

RocaJunyent Informs

Labour Law Department
15 March 2023



Royal Decree-Law 1/2023, of 10 January, **on urgent measures in terms of incentives for employment hiring and improvement of the social protection of artists**, establishes a **new incentive scheme for employment hiring**, which will enter into force on **1 September 2023**.

Among the **requirements for access to these incentives is the following (article 8.d)**: “To have the relevant **equality plan**, in the case of companies legally or conventionally obliged to implement it, in accordance with the provisions of Article 45 of Organic Law 3/2007, of 22 March (RCL 2007, 586), for the effective equality of women and men.

The requirement provided for in the preceding paragraph **shall be understood to have been fulfilled by mandatory registration in a public registry** in accordance with the provisions of Article 11 of Royal Decree 901/2020, of 13 October (RCL 2020, 1628), which regulates equality plans and their registration and amends Royal Decree

713/2010, of 28 May (RCL 2010, 1565), on the registration and deposit of collective bargaining agreements and arrangements”.

It should be remembered that, in general, **companies with 50 or more workers have the obligation to implement an Equality Plan**, agreed with the representatives of workers, and with the scope, content and requirements of Royal Decree 901/2020, and must be registered with REGCON (Registration and deposit of Collective Bargaining Agreements, Collective Labour Agreements and Equality Plans).

Therefore, **as of 1 September 2023, companies with 50 or more workers which do not have an Equality Plan registered with REGCON will not be able to access the bonuses in terms of employment hiring.**