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NEWSLETTER

NEW INFORMATION REQUIREMENTS ON WORKING

On 15 September, Royal Decree 723/2026 of 9 September was published in the Official State Gazette (BOE), transposing Directive (EU) 2019/1152 on transparent and predictable working conditions in the European Union.

The new regulations expand the information that employers must provide in writing to employees regarding their working conditions.

In the case of **new hires**, this information must be provided **before the employment relationship begins**, either through the employment contract itself or by means of a supplementary document.

Among the main aspects that must be communicated are:

- The duties to be performed, the job classification and the place of work.
- The basic salary, salary supplements and the criteria for calculating variable remuneration. For employment relationships in force on 5 October 2026, it will not be necessary to amend contracts or provide this information across the board.
- Daily, weekly and annual working hours, as well as the distribution of working hours, shifts and night work.
- The rules applicable to the irregular distribution of working hours, overtime, annual leave and changes to working hours or shifts.
- The probationary period, training provided by the company and the procedure applicable to the termination of the contract. The applicable collective agreement and Social Security benefits or improvements.
- The company's plans, protocols and measures regarding equality, work-life balance, the prevention of harassment and LGBTI rights.

With regard to existing contracts, in employment relationships in force on 5 October 2026, it will not be necessary to amend contracts or provide this information across the board.

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However, the employer shall be obliged to provide this information upon the employee's request, within a maximum of 30 working days. The Royal Decree will come into force on **5 October 2026** and will apply to employment relationships lasting longer than four weeks.

At Nexia Laudis, we are here to help you review your current contract templates and advise you on everything necessary to ensure the correct implementation of this regulatory change.

We remain available for any clarification or further details regarding this note.

Kind regards,

Regulatory Compliance Department (rgpd@nexialaudis.es)

NEXIA LAUDIS, SLP

The content of this information note is for informational purposes only and does not constitute sufficient advice for making decisions on the matters covered.