FUNDACION LABORAL
DE LA CONSTRUCCION
DEL PRINCIPADO DE ASTURIAS



CONFEDERACIÓN
ASTURIANA
DE LA CONSTRUCCIÓN
ASPROCON

# POST MEET

**INFORMATION ACTIONS FOR POSTING IN THE CONSTRUCTION SECTOR**

## DISSEMINATION EVENT

# FUNDACION LABORAL DE LA CONSTRUCCION DEL PRINCIPADO DE ASTURIAS

1988

The Fundación Laboral de la Construcción del Principado de Asturias (**flc**) was established in 1988 to support professionals in the construction sector in Asturias. Its creation was a major milestone since until then there was no social-labor, non-profit, equal-employment entity in this sector in Spain.

**A new model of labour relationships.**

**First equality-based organisation for the construction sector in Spain.**

**Established in 1988 by the social partners.**

# FLC INFORMATION CONCERNING COMPANIES AND WORKERS IN ASTURIAS

CONFEDERACIÓN ASTURIANA DE LA CONSTRUCCIÓN ASPROCON

COMISIÓN DE SEGURIDAD, PREVENCIÓN DE RIESGOS LABORALES Y CONTRATACIÓN
CONSTRUCCIÓN Y OBRAS PÚBLICAS DE ASTURIAS

flc

**Main foundational purposes:**

- Economic benefits for the construction workers in Asturias (such as housing and family support).
- Vocational training for construction workers and enterprises.
- Job placement agency for construction workers and enterprises.

**Funding**:

Compulsory business contributions set in the Agreement subscribed by the social partners.

For the fundraising it has been signed a collaboration agreement with the Social Security Treasury through which we are provided with the Asturian construction workers and companies data.



# ASTURIAS CONFEDERATION OF THE CONSTRUCTION INDUSTRY - ASPROCON

CONFEDERACIÓN ASTURIANA DE LA CONSTRUCCIÓN ASPROCON

The Asturias Confederation of the Construction Industry – ASPROCON (CAC – Asprocon) is a business association that brings together and represents most of the construction companies in the Asturias region. There are more than 400 associated companies developing all the activities of this sector and being able to develop any project commissioned both by public and private clients.

Among these companies some of them are dedicated to the Real State Promotion, like construction of Public and Private works, either being civil or edification works.

Besides, the Association incorporates construction suppliers of products and services, so the joint offer to be provided is complete since the whole value chain of the construction process is represented.

The common element of all CAC-Asprocon companies is their professionalism, experience, efficient working practices and know-how, as a result of not only the strong development and modernization of the Spanish construction sector in recent years, but also in the excellent training of their employees provided by the FUNDACIÓN LABORAL DE LA CONSTRUCCIÓN of the Principality of Asturias, entity that CAC-Asprocon participates in 50%.

# ASTURIAS CONFEDERATION OF THE CONSTRUCTION INDUSTRY - ASPROCON

CONFEDERACIÓN ASTURIANA DE LA CONSTRUCCIÓN ASPROCON

COMISIÓN DE SEGURIDAD, PREVENCIÓN DE RIESGOS LABORALES Y CONTRATACIÓN
CONSTRUCCIÓN Y OBRAS PÚBLICAS DE ASTURIAS

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CONFEDERACIÓN ASTURIANA DE LA CONSTRUCCIÓN ASPROCON

## Promoters

The group of **promoters** is made up of more than 120 companies with wide experience in all types of residential buildings and with a firm commitment with the end customer.

## Contractors

The group of **contractors** has more than 160 companies and broad experience in the construction of great singular works, public and private building, and rehabilitation.

## Industry and services

The group of **Industry and Services** has more than 130 companies, with the following activities:

- Derived products, Paving, Floors, Steel concrete reinforcement bars, Bricks, Tiles and Roofings.
- Concrete, Mortars, Aggregates, Agglomerates and Quarries.
- Painters, Gypsums, Plasters, Plaster models, Carpentry, Electricians, Marbles, Plumbing, Installations, Insulations, Lifts, etc.
- Earthmovings, Demolitions, Material stockholders, Machinery renting, Single- family house building, Scaffolds, Site huts and Fences.
- Technical office, Engineerings, Laboratories, Enviroment, Wastes, Drillings and Rigs.
- Signs, Photography, Gardening, Landscape architecture, Display and State Agences

