

I. GENERAL PROVISIONS

MINISTRY OF LABOUR AND SOCIAL ECONOMY

2576 *Royal Decree 87/2025, of February 11, establishing the minimum interprofessional wage for 2025.*

In compliance with the mandate to the Government to annually set the minimum interprofessional wage, contained in article 27.1 of the consolidated text of the Workers' Statute Law, approved by Royal Legislative Decree 2/2015, of October 23, this royal decree establishes the amounts that must apply as of January 1, 2025, both for permanent workers and for temporary or seasonal workers, as well as for household employees.

The new amounts represent an increase of four point forty-one percent compared to those provided for in Royal Decree 145/2024, of February 6, which sets the minimum interprofessional wage for 2024, and are the result of jointly taking into consideration all the factors contemplated in the aforementioned article 27.1 of the Workers' Statute.

In accordance with the provisions of article 13 of Royal Decree-Law 28/2018, of December 28, for the revaluation of public pensions and other urgent measures in social, labor and employment matters, the royal decree incorporates rules of affectation in a single transitional provision with the aim of preventing the increase in the interprofessional minimum wage from causing economic distortions or unintended consequences in non-labor areas that use the interprofessional minimum wage for their own purposes.

With this increase of 4.41%, according to the Report presented on January 15, 2025 by the Advisory Commission for the Analysis of the Interprofessional Minimum Wage, on the one hand, the right to fair and sufficient remuneration that provides workers and their families with a decent standard of living is effectively addressed; and, on the other, the objective of the interprofessional minimum wage reaching 60% of the average wage is maintained, fully complying with the provisions of the European Committee of Social Rights in application of the European Social Charter and satisfying the commitment made by the Government in this regard.

Likewise, the increase in the interprofessional minimum wage contributes to promoting sustained, sustainable and inclusive economic growth and recovery, to compliance with the 2030 Agenda, in particular Goals 1.2, 8.3 and 10.4 of the Sustainable Development Goals relating, respectively, to the eradication of poverty, the promotion of policies aimed at creating decent jobs and the adoption of salary policies that progressively achieve greater equality, especially between women and men, and greater social cohesion.

This Royal Decree complies with the principles of good regulation required under Article 129 of Law 39/2015, of 1 October, on the Common Administrative Procedure of Public Administrations. Thus, it responds to the need to comply with the mandate provided for in Article 27.1 of the Workers' Statute for the annual establishment of the interprofessional minimum wage. It is effective and proportional, since it regulates the essential aspects to enable the knowledge, effects and application of said interprofessional minimum wage, which fulfils the double objective of establishing a minimum contracting floor and determining what is considered the level of sufficiency of wages. It also complies with the principle of transparency, since it clearly identifies its purpose and offers a complete explanation of its content. Since this is a rule that regulates a partial aspect of the matter, its processing is exempt from prior public consultation, and has been subject to public hearing and information procedures and, specifically, to prior consultation with the most representative trade union and business organizations, in accordance with the provisions of the

Article 26.2 and 6 of Law 50/1997, of 27 November, of the Government, and in Article 27.1 of the Workers' Statute. Finally, in compliance with the principle of legal certainty, it is consistent with the rest of the national legal system and complies with the principle of efficiency, given that its application does not impose unnecessary or additional administrative burdens.

This Royal Decree is issued under the provisions of Article 149.1.7 of the Spanish Constitution, which grants the State exclusive jurisdiction over labour legislation, without prejudice to its implementation by the bodies of the autonomous communities.

Therefore, at the proposal of the Minister of Labor and Social Economy, and after deliberation by the Council of Ministers at its meeting on February 11, 2025,

I HAVE:

Article 1. Amount of the minimum interprofessional wage.

The minimum wage for any activity in agriculture, industry and services, regardless of the sex or age of the workers, is set at 39.47 euros/day or 1184 euros/month, depending on whether the salary is fixed by day or by month.

The minimum wage only includes remuneration in money, and in no case may the salary in kind give rise to a reduction in the full monetary amount of the minimum wage.

This salary is understood to refer to the legal working day in each activity, not including in the case of daily salary the proportional part of Sundays and holidays. If a shorter working day is performed, it will be received pro rata.

For the application of the annual minimum wage calculation, the rules on compensation established in the following articles shall be taken into account.

Article 2. Salary supplements.

The minimum wage specified in article 1 shall be added, serving as a module, where applicable, and as established in collective agreements and employment contracts, the salary supplements referred to in article 26.3 of the consolidated text of the Workers' Statute Law, approved by Royal Legislative Decree 2/2015, of October 23, as well as the amount corresponding to the guaranteed increase on the salary in time in the remuneration with a bonus or with an incentive for production.

Article 3. Compensation and absorption.

