http://www.ikerbasque.net
País Vasco	Bizkaia:Talent	Website: http://www.bizkaia talent.org E-mail: carmen.mendez@bizkaia talent.org Tel.: (+34) 944 79 54 28 / (+34) 944 31 80 02
País Vasco	Fomento de San Sebastián	Website: http://www.fomentosansebastian.eus/donostiainn/es E-mail: ainhoa_aldasoro@donostia.org Tel.: (+34) 943 48 28 00

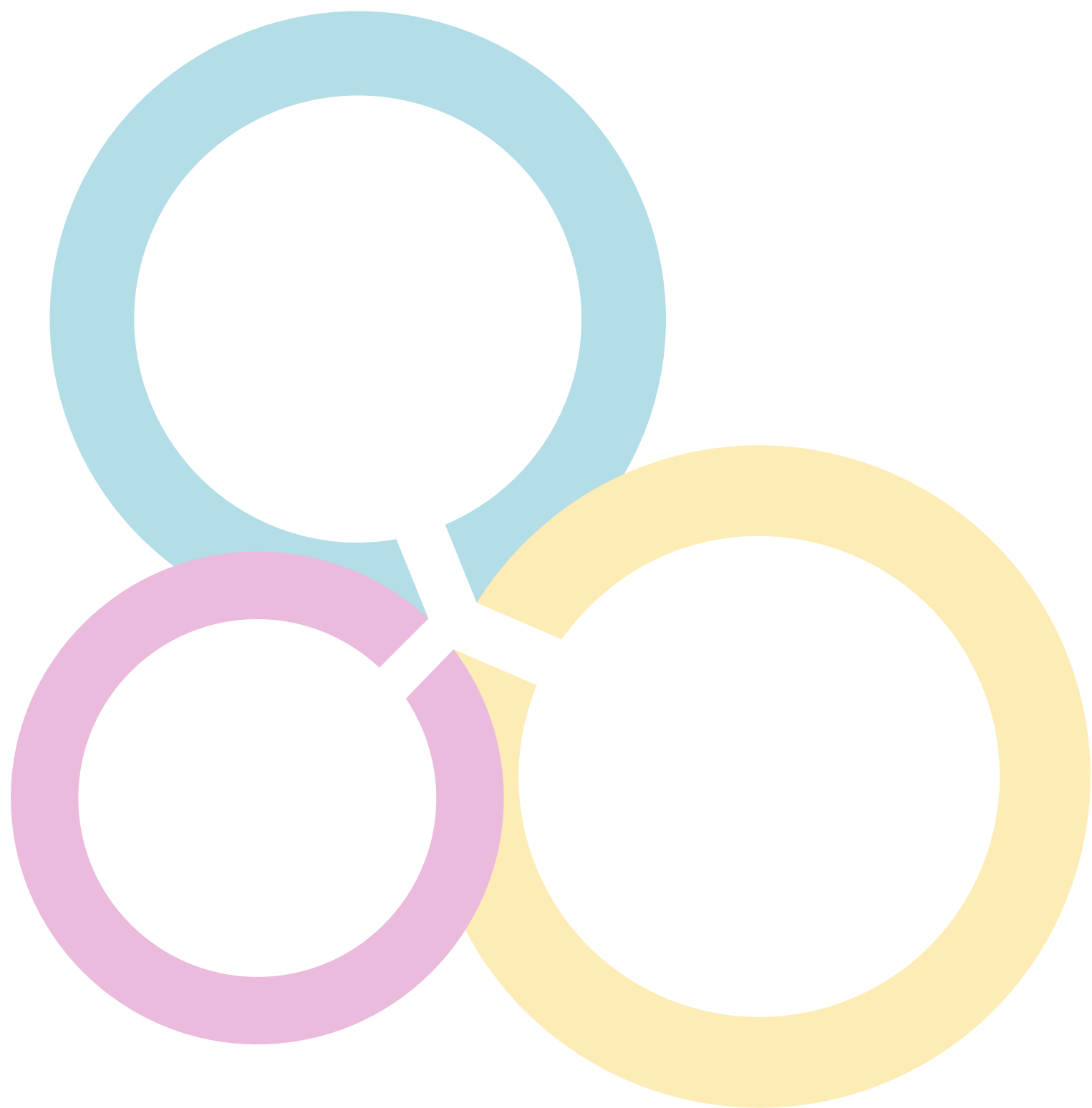
Source: Graph by these authors.