# COLLECTIVE LABOUR AGREEMENT FOR CONSTRUCTION AND PUBLIC WORKS OF PRINCIPADO DE ASTURIAS (CCPA)

CONFEDERACIÓN ASTURIANA DE LA CONSTRUCCIÓN ASPROCON

COMISIÓN DE SEGURIDAD, PREVENCIÓN DE RIESGOS LABORALES Y CONTRATACIÓN
CONSTRUCCIÓN Y OBRAS PÚBLICAS DE ASTURIAS

flc

CCOO hábitat

CONFEDERACIÓN ASTURIANA DE LA CONSTRUCCIÓN ASPROCON

UGT FICA Asturias

**1988**

**Fundación Laboral de la Construcción del Principado de Asturias**

⇩

**FLC Information concerning companies and workers in Asturias**

**1997**

**Comisión de Seguridad, Prevención de Riesgos Laborales y Contratación (COPREVAS)**

⇩

**REGIONAL PREVENTION DELEGATES**

⇩

**Information about asturians works**

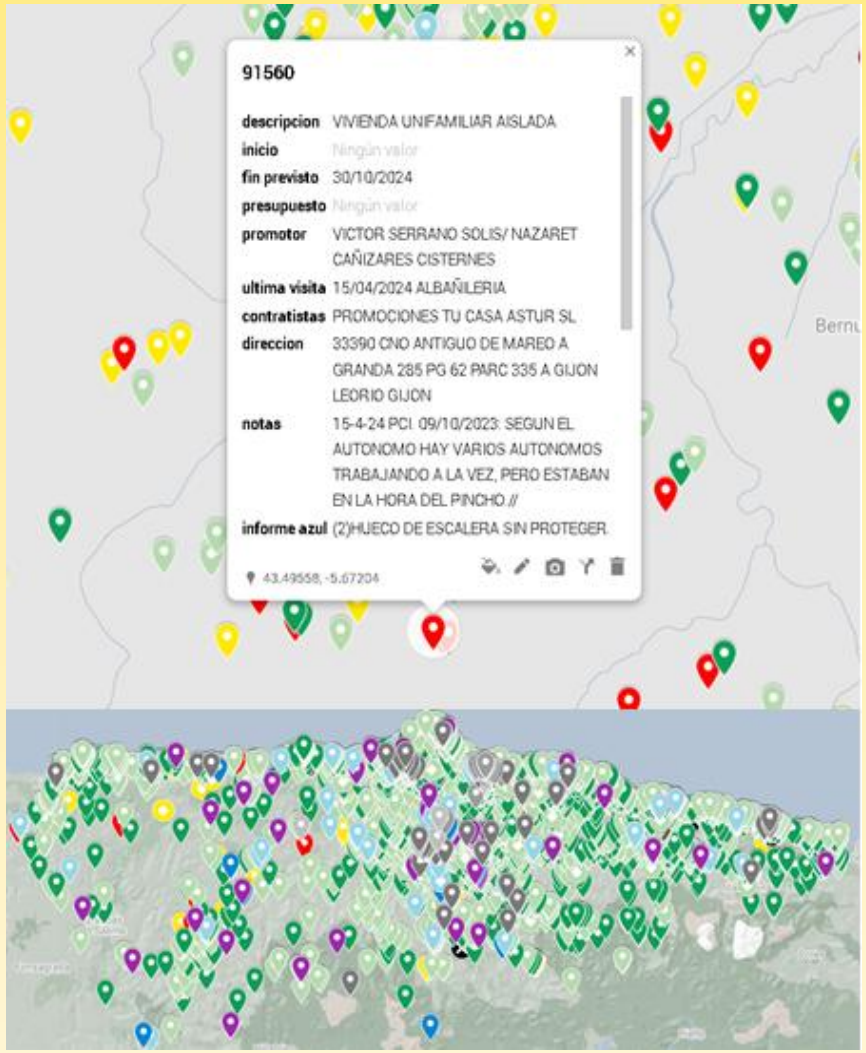
**Database FLC-COPREVAS Report**

GOBIERNO DE ESPAÑA
MINISTERIO DE TRABAJO, MIGRACIONES Y SEGURIDAD SOCIAL

# PORTUGUESE COMPANIES WORKING IN THE REGION

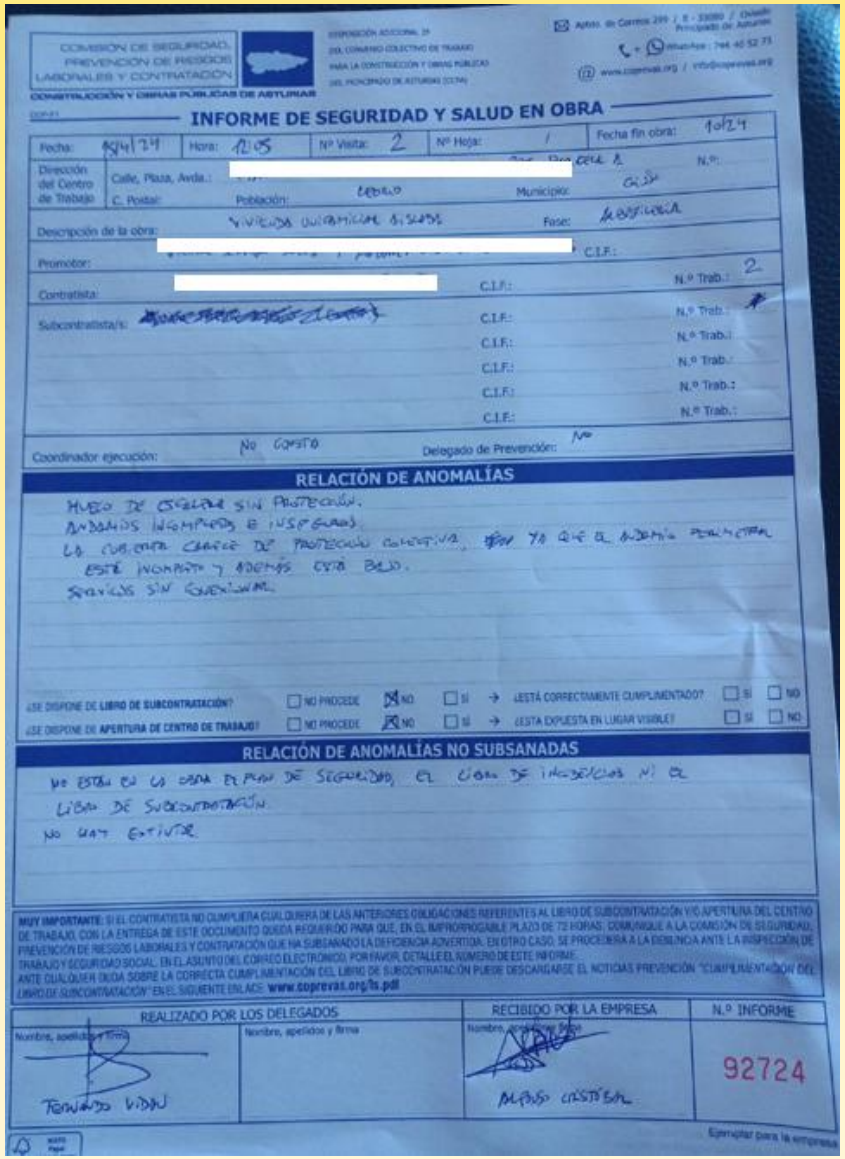
**EXAMPLES WITH PORTUGUESE COMPANIES WORKING IN THE REGION**

**43 Companies detected in 134 visits made between 2023 and 2024**




| | | | |
|---|---|---|---|
| ACUSTICADRENALINA CONSTRUCAO E MONT.I | * | 99027547 | N |
| ESBOCO DIVINO UNIPESSOAL LDA | * | 99027675 | W |
| OBRAS CIVIS E PUBLICAS UNIPESSOAL LDA | * | 99027621 | V |
| LOGICSOURCE LDA | * | 99027622 | H |
| EDIASTUR CONSTRUCOES LDA | * | 99027619 | S |
| ADVANCE MIR LDA | * | 99027618 | Z |
| ONDAMERITO CONSTRUCAO CIVIL UNIPESSOA | * | 99027126 | M |
| ADSON SANTOS UNIPESSOAL LDA | * | 99027691 | H |
| ARMADOS SAN LAZARO LDA | * | 99027700 | G |
| PROSERVI ENGENHARIA E CONSTRUCAO LDA | * | 99027695 | E |
