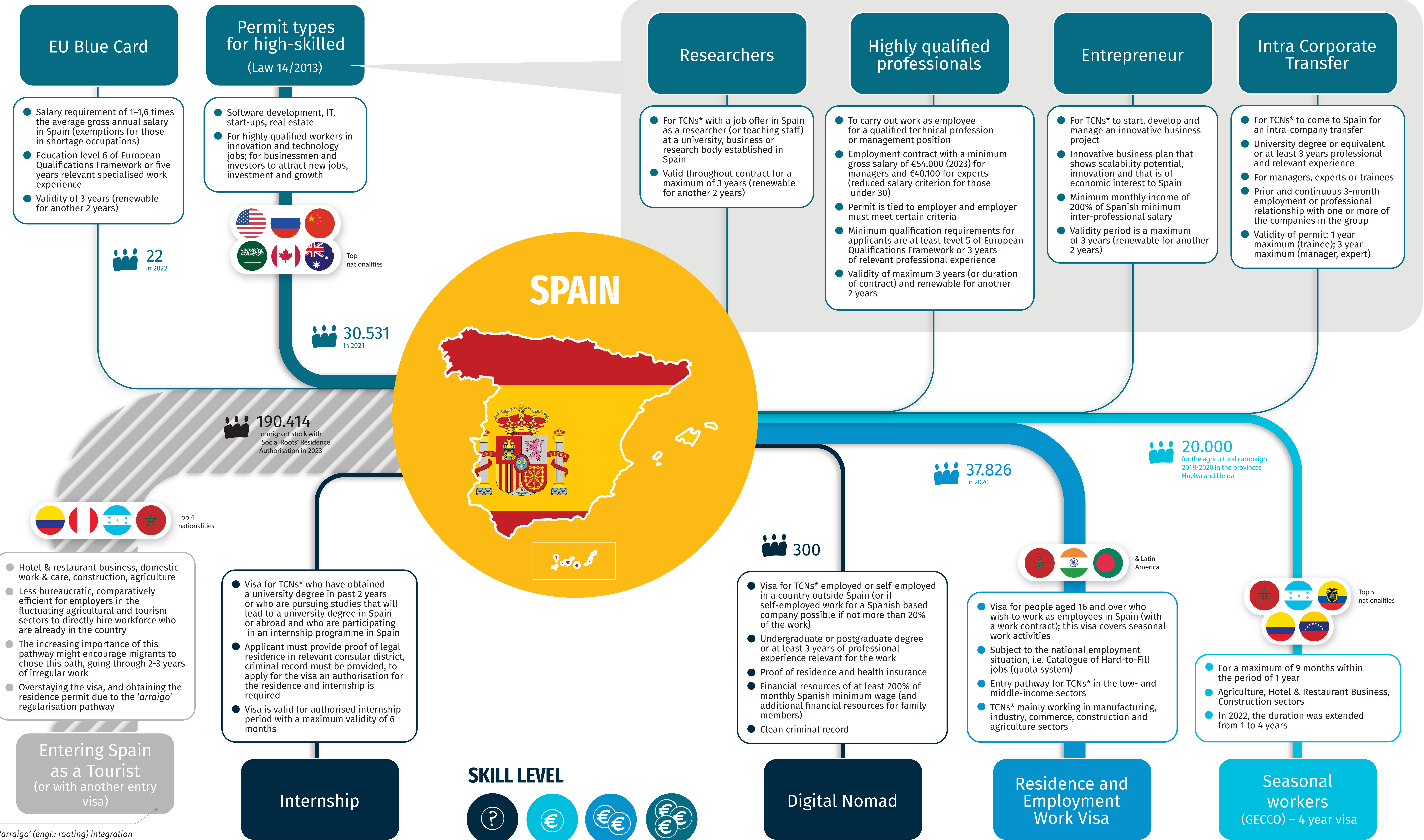


LABOUR MIGRATION & MOBILITY PATHWAYS TOWARDS...



EU Blue Card

- Salary requirement of 1–1,6 times the average gross annual salary in Spain (exemptions for those in shortage occupations)
- Education level 6 of European Qualifications Framework or five years relevant specialised work experience
- Validity of 3 years (renewable for another 2 years)

22 in 2022

Permit types for high-skilled (Law 14/2013)

- Software development, IT, start-ups, real estate
- For highly qualified workers in innovation and technology jobs; for businessmen and investors to attract new jobs, investment and growth



Top nationalities

30.531 in 2021



Researchers

- For TCNs* with a job offer in Spain as a researcher (or teaching staff) at a university, business or research body established in Spain
- Valid throughout contract for a maximum of 3 years (renewable for another 2 years)

