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## This Guide

Working abroad sounds to many people as an adventure.

However, without thorough preparation, starting with a successful application, it is bound to fail. Therefore, Expertise in Labour Mobility (ELM) has prepared a set of country guides describing the main routes to employment in over 40 countries. Are you interested in working in Australia, Spain or Japan? Has your partner accepted a job in Hungary, Switzerland, or the United Arab Emirates? Are you looking for an internship possibility in Spain, Singapore or the United States of America? The Looking for work in... guides from ELM will help you with accurate information and practical tips on working in different cultures and differences in job hunting in over 40 countries.

As an extra addition to the series – following many requests - ELM introduced a new guide: Looking for work in International Organisations which explains how to successfully look for work in for instance the institutes of the European Commission, UN institutions and NGO's.

This guide contains information on Spain. It tells you how to apply for a job in Spain and the cultural differences that you will come across when looking for a job in Spain. Do not underestimate those national differences. What is common in one country might be

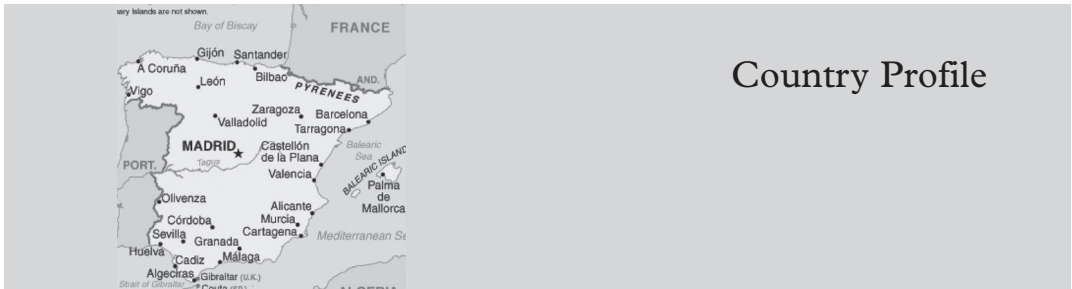
very unusual in another country. To find a job abroad you need to be aware that national differences manifest themselves not only in different languages, but also in different recruitment practices. Thus, looking for work in another country involves more than writing your CV/resume in another language.

No matter the country in which you are looking for work, the key focus of your CV should be to persuade the employer to invite you for a job interview. Accordingly, your CV should be regarded as a marketing tool, adapted to the market in which you intend to use it. The information in this guide, together with the sample CV, will help you to adapt your application for the Spanish job market. However, make sure your application remains a reflection of your personality. Working abroad is one thing, but having a job that does not suit you will definitely cause homesickness!

A handwritten signature in black ink, appearing to read 'Nannette Ripmeester', with a horizontal line underneath.

Nannette Ripmeester, MA  
Managing Director  
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## Country Profile

### Country

Spain is a southern European country with a surface of 504,782 square kilometres, which is 4/5 of the Iberian Peninsula.

The neighbouring countries of Spain are France and Andorra in the north and Portugal in the west. Spain is encircled by water: the Mediterranean Sea on the east and south, the Gulf of Vizcaya on the north and the Atlantic Ocean on the west.

Please note that Gibraltar, in the very south of the country, belongs to the United Kingdom.

The main cities in Spain are the capital city Madrid (3.3 million inhabitants), Barcelona (1.7 million inhabitants), Valencia (0.8 million inhabitants) and Sevilla (0.7 million inhabitants). Spain consists of seventeen autonomous districts, “Comunidades Autónomas”, and the enclaves Ceuta and Melilla on the coast of

North Africa. There are three historic autonomous regions: Basque region, Galicia and Catalunya.

There are six autonomous regions that consist of only one province: Asturias, Cantabria, La Rioja, Madrid, Murcia and Navarra. Other autonomous regions are Aragón, Andalucía, Castilla León, Castilla La Mancha, Comunidad Valencia, and Extremadura.

Together the regions consist of 50 provinces. Moreover, the Balears in the Mediterranean and the Canaries in the Atlantic Ocean are Islands belonging to Spain.