| NEM CONSTRUCOES UNIPESSOAL LDA | * | 99027653 | A |
| PRESTIGIO CONSTROI CONSTRUCAO CIVIL LDA | * | 99027658 | P |
| SEGMENTO CARPINTARIA LDA | * | 99027688 | S |
| FONSECA & SATORRA LDA | * | 99027676 | A |
| INICIATIVA VISIONARIA CONSTRUCOES LDA | * | 99027692 | L |
| AREIA BOEMIA UNIPESSOAL LDA | * | 99027693 | C |
| INANOVA LUSA LDA | * | 99027686 | J |
| STEELSKY CONSTRUCOES LDA | * | 99027697 | R |
| BATIPLACE LDA | * | 99027698 | W |
| BARMONTA LDA | * | 99027699 | A |
| CONSTRUFAMA LDA | * | 99027720 | R |
| EDIMONTEMURO LDA | * | 99027705 | D |
| GRUPO BARMONTA LDA | * | 99027706 | X |
| PROSIPRUMO SOCIEDADE CONSTRUCOES LDA | * | 99027687 | Z |
| FONSAT CONSTRUCOES | * | 99027667 | V |
| IMOCORI II CONSTRUCAO&ENGENHARIA CIVIL | * | 99027714 | H |
| TRULLIA CONSTRUCOES LDA | * | 99027152 | P |
| RAPIDEVASAO LDA | * | 99027711 | S |
| CENTAURO METRICO LDA | * | 99027710 | Z |
| REFRIGERACION FANJUL UNIPESSOAL | * | 99027733 | Z |
| CHROMATIC VECTOR LDA | * | 99027732 | J |
| BRILLOCEAN UNIPESSOAL LDA | * | 99027734 | S |
| CONSTRUMERITO SOCIEDADE UNIPESSOAL LD | * | 99027300 | H |
| MONTACER UNIPESSOAL LDA | * | 99027597 | Q |
| TAMAFER LDA | * | 99027598 | V |
| GRADUAL E OPORTUNO LDA | * | 99027722 | A |
| BERNARDELLI EUROPE UNIPESSOAL LDA | * | 99027745 | A |
| NILO BANHOS CONSTRUCOES UNIPESSOAL LD | * | 99027746 | G |
| PARAMETRO CITADINO | * | 99027736 | V |
| REGOMART UNIPESSOAL LDA | * | 99027721 | W |
| ORBITFRONTIER CONSTRUCAO CIVIL LDA | * | 99027750 | P |
| CONSTRUCOES BRUNO MATIAS UNIPESSOAL I | * | 99027702 | Y |
| TANGENTE LOUVAVEL LDA | * | 99027728 | D |

