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Factsheet for case **ES-2020-12/503**

## Remote work should be implemented whenever it is possible

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|              |  |
|--------------|--|
| Country      | Spain, applies nationwide  |
| Time period  | Open ended, started on 18 March 2020   |
| Type         | Legislation or other statutory regulation  |
| Category     | Protection of workers at the workplace<br>– Teleworking arrangements, remote working |
| Case created | 12 April 2020 (updated 22 April 2020)  |

### Background Information

In order to protect workers and ensure business continuity, new work arrangements will be established that allow the activity to be maintained by alternative mechanisms, particularly through remote work, and the company must adopt the appropriate measures if this is technically and reasonably possible and if the necessary adaptation effort is proportionate. These alternative measures, particularly remote work, should be a priority over the temporary cessation or reduction of activity. This is regulated in Royal Decree 8/2020 of 17th March.

### Content of measure

With the aim of facilitating the exercise of the remote working modality in those sectors, companies or jobs in which it has not been foreseen until now, it will be understood that the obligation to carry out the risk assessment is fulfilled, in the terms provided in Article 16 of Law 31/1995, of November 8, on Occupational Risk Prevention, exceptionally, through a self-evaluation carried out voluntarily by the worker himself. There is no monetary support involved in this measure. The measures established in this regulation have as priority objectives to guarantee that business activity and work relationships resume as normal after the exceptional health situation. There is no specific sector / company targeted, not a specific eligibility criteria, but all companies must show they've done all what is possible to allow remote work.

## Use of measure

There is no estimation as to the number of workers / companies involved

## Actors, target groups and funding

| Actors  | Target groups | Funding                     |
|---|---------------|-----------------------------|
| National government<br>Social partners jointly<br>Company / Companies | All companies | No special funding required |

## Social partners

|                         |                |
|-------------------------|----------------|
| Role of social partners | Informed       |
| Form of involvement     | No involvement |

Social partners only informed, not involved in negotiations of the policy package

## Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

## Sources

- 18 March 2020: Royal Decree-Law 8/2020, of March 17, on extraordinary and urgent measures to face the economic and social impact of COVID-19. ([www.boe.es](http://www.boe.es))