* EURAXESS bridgehead organisation in the autonomous region.



7

**Checklist of
procedures
for entering and
leaving Spain**



Before moving to Spain

- Check whether you need a stay permit, visa, or work or residency permit to travel to or carry out research in Spain.
- If a visa is required, obtain an invitation or a document accrediting the purpose of the visit.
- In exceptional cases, prepare the medical certificates required to enter Spain.
- Prepare accommodation. Your employer may be able to help you find accommodation.
- Are you going to drive? Is your driving licence valid in Spain?
- Have you insured your belongings?
- If you come from a Member State of the EEA, apply for the European Health Insurance Card.
- If you are going to travel with your family (including children): apply for the corresponding permits and visas.

Once in Spain

- Open a bank account.
- If you are going to stay for longer than six months, get the foreigner's identity card.
- Consult your employer and the Inland Revenue about double taxation criteria.
- Apply for your Social Security card.
- Apply for your healthcare card in the corresponding Autonomous Region.
- If required for professional purposes, apply for validation or recognition of professional qualifications.
- Know your rights regarding pensions and retirement, especially regarding the possibility of transferring social security contributions you have already made.
- Check whether you are entitled to and your employer is paying into an additional private pension.
- Apply for the European Health Insurance Card if you are going to travel to other countries in the European Economic Area or Switzerland.
- Subscribe to a communications service provider (landline, mobile telephone, or the Internet).
- Direct debit the bills from service providers and suppliers (electricity, water, gas and communication services) and local taxes.
- Where applicable, submit the corresponding income tax returns (for non-residents or natural persons).
- Where applicable, depending on the circumstances, apply to register on the *Censo Electoral de Residentes Extranjeros en España* (electoral roll for foreign residents in Spain or "CERE") to be able to vote in local elections.
- If you have travelled with your family (especially children):
 - Enrol children in the relevant stage of their compulsory education in an officially recognised school.
 - Apply for the benefits and tax deductions that families are entitled to.