# PORTUGUESE COMPANIES WORKING IN THE REGION



COMISIÓN DE SEGURIDAD, PREVENCIÓN DE RIESGOS LABORALES Y CONTRATACIÓN
CONSTRUCCIÓN Y OBRAS PÚBLICAS DE ASTURIAS

**INFORME DE SEGURIDAD Y SALUD EN OBRA**

Fecha: 8/4/24 Hora: 12:05 Nº Visita: 2 Nº Hoja: 1 Fecha fin obra: 10/24

Dirección del Centro de Trabajo: Calle, Plaza, Avda.: [redacted] Nº: Población: LEORIO Municipio: GIJÓN

Descripción de la obra: VIVIENDA UNIFAMILIAR AISLADA Fase: ESTRUCTURA

Promotor: [redacted] C.I.F.:

Contratista: [redacted] C.I.F.: N.º Trab.: 2

Subcontratista/s: [redacted] C.I.F.: N.º Trab.:

Coordinador ejecución: NO CONSTA Delegado de Prevención: NO

**RELACIÓN DE ANOMALÍAS**

HUECO DE ESCALERA SIN PROTECCIÓN.
ANDAMIOS INCOMPLETOS E INSEGUROS.
LA CUBIERTA CARECE DE PROTECCIÓN COLECTIVA, POR YA QUE EL ANDAMIO PERIMETRAL ESTÁ INCOMPLETO Y ADEMÁS ESTÁ ROTO.
SERVICIOS SIN SUPERVISIÓN.

¿SE DISPONE DE LIBRO DE SUBCONTRATACIÓN? NO PROCEDE [X] NO [ ] SI → ¿ESTÁ CORRECTAMENTE CUMPLIMENTADO? [ ] SI [ ] NO
¿SE DISPONE DE APERTURA DE CENTRO DE TRABAJO? NO PROCEDE [X] NO [ ] SI → ¿ESTÁ EXPUESTA EN LUGAR VISIBLE? [ ] SI [ ] NO

**RELACIÓN DE ANOMALÍAS NO SUBSANADAS**

NO ESTÁ EN LA OBRA EL PLAN DE SEGURIDAD, EL LIBRO DE INCIDENCIAS NI EL LIBRO DE SUBCONTRATACIÓN.
NO HAY EXTINTOR.

MUY IMPORTANTE: SI EL CONTRATISTA NO CUMPLIERA CUALQUIERA DE LAS ANTERIORES OBLIGACIONES REFERENTES AL LIBRO DE SUBCONTRATACIÓN Y/O APERTURA DEL CENTRO DE TRABAJO, CON LA ENTREGA DE ESTE DOCUMENTO QUEDA REQUERIDO PARA QUE, EN EL IMPRORROGABLE PLAZO DE 72 HORAS, COMUNIQUE A LA COMISIÓN DE SEGURIDAD, PREVENCIÓN DE RIESGOS LABORALES Y CONTRATACIÓN QUE HA SUBSANADO LA DEFICIENCIA ADVERTIDA. EN OTRO CASO, SE PROCEDERÁ A LA DENUNCIA ANTE LA INSPECCIÓN DE TRABAJO Y SEGURIDAD SOCIAL. EN EL ASUNTO DEL CORREO ELECTRÓNICO, POR FAVOR, DETALLE EL NÚMERO DE ESTE INFORME.
ANTE CUALQUIER DUDA SOBRE LA CORRECTA CUMPLIMENTACIÓN DEL LIBRO DE SUBCONTRATACIÓN PUEDE DESCARGARSE EL NOTICIAS PREVENCIÓN "CUMPLIMENTACIÓN DEL LIBRO DE SUBCONTRATACIÓN" EN EL SIGUIENTE ENLACE: www.copreveas.org/ls.pdf

| REALIZADO POR LOS DELEGADOS | | RECIBIDO POR LA EMPRESA | N.º INFORME |
|---|---|---|---|
| Nombre, apellidos y firma: FERNANDO VIDAL | Nombre, apellidos y firma | Nombre, apellidos y firma: MARIO CRISTÓBAL | 92724 |

