

Employment Update

**Establishment and entry into force of the Interprofessional Minimum
Wage for 2019**

27th December 2018

Increase of the Minimum Interprofessional Salary and precisions:

- I.-** For all economic activities the MIS is set at 30.-Euros per day or 900.-Euros per month, depending on the unit used to set the reference wage. If the unit of calculation is the daily wage, the proportional part of Sundays and public holidays must be added.
- II.-** The amount of the MIS is based exclusively on monetary remuneration, and there is no cause for it to be reduced by means of salary in kind.
- III.-** The allowances provided for in Article 26(3) of the Workers' Statute shall be added to the amount of the MIS.
- IV.-** The compensation and absorption is admitted without, in any case, resulting in an annual salary of less than 12,600 euros.
- V.-** For temporary and seasonal workers whose working day does not exceed 120 days, the sum of the MIS, the proportional part of Sundays and public holidays and the extraordinary bonuses may not be less than 42,62.-Euros per legal working day.
- VI.-** The minimum hourly wage for household employees is set at EUR 7.04 for each hour of effective work.
- VII.-** The provisions of the Royal Decree, subject to the existence of express legal authorisation, shall not apply to autonomous regulations or private agreements in force on the date of its entry into force that use the SMI as an indicator or reference of the level of income to regulate the amount of certain allowances and benefits.
- VIII.-** In accordance with the provisions of the Sole Transitional Provision, Collective Bargaining Agreements that establish salary tables lower than the new MIS must be updated with effect from January 1, 2019.

Implementation:

The Royal Decree will enter into force on the day following its publication, i.e. from Friday 28 December 2018, and the salary amounts regulated therein will take full effect within the period between 1 January and 31 December 2019.

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