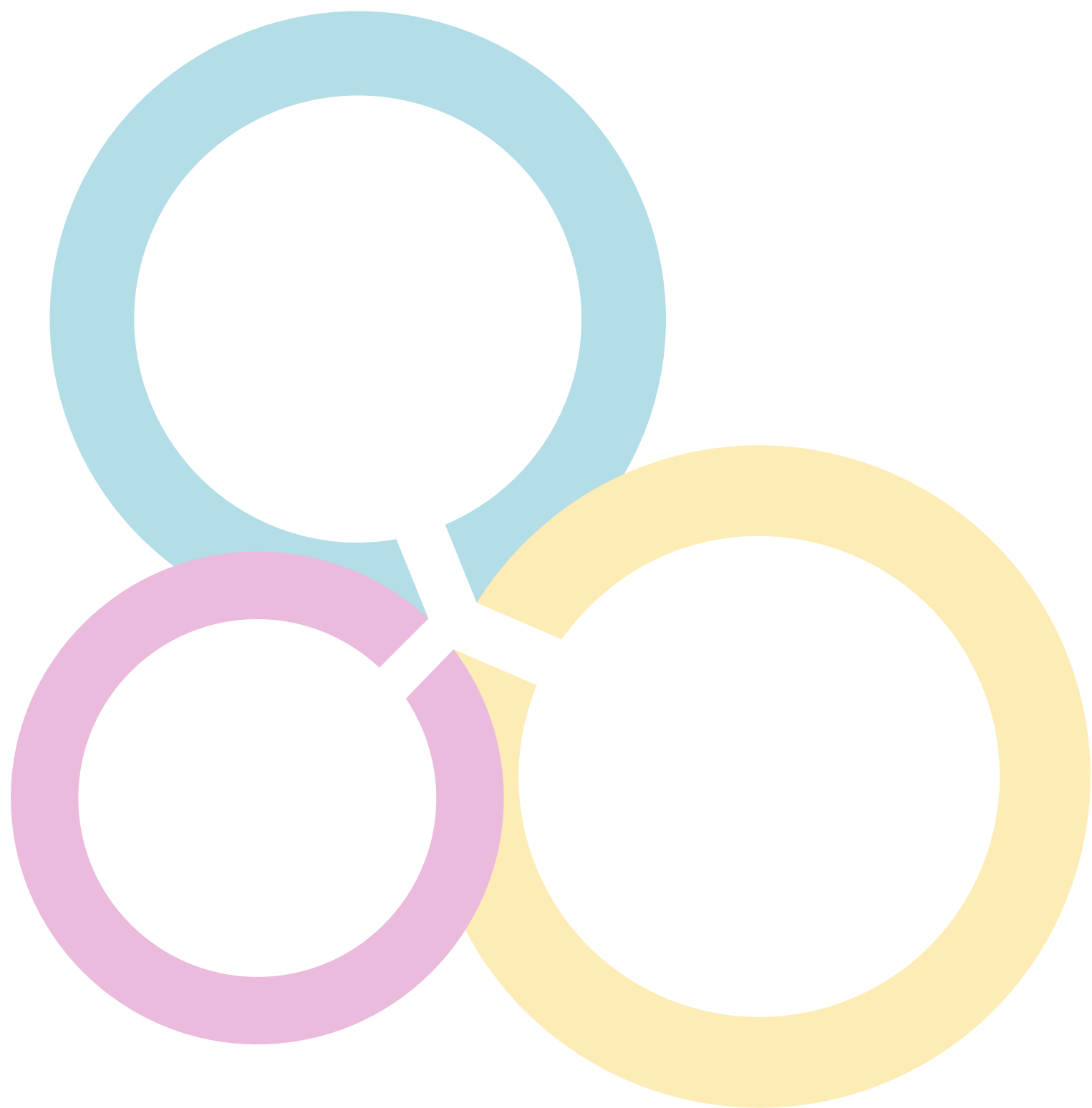
Before leaving Spain and returning to your country of origin/destination

- Cancel the bank accounts and payment methods you used while in Spain if you are no longer going to use them.
- Note down a helpline for the payment methods you used in Spain.
- Cancel all services (water, electricity, gas, communication services, etc.) that you were subscribed to and notify your bank.
- Remember that if you lived in a rented home, you are entitled to total or partial devolution of the contract security deposit.
- Do not leave debts or bills unpaid: you may be blacklisted on an international debtor registry, which will affect your credit record.
- Obtain an Employment Record of your professional activities in Spain from the Social Security Service (http://www.seg-social.es/Internet_1/LaSeguridadSocial/QuienSomos/TesoreriaGeneralDel29408/index.htm) and check that the information is correct. If there are any errors, request a correction.
- Obtain certificates and qualifications of the studies and/or professional activities carried out.
- It may be advisable to take out travel insurance.
- Apply for the European Health Insurance Card if you are travelling to a Member State of the European Economic Area or Switzerland.
- Consult the EURAXESS services (<http://ec.europa.eu/euraxess>).
- If you are going to travel with your family (including children), obtain the certificates and titles for your children.

The image features three large, thick-rimmed circles that overlap in the center. The top circle is teal and contains the number '8'. The bottom-left circle is magenta and is empty. The bottom-right circle is yellow and contains the text 'Glossary: abbreviations and acronyms'.