Ejemplar para la empresa



VISITAS A OBRA (JARGUEZ - AS)

| Nºobra | Otra | Año | Enlace | Descripción de la obra |
|---|---|---|---|---|
| 91560 | | 2023 | | VIVIENDA UNIFAMILIAR AISLADA |

| CV Dirección de la obra | C.Postal | Municipio | Población | Localidad/Lugar | Coordenadas (latitud, longitud) |
|---|---|---|---|---|---|
| LG C | 33390 | 24 GIJON | 14 LEORIO | GIJON | 43.495584563524716, -5.672042 |

| Fecha inicio | Fin inicial | Fin previsto | Actividad constructiva | Promotor | C.I.F. | Direccion facultativa |
|---|---|---|---|---|---|---|
| | | 30/10/2024 | Edif. vivienda u... | | | NO CONSTA |

| Coordinador de seguridad | Delegado de prevención | Presupuesto | Edificios | Viviendas | Fecha visita | Prioridad |
|---|---|---|---|---|---|---|
| NO CONSTA | NO | | | | | Urgente |

Observaciones: 15-4-24 PCI. 09/10/2023: SEGUN EL AUTONOMO HAY VARIOS [redacted] HUNDO A LA VEZ, PERO ESTABAN EN LA HORA DEL PINCHO.//

Expediente: Estdo. expediente: Libro

TRÁMITES

| Vis. | Trámite | Nombre o Razó | Tipo informe | Acuse | Intervención |
|---|---|---|---|---|---|
| 2 | A2 | EMPRESAS CON TRABAJADOR C | | 06/11/2024 | |

DURANTE LA VISITA, UN TRABAJADOR SE ESCAPA DE [redacted] ELA, EN LOS TRES C

CSV

MINISTERIO DE TRABAJO Y ECONOMIA SOCIAL

ORGANISMO ESTATAL INSPECCIÓN DE TRABAJO Y SEGURIDAD SOCIAL
DIRECCIÓN TERRITORIAL INSPECCIÓN PROVINCIAL DE TRABAJO Y SEGURIDAD SOCIAL DE ASTURIAS

O F I C I O

SREF: Informe 91560
NIR: 33/0003924/24
ASUNTO: Campaña NS0038
EMPRESA:

COMISIÓN DE SEGURIDAD, PREVENCIÓN DE RIESGOS LABORALES Y CONTRATACIÓN
Apto de Correos, 299
E-33080-OVIEDO

n obra 91560

De conformidad con lo dispuesto en los artículos 23.3 y 27 del RD 138/2000 de 4 de agosto (Reglamento de Organización y Funcionamiento de la Inspección de Trabajo y Seguridad Social), se informa lo siguiente:

Se realizó visita inspectora el día 14 de mayo de 2024, con el fin de efectuar un control de la situación del empleo y con la seguridad social de los trabajadores habidos en unas obras de construcción de 3 viviendas unifamiliares sitas en el antiguo Camino de Mareo a Granda, nº 285, de Leorio-Gijón, que fueron contratadas para su realización con la empresa [redacted] S.L. (adelante PCA) y se entrevistó a los trabajadores presentes en las mismas sobre sus circunstancias profesionales.

El día 5 de junio de 2024, se produjo la primera comparecencia de la empresa constructora PCA en las dependencias inspectoras de Gijón y, asimismo, de la empresa subcontratada, domiciliada en Portugal, CONSTRUÇÕES UNIPESSOAL LDA (en adelante NBCU).

Las sucesivas comparecencias empresariales se produjeron el día 12 de junio de 2024 (PCA) y 19 de junio (PCA y NBCU).

Más adelante, los días 2 de julio de 2024 y 2 de agosto de 2024, la representante externa de la empresa PCA cursó, por medio de correo electrónico, algunos documentos relativos a PCA y NBCU que habían sido previamente requeridos.

Tras dichas comprobaciones, una vez revisados los documentos aportados y consultada la base de datos de la Seguridad Social, se ha actuado conforme a lo previsto en la Ley 23/2015, de 21 de julio, Ordenadora del Sistema de Inspección de Trabajo y Seguridad Social.

Lo que se comunica, para su conocimiento, a los efectos oportunos.

