



*VALENCIA CITY COUNCIL  
OFFICE OF HUMAN DEVELOPMENT  
DEPARTMENT OF SOCIAL WELFARE AND INTEGRATION  
WOMEN'S AFFAIRS SECTION*

## **SUBSIDIES**

### **for employing victims of gender-based violence**

Point J of the Spanish national plan to raise public awareness and prevent gender-based violence refers to the "Mobilisation of players", meaning that attempts must be made to involve the business sector in the fight against gender-based violence.

Fighting gender-based violence is an issue which involves the whole of society. Ever since Organic Law 1/2004 of 28<sup>th</sup> December on measures for total protection against gender-based violence was passed, women who are or who have been victims of gender-based violence have been guaranteed a series of rights. In addition, the Spanish government provides assistance to businesses which take on this group and thus collaborate and support the inclusion and reintegration of these women into the labour market.

## **CONTRACTED EMPLOYMENT**

### **NATIONWIDE MEASURES**

(Law 43/2006 of 30th December on provisions aimed at the improvement of growth and employment. (BOE – Spanish Official State Gazette - 30/12/2006)

#### **DISCOUNTS APPLICABLE TO THE COMPANY'S SOCIAL SECURITY PAYMENTS**

- **Permanent, full-time contracts:**
  - **€1,200** per year (€100 per month) for a period of four years.
- **Temporary contracts:**
  - **€600** per year (€50 per month) for every worker employed, applicable for the duration of the contract. In the case of part-time contracts, a proportional amount shall be paid for the duration of the contract.
- **Temporary replacement contracts:**
  - **100%** of Social Security payments for temporary contracts to fill in for victims of gender-based violence whose employment contracts have been suspended. **This discount applies to the whole suspension period.**
  - **100%** of Social Security payments **for 6 months** to facilitate geographic mobility or to enable victims of gender-based violence to change their work place.

### **REGIONAL MEASURES**

2008-2009 Integral Employment Plans  
(DOCV 02/01/2008)

Through the SERVEF Employment Centre, the Valencian Regional Government offers subsidies to introduce Integral Employment Plans which are jointly funded by the European Social Fund. These plans are intended for

unemployed people who, for different reasons, find it particularly difficult to gain access to the labour market such as, in this case, women who are victims of gender-based violence.

#### **WHO IMPLEMENTS THE PLANS:**

Local government is responsible for implementing the Integral Plans for victims of gender-based violence.

#### **WHO IS ELIGIBLE FOR THESE SUBSIDIES:**

Companies which, through the municipal employment centre, sign contracts eligible for subsidies with women participating in the plan.

#### **QUANTITY OF THE SUBSIDIES:**

- **€3,000** for every permanent, full-time contract, for every new employee given a permanent contract from the outset or for changing from a temporary to a permanent contract during the period in which the plan is in force.
- **€3,000** for every full-time contract with a duration of at least six months.
- **€1,500** for every full-time contract with a duration of at least three months.

## **SELF-EMPLOYMENT**

### **SUBSIDIES FOR THE SELF-EMPLOYED**

(Order TAS/1622/2007 of 5th June (BOE 7/6/2007), which regulates the granting of subsidies to programmes to promote self-employment and its subsequent development in the Order issued on 19/12/2007 by the Regional Ministry of the Economy, Inland Revenue and Employment (DOCV 2/01/2008))

A subsidy of €7,000 is available to unemployed women who become self-employed. This amount increases by 10% if the woman is a victim of gender-based violence.

### **OTHER AID PROGRAMMES**

(Organic Law 1/2004 of 28<sup>th</sup> December on measures for total protection against gender-based violence)

Self-employed women who are forced to stop working as a result of gender-based violence have the right to suspend all social security contributions for a period of six months. However, they will still be entitled to any social security benefits and their situation is considered equivalent to having contributed to the Social Security system during that time.



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#### **CMIO**

Municipal Information and  
Guidance Centre for Women  
Pza. Polo Bernabé, s/n. – 46010  
Tel. No. 962084421

#### **PMIO**

Municipal Plan for Equal Opportunities  
among Men and Women  
Pza. América, 6-6º piso – 46004 –  
Tel. No. 962082639

Email: [cmio@valencia.es](mailto:cmio@valencia.es)

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Email: [pmujer@valencia.es](mailto:pmujer@valencia.es)

[www.valencia.es/mujereseigualdad](http://www.valencia.es/mujereseigualdad)

[www.valencia.es/donesiigualtat](http://www.valencia.es/donesiigualtat)

[www.valencia.es/bienestarsocial](http://www.valencia.es/bienestarsocial)

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MINISTRY OF EMPLOYMENT AND SOCIAL AFFAIRS  
General Secretariat of Equality Policies  
Special government office against gender-based violence

VALENCIAN REGIONAL GOVERNMENT  
Regional Ministry of the Economy,  
Inland Revenue & Employment

SERVEF EMPLOYMENT CENTRE  
Valencian Employment and  
Training Service

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**VALENCIA CITY COUNCIL**

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