For the purposes of applying the last paragraph of article 27.1 of the Workers' Statute, as regards compensation and absorption in annual calculation by professional salaries of the increase in the interprofessional minimum wage, the following procedure shall apply:

1. The review of the interprofessional minimum wage established in this royal decree will not affect the structure or the amount of professional salaries that workers were receiving when such salaries as a whole and on an annual basis were higher than the minimum wage.

For these purposes, the annual minimum wage that will be taken as a term of comparison will be the result of adding to the minimum wage established in article 1 of this royal decree the accruals referred to in article 2, without in any case being able to consider an annual amount less than 16,576 euros.

2. These perceptions are offset against the income that for all the concepts that workers were receiving on an annual basis and on a full-time basis in accordance with legal or conventional regulations, arbitration awards and individual employment contracts in force on the date of entry into force of this Royal Decree.

3. The legal or conventional norms and the arbitration awards that are found in force on the date of entry into force of this Royal Decree shall remain in their own terms, with no modification other than that which is necessary to ensure the receipt of the amounts in annual calculation resulting from the application of section 1 of this article, and, consequently, professional salaries lower than the indicated annual total must be increased by the amount necessary to match it.

Article 4. Temporary workers, seasonal workers, and employees and household employees.

1. Temporary workers, as well as seasonal workers whose services to the same company do not exceed one hundred and twenty days will receive, together with the minimum wage referred to in article 1, the proportional part of the remuneration for Sundays and holidays, as well as the two extraordinary bonuses to which, as a minimum, every worker is entitled, corresponding to the salary of thirty days in each of them, without the amount of the professional salary being able to be less than 56.08 euros per legal day in the activity.

As regards the remuneration of holidays, the workers referred to in this article shall receive, together with the minimum interprofessional wage established in article 1, the proportional part of this corresponding to the minimum legal holidays in cases where there is no coincidence between the period of enjoyment of the holidays and the duration of the contract. In other cases, the remuneration of the holiday period shall be carried out in accordance with article 38 of the Workers' Statute and other applicable regulations.

2. In accordance with article 8.5 of Royal Decree 1620/2011, of November 14, which regulates the special employment relationship of family household service, which takes as a reference for determining the minimum wage for domestic employees who work hourly, on an external basis, the wage set for temporary and seasonal workers, and which includes all remuneration concepts, the minimum wage for said domestic employees will be 9.26 euros per hour actually worked.

3. In the amounts of the minimum wage per day or hour set out in the sections in the above cases, only the remuneration in money is computed, and the salary in kind may not, under any circumstances, give rise to a reduction in the full monetary amount of the former.

Sole transitional provision.

No impact on the new amount of the minimum wage interprofessional in the references contained in non-state standards and private relations.

1. In accordance with the express legal authorization established in article 13 of the Royal Decree-Law 28/2018, of December 28, for the revaluation of public pensions and other urgent measures in social, labor and employment matters, the new amounts of the interprofessional minimum wage established in this royal decree will not be applicable:

a) To the regulations in force on the date of entry into force of this royal decree of the autonomous communities, the cities of Ceuta and Melilla and the entities that make up the local Administration that use the minimum interprofessional wage as an indicator or reference of the income level to determine the amount of certain benefits or to access certain benefits, advantages or public services, unless expressly provided otherwise by the autonomous communities themselves, the cities of Ceuta and Melilla or the entities that make up the local Administration.

b) To any contracts and agreements of a private nature in force on the date of entry into force of this Royal Decree that use the interprofessional minimum wage as a reference for any purpose, unless the parties agree to apply the new amounts of the

interprofessional minimum wage.

2. In the cases referred to in the previous section, unless otherwise provided or in the event of an agreement to the contrary, the amount of the minimum interprofessional wage will be understood to refer, during 2025, to the amount in force upon the entry into force of this royal decree.

3. The provisions of the preceding paragraphs are understood without prejudice to the fact that they must
the salaries established in contracts or agreements of a private nature that are lower in total and on an annual basis than the amounts of the minimum interprofessional salary established for 2025 in this royal decree shall be modified in the amount necessary to ensure the receipt of said amounts, with the rules on compensation and absorption established in article 3 being applicable.

First final provision.Competence title.

This Royal Decree is issued pursuant to the provisions of Article 149.1.7 of the Spanish Constitution, which grants the State exclusive jurisdiction over labour legislation, without prejudice to its implementation by the bodies of the autonomous communities.

Second final provision.Development and execution.

The Minister of Labour and Social Economy is hereby authorised to issue, within the scope of her powers, any general provisions that may be necessary for the development and execution of this Royal Decree.

Third final provision.Entry into force and period of validity.

This Royal Decree will enter into force on the day following its publication in the "Official State Gazette" and will take effect during the period between January 1 and December 31, 2025, with the minimum wage set out in this decree being paid accordingly with effect from January 1, 2025.

Given in Madrid, on February 11, 2025.

FELIPE R.

The Second Vice President of the Government
and Minister of Labor and Social Economy,

Yolanda Diaz Perez