[redacted]
asturias@mites.es
www.mites.gob.es/itss
EA0041717- Dirección Territorial Inspección de Trabajo y Seguridad Social de Asturias
EA0041738- Inspección Provincial de Trabajo y Seguridad Social de Asturias

C/ CELESTINO JUNQUERA, 1 - 2ª
33202 – GIJÓN
TELF. 985 34 11 06
FAX: 985 35 16 60

C/ ILDEFONSO SANCHEZ DEL RIO, 1
33001 – OVIEDO
TELF. 985 116010
FAX: 985 114798

# POSTMEET SPANISH GUIDE MAIN TOPICS

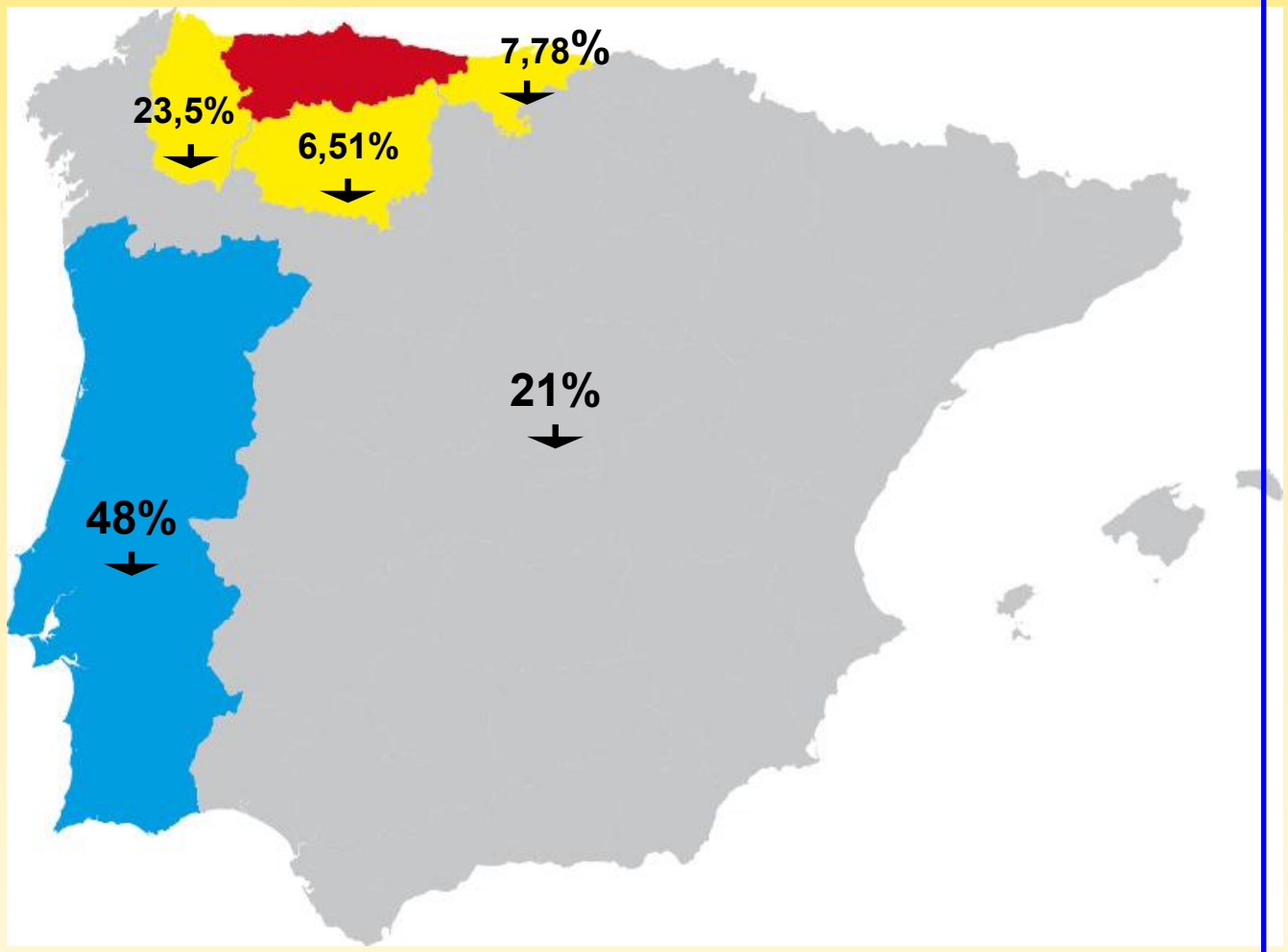
**Which are the main topics of spanish guide?**

- Salary
- Salary Suplements
- Working Time and Vacations
- Safety and health at work
- Construction Sector Fund
- Employment Conditions for Women and Youth
- Obligation Declaration of Displacement
- Penalties
- Information for displaced Worker
- Useful sources and other contacts

# POSTMEET SPANISH GUIDE MAIN TOPICS

## Applicable Salary

Employers who send workers to Spain must guarantee the minimum salary amount provided for in the collective agreements applicable in the place and in the sector or branch of activity in question for the professional group or professional category corresponding to the service provided by the sent worker.



# POSTMEET SPANISH GUIDE MAIN TOPICS

## Key points

- **Regulatory Framework**: Posting is governed by EU directives (96/71/EC, 2018/957/EU).