Highly qualified professionals

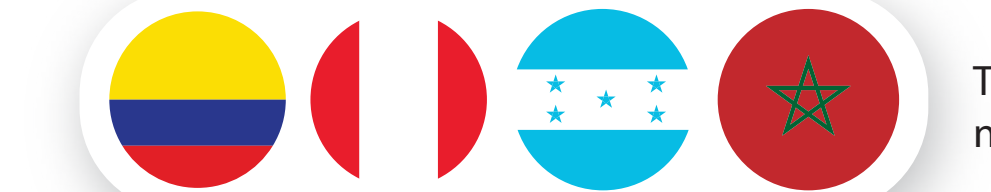
- To carry out work as employee for a qualified technical profession or management position
- Employment contract with a minimum gross salary of €54.000 (2023) for managers and €40.100 for experts (reduced salary criterion for those under 30)
- Permit is tied to employer and employer must meet certain criteria
- Minimum qualification requirements for applicants are at least level 5 of European Qualifications Framework or 3 years of relevant professional experience
- Validity of maximum 3 years (or duration of contract) and renewable for another 2 years

Entrepreneur

- For TCNs* to start, develop and manage an innovative business project
- Innovative business plan that shows scalability potential, innovation and that is of economic interest to Spain
- Minimum monthly income of 200% of Spanish minimum inter-professional salary
- Validity period is a maximum of 3 years (renewable for another 2 years)

Intra Corporate Transfer

- For TCNs* to come to Spain for an intra-company transfer
- University degree or equivalent or at least 3 years professional and relevant experience
- For managers, experts or trainees
- Prior and continuous 3-month employment or professional relationship with one or more of the companies in the group
- Validity of permit: 1 year maximum (trainee); 3 year maximum (manager, expert)



Top 4 nationalities

- Hotel & restaurant business, domestic work & care, construction, agriculture
- Less bureaucratic, comparatively efficient for employers in the fluctuating agricultural and tourism sectors to directly hire workforce who are already in the country
- The increasing importance of this pathway might encourage migrants to chose this path, going through 2-3 years of irregular work
- Overstaying the visa, and obtaining the residence permit due to the 'arraigo' regularisation pathway

Entering Spain as a Tourist (or with another entry visa)

The 'arraigo' (engl.: rooting) integration option allows the regularisation of TCNs when resided at least two years in Spain in an irregular situation. There are 4 types of 'arraigo': social reasons, family ties, employment, professional training.

- Visa for TCNs* who have obtained a university degree in past 2 years or who are pursuing studies that will lead to a university degree in Spain or abroad and who are participating in an internship programme in Spain
- Applicant must provide proof of legal residence in relevant consular district, criminal record must be provided, to apply for the visa an authorisation for the residence and internship is required
- Visa is valid for authorised internship period with a maximum validity of 6 months

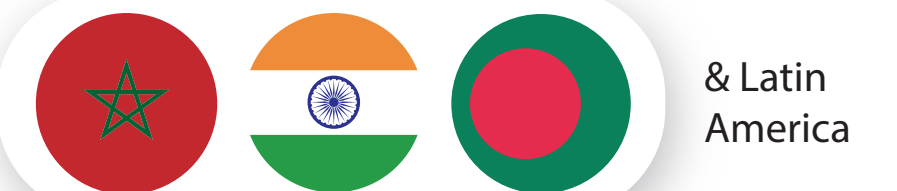
Internship

- Visa for TCNs* employed or self-employed in a country outside Spain (or if self-employed work for a Spanish based company possible if not more than 20% of the work)
- Undergraduate or postgraduate degree or at least 3 years of professional experience relevant for the work
- Proof of residence and health insurance
- Financial resources of at least 200% of monthly Spanish minimum wage (and additional financial resources for family members)
- Clean criminal record

300

Digital Nomad

- Visa for people aged 16 and over who wish to work as employees in Spain (with a work contract); this visa covers seasonal work activities
- Subject to the national employment situation, i.e. Catalogue of Hard-to-Fill jobs (quota system)
- Entry pathway for TCNs* in the low- and middle-income sectors
- TCNs* mainly working in manufacturing, industry, commerce, construction and agriculture sectors



& Latin America

Residence and Employment Work Visa

- For a maximum of 9 months within the period of 1 year
- Agriculture, Hotel & Restaurant Business, Construction sectors
- In 2022, the duration was extended from 1 to 4 years



Top 5 nationalities

Seasonal workers (GECCO) – 4 year visa

SKILL LEVEL

- Various skill levels
- Lower-skilled
- Mid/Lower-skilled
- High-skilled

*TCN = third-country national

This infographic summarises findings from MPF (2024). Re-thinking approaches to labour migration. Potentials and gaps in EU member states' migration infrastructures. Case Study: Spain, Brussels: ICMPD. This publication was funded by the European Union and commissioned through the Migration Partnership Facility. Its contents are the sole responsibility of the author and do not necessarily reflect the views of the European Union nor ICMPD. NB: Pathway data is provided for the years indicated where numbers are available. Lack of a number implies that data is not publicly available and the author of the report was not able to access data per pathway otherwise. The infographic represents the labour migration pathways as of February 2024, changes thereafter may not be reflected. © ICMPD 2024