### **Climate**

The climate is continental. Inland, winters are cold and summers are hot. On the coast the climate is mild, which makes Spain a favourite spot for (early) retired people to spend the winter.

### **Population**

Spain has 45.5 million inhabitants. Each of the three historical regions in Spain, Basque region, Galicia and Catalunya, has its own history, specific culture and language. 72 percent of the people are Spanish, 16 percent are Catalan, 6 percent Galician and 2 percent are Basque.

### **History**

Throughout the centuries, Spain has often been invaded by other

civilisations. Among which the Romans in the 3rd century BC, from whom certain laws, languages and customs were adopted; in 409 AD it were the Germanic tribes; in 419 a Visigothic kingdom was been established and in 711 Muslims crossed the Strait of Gibraltar. The Muslim occupation of southern Spain lasted almost 800 years. During this period, the arts and sciences prospered, new crops and agricultural techniques were introduced, and palaces, mosques, schools, gardens and public baths were built. The remains of this are still clearly visible in Andalusia in the south of Spain, particularly in cities such as Cordoba, Sevilla and Granada. However, in 722 a small army under the Visigothic king Pelayo beat the Muslims. This battle marked the beginning of the Reconquista, the re-conquest of Spain by the Christians. By the end of the 13th century, Castilla and Aragón had emerged as Christian Spain's two main powers, and in 1469 these two kingdoms were united by the marriage of Isabel, princess of Castilla, to Fernando, heir to the throne of Aragón. They united all of Spain and laid the foundations for the golden age. In 1478, they established the fierce Spanish Inquisition, expelling and executing thousands of Jews and other non-Christians. In 1482, they besieged Granada, and 10 years later the last Muslim king surrendered to them. Spain developed an enormous empire in the New World, following Columbus' arrival in the Americas in 1492. Gold and silver came flooding into Spanish coffers from Mexico and Peru as the conquistadors claimed land from Cuba to Bolivia. Spain monopolised trade with these new colonies and became one

of the most powerful nations on earth. However, this protectionism hindered development of the colonies and led to a series of expensive wars with England, France and the Netherlands.

When French King Louis XVI was guillotined in 1793, Spain declared war on the new French republic, but was defeated. In 1808, Napoleon's troops entered Spain with the aim of occupying Portugal, but they took rule of Spain instead for a few years. The Spanish people united against the French and fought a five-year war of independence. In 1813, the French forces were finally expelled, and in 1814 Fernando VII was restored King to the Spanish throne. Soon after however, the Spanish Crown began to lose its hold on its colonies. Fernando's 20-year reign was very unfortunate. The Inquisition was re-established, liberals and constitutionalists were persecuted, free speech was repressed, Spain entered a severe economic recession and almost consequently the American colonies won their independence.

The disastrous Spanish-American War of 1898 marked the end of the Spanish Empire. Spain's troubles continued during the early 20th century. In 1923, with the country on the brink of civil war, Miguel Primo de Rivera declared himself military dictator and ruled until 1930. In 1931, the Second Republic was declared and the King Alfonso XIII fled the country, but it soon fell victim to internal conflict. The 1936 elections saw the country split in two, with the

Republican government and its supporters on one side and the opposition Nationalists on the other.

The assassination of the opposition leader José Calvo Sotelo by Republican police officers in July 1936 gave the army an excuse to overthrow the government. During the subsequent Civil War (1936-39), the Nationalists received extensive military and financial support from Nazi Germany and Fascist Italy, while the elected Republican government received support only from Russia and, to a lesser degree, from the International Brigades, made up of intellectuals, artists, writers and the politically committed.

By 1939, the Nationalists, led by Franco, had won the war, in which more than 350,000 Spaniards died. After the war, Republicans were executed, jailed or forced into exile. Franco's 35-year dictatorship caused Spain to be isolated by economic blockades, excluded from NATO and the UN and crippled by economic recession. It was not until the early 1950s, when both the rise in tourism and a treaty with the USA provided the funds, which helped the country to recover. And by the 1970s, Spain had the fastest growing economy in Europe.

Franco died in 1975, having earlier named Juan Carlos, the grandson of Alfonso XIII, his successor. With Juan Carlos on the throne, Spain made the transition from dictatorship to democracy.