**Administrative Obligations**

Companies posting workers to Spain must **give prior notification** to the corresponding regional labour authority for postings of more than eight days. Mandatory registration in the **Register of Accredited Companies (REA).**

- **Employment Conditions**:

The remuneration of posted workers may not be lower than that set out in **provincial and national collective agreements** for the construction sector, The working day is set at 1,736 hours per year (by 2025) in construction. A daily record of working time is required.

**Occupational Safety and Health (OSH)**:

- **Training in occupational risk prevention is compulsory**, must comply with the provisions of the General Agreement of the Construction Sector and be provided by an entity approved by the Construction Labour Foundation (FLC), with foreign training not being automatically recognised.

# POSTMEET SPANISH GUIDE MAIN TOPICS

## Salary and supplements

— Companies posting workers to Spain must guarantee the wage conditions established in the sector's collective agreements, which may never be lower than the Minimum Interprofessional Wage (SMI).

**Minimum Interprofessional Wage (SMI)**: For 2025, the SMI is set at **€39.47 gross per day** or **€16,576 gross per year**, distributed in 14 payments of €1,184.

— **Collective bargaining agreements**:

These are the main source for determining remuneration. The **General Agreement for the Construction Sector (CGSC)** sets the basis, but **provincial agreements** usually improve these conditions.

— **Wage supplements**:

- **For personal conditions**: disability.
- **For working conditions**:
  - Painful, toxic or dangerous work: 20% increase of the basic salary (10% if it is half a day or less).
  - Night work (22:00 to 06:00): Plus 25% of the basic salary.
- **Other bonuses**:
  - Transport: To compensate for travel expenses to the workplace.
  - Subsistence allowance: As compensation for board and lodging expenses.

# POSTMEET SPANISH GUIDE MAIN TOPICS

## Work Periods and Vacations

— **Duration**: The maximum working **week is 40 hours per week** of actual work on an annual average. The CGSC sets the annual working time for 2025 at **1,736 hours**.

**Daily Limits**: No more than **9 hours of** actual work **per day**.

— **Breaks**: There must be a minimum of **12 hours rest** between shifts. For continuous shifts of more than 6 hours, a minimum break of 15 minutes is established (considered effective working time if so stipulated in the agreement).

— **Time recording**: It is compulsory for all companies to keep a daily record of the working time of each employee, including the start and end time of the working day. In case of subcontracting, the use of the main contractor's system can be agreed.

— **Annual Leave:**

**- Minimum duration**: 30 calendar days, not replaceable by financial compensation.
**- Construction sector**: **30 calendar days of holiday entitlement**, of which at least **21 must be working days**. They may be divided into periods of at least 10 working days. In case of termination, the part not taken is paid in the settlement.

# POSTMEET SPANISH GUIDE MAIN TOPICS

## Safety and Health at Work

It provides information on the division of functions between the main contractor, the host company, the employer and the posted workers.

In Spain, the Subcontracting Law is applied, which affects construction workers and companies. Specifically, companies with posted workers must:

- Prove that they have human resources, at the management and production level, that they have the necessary training in occupational risk prevention, as well as an adequate preventive organization, through supporting documentation of compliance with the obligations established in the national transposition regulations regarding the application of measures to promote the improvement of the safety and health of workers at work.
- In case of postings lasting more than eight days, they must register in the **Register of Accredited Companies (REA)** dependent on the labor authority in whose territory their first provision of services in Spain is to be carried out.

By Collective Agreement, their workers must have 20 hours of face-to-face safety training specific to their job before joining the work.

And the entity that provides this training must also be approved by the FLC. There are many fake diplomas that do not meet these criteria and are not valid for entering the construction site.

# POSTMEET SPANISH GUIDE MAIN TOPICS

## Construction Sector Fund

Since the last year, a scheme for occupational pensions has been started for all workers in the construction sector.

## Employment Conditions for Women and Youth

### Women:

The construction sector is a sector where women are underrepresented. Employment conditions are determined by the workers' statute.

### Young people:

Employing workers under 18 years of age to carry out work on construction sites is prohibited.

# POSTMEET SPANISH GUIDE MAIN TOPICS

## Obligation Declaration of Displacement

The employer who sends workers to Spain within the framework of a transnational provision of services must notify the labour authority of the Autonomous Community where the services are to be provided of the transfer, before its start and regardless of its duration.

It will not be necessary to notify the transfer if the duration of the transfer is not more than eight days. The notification of the transfer will contain the following data and information:

- ❑ The identification of the company that sends the worker.
- ❑ The tax address of said company and its identification number for the purposes of Value Added Tax (VAT).
- ❑ The personal and professional data of the transferred workers.
- ❑ The identification of the company or companies and, where applicable, of the work centre or centres where the transferred workers will provide their services.
- ❑ The expected start date and duration of the transfer.
- ❑ The determination of the provision of services that the transferred workers will carry out in Spain with an indication of the corresponding assumption.
- ❑ The identification and contact details of a natural person or legal entity present in Spain who is designated by the company as its representative to serve as a liaison with the competent Spanish authorities and to send and receive documents or notifications, if necessary.