8

**Glossary:
abbreviations
and acronyms**



AGE – Administración General del Estado (Spanish Public Administration)

ANECA – Agencia Nacional de Evaluación de la Calidad y Acreditación en las universidades (National Agency for Quality Assessment and Accreditation in universities) (<http://www.aneca.es>)

ANEP – Agencia Nacional de Evaluación y Prospectiva (National Evaluation and Foresight Agency)

BOE – Boletín Oficial del Estado (Official State Gazette) (<http://www.boe.es>)

CC. AA. – Comunidades autónomas (Autonomous Regions)

CDTI – Centro para el Desarrollo Tecnológico Industrial (Centre for Industrial Technological Development) (<http://www.cdti.es>)

CERN – European Organization for Nuclear Research (<http://public.web.cern.ch>)

CORDIS – Community Research and Development Information Service

COST – European Cooperation in Science and Technology (<http://www.cost.esf.org>)

CRUE – Conferencia de Rectores de las Universidades Españolas (Conference of Rectors of Spanish Universities) (<http://www.crue.org>)

CSIC – Consejo Superior de Investigaciones Científicas (Spanish Higher Research Council) (<http://www.csic.es>)

E2CTI – Estrategia Española de Ciencia y Tecnología y de Innovación (Spanish Strategy on Science and Technology and on Innovation)

EMBL – European Molecular Biology Laboratory (<http://www.embl.org>)

EMBO – European Molecular Biology Organization (<http://www.embo.org>)

ERC – European Research Council (<http://erc.europa.eu>)

ESA – European Space Agency (<http://www.esa.int>)

ESF – European Science Foundation (<http://www.esf.org>)

ESO – European Southern Observatory (<http://www.eso.org>)

FECYT – Fundación Española para la Ciencia y la Tecnología (Spanish Foundation for Science and Technology) (<http://www.fecyt.es>)

FEDIT – Federación Española de Centros Tecnológicos (Spanish Federation of Technology Centres) (<http://www.fedit.com>)

FP7 – Seventh European Union Framework Programme for Research and Technological Development (2007-2013) (<http://cordis.europa.eu/fp7>)

FSE – Formación Sanitaria Especializada (Specialised Healthcare Training)

H2020 – Horizon 2020: The European Union Programme for Research and Innovation (2014-2020) (<http://ec.europa.eu/research/horizon2020>)

IAC – Instituto de Astrofísica de Canarias (Astrophysics Institute of the Canary Islands) (<http://www.iac.es>)

ICTS – Instalaciones Científico-Técnicas Singulares (Singular Scientific and Technical Infrastructures)

INGESA – Instituto Nacional de Gestión Sanitaria (National Health Management Institute)

ISCIII – Instituto de Salud Carlos III (Health Institute (<http://www.isciii.es>))

MAEC – Ministerio de Asuntos Exteriores y de Cooperación (Spanish Ministry of Foreign Affairs and Cooperation) (<http://www.exteriores.gob.es/Portal/es/Paginas/inicio.aspx>)

MECD – Ministerio de Educación, Cultura y Deporte (Spanish Ministry of Education, Culture and Sport)

MESS – Ministerio de Empleo y Seguridad Social (Ministry of Employment and Social Security) (<http://www.empleo.gob.es>)

MEIC – Ministerio de Economía, Industria y Competitividad (Spanish Ministry of Economy, Industry and Competitiveness) (<http://www.mineco.gob.es/portal/site/mineco/>)

MI – Ministerio del Interior (Home Office) (<http://www.interior.gob.es>)

MIR – Médico interno residente

MSSSI – Ministerio de Sanidad, Servicios Sociales e Igualdad (Ministry of Health, Social Services and Equality) (<http://www.msssi.gob.es>)