# POSTMEET SPANISH GUIDE MAIN TOPICS

## Penalties for failure to comply with reporting obligations

The financial amounts depending on the degree of the infractions would be the following:

**Minor infractions**, in their minimum degree, with fines of 70 to 150 euros; in their medium degree, from 151 to 370 euros; and in their maximum degree, from 371 to 750 euros.

**Serious infractions with fines**, in their minimum degree, from 751 to 1,500 euros, in their medium degree from 1,501 to 3,750 euros; and in their maximum degree from 3,751 to 7,500 euros.

**Very serious infractions with fines**, in their minimum degree, from 7,501 to 30,000 euros; in their medium degree from 30,001 to 120,005 euros; and in their maximum degree from 120,006 euros to 225,018 euros.

# POSTMEET SPANISH GUIDE MAIN TOPICS

## Information for the Displaced Worker

It is established that the employer must communicate to the worker, with sufficient advance notice, the information regarding the essential conditions of the employment contract, including:

- Place of work
- Duration of posting
- Remuneration
- Accommodation and food conditions
- Occupational risks, the company must inform and train its workers, before the start of work, about the occupational risks of the workplace and the prevention measures they must adopt.
- Applicable legislation
- Claim procedures

Most of these essential conditions of the contract are set by the construction collective agreement applicable to the workplace. This agreement may also set additional information conditions for the employer

# POSTMEET SPANISH GUIDE MAIN TOPICS

## Useful sources and contacts

Your Europe on the move website

The European Commission's Practical guide on posting

Brochure "Posted workers in the construction sector" of the European Labour Authority

The only nationally unique official website on displacement

### Official website with general information about living and working in the country for foreigners

Eures website "Living and working conditions in Spain"

Workers' Statute (ET)

Labour and Social Security Inspectorate - Complaint (ITSS)

Information on offences and sanctions Displaced persons

Information on displaced persons from TGSS

Equal treatment and non-discrimination

General Agreement for the Construction Sector (CGSC)

Provincial collective agreements

Construction safety

Technical guide for the assessment and prevention of risks related to construction works.

Health and safety regulations

Compulsory training in health and safety in construction

Entities authorised to provide compulsory training in Health and Safety in the Construction Industry

**Ministry of Labour and Social Economy**

It is the Spanish government department responsible for enforcing workers' labour rights, promoting employment and labour market policies.
www.mites.gob.es/

**General Treasury of the Social Security**

It is a public body responsible for managing the collection of social security contributions and the payment of benefits to workers.
www.seg-social.es/

**Labour and Social Security Inspectorate**

It is a public body responsible for ensuring compliance with labour and social security regulations.
www.mites.gob.es/itss

**Ministry of Equality**

It is a Spanish government body responsible for promoting equal opportunities between men and women, eradicating gender-based violence and guaranteeing the rights of all people, regardless of their sex, sexual orientation or gender identity.
www.igualdad.gob.es

**Ministry of Finance and the Civil Service**

It is a department of the Spanish government responsible for managing the country's public finances. Its main function is to ensure economic and financial stability through the design and implementation of fiscal and budgetary policies.
www.hacienda.gob.es

**National Construction Confederation**

It is the most representative business organisation of the construction sector in Spain. It brings together the vast majority of business associations in the sector, covering all activities and areas of construction.
www.cnc.es / cnc@cnc.es
+34915624585

**FICA UGT**

It is the federation of industry, construction and agriculture of the General Union of Workers (UGT). This trade union organisation represents and defends the interests of millions of workers in sectors as diverse as metallurgy, automotive, wood, construction, agriculture and food.
www.ugt-fica.org

**HABITAT CCOO**

It is a trade union federation that is part of the Trade Union Confederation of Comisiones Obreras (CCOO) and is specifically dedicated to representing workers in the construction, wood, furniture and cork sectors, as well as services.
www.habitat.ccoo.es

**Construction Labour Foundation**

It is a non-profit organisation created in Spain with the main objective of improving working conditions and safety in the construction sector. It was born as a result of an agreement between the main social agents in the sector and, since then, has played a key role in the professionalisation and modernisation of the sector.
www.fundacionlaboral.org / infocentro@fundacionlaboral.org
+34913984500

**Asturian Construction Confederation**

It is the most representative business organisation of the construction sector in the Principality of Asturias. It brings together the vast majority of Asturian construction companies, from large developers to small local companies.
www.cac-asprocon.as / info@cac-asprocon.as
+34985966251

**Construction Labour Foundation of the Principality of Asturias**

It specialises in providing services and programmes aimed at improving working conditions and training in the construction sector in the region. Like its national counterpart, this foundation plays a crucial role in promoting safety, quality and innovation in the Asturian construction sector.
www.flc.es / flc@flc.es
+34985982818

FUNDACION LABORAL
DE LA CONSTRUCCION
DEL PRINCIPADO DE ASTURIAS



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