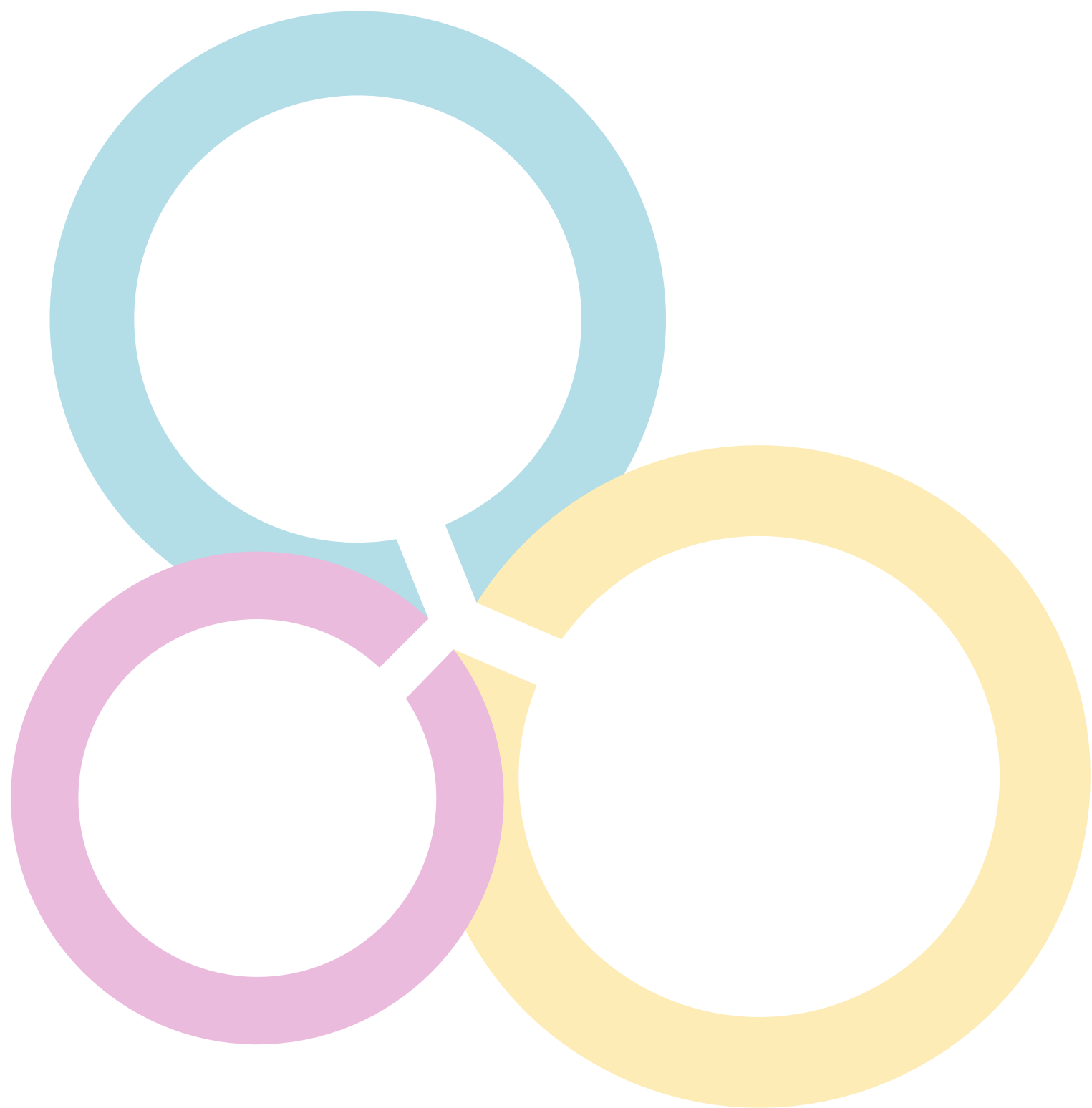
OTRI – Oficina de Transferencia de Resultados de Investigación (Research Results Transfer Office)

PE I+D+I – Plan Estatal de Investigación Científica y Técnica y de Innovación (State R&D&I Plan)

R&D – Scientific Research and Technological Development

R&D&I – Scientific Research, Technological Development and Innovation

SEPE – Servicio Público de Empleo Estatal (Public Service of State Employment) (<http://www.sepe.es>)



Guidelines for the **Management
of the Mobility** of the Foreign
Researcher in Spain
6th edition