



MINIMUM WAGE FOR A DOMESTIC WORKER

The **Minimum Interprofessional Wage (SMI)**, updated according to the current law in 2025, that a domestic worker must receive is 16,576 euros per year. Therefore, the full-time monthly salary will be:

- Monthly in 14 payments: €1,184 gross.
- Monthly in 12 payments (including extra payments): €1,381.33 gross.

However, this minimum wage can always be improved through an individual agreement.

The Minimum Interprofessional Wage must always be received in cash. Even if other benefits such as food or accommodation are provided, the cash payment can never be lower than the minimum wage.

HOURLY WAGE TABLE IN 12 PAYMENTS (EXTRA PAYMENTS PRORATED)

Number of hours	Gross salary	Net salary	Contribution base	Social Security contribution
1	34,53	15,65	296	84,57
2	69,07	50,18	296	84,57
3	103,60	84,72	296	84,57
4	138,13	119,25	296	84,57
5	172,67	153,78	296	84,57
6	207,20	188,32	296	84,57
7	241,73	222,85	296	84,57
8	276,27	257,38	296	84,57
9	310,80	291,92	296	84,57
10	345,33	318,35	423	120,85
11	379,87	352,88	423	120,85
12	414,40	387,41	423	120,85
13	448,93	421,95	423	120,85
14	483,47	456,48	423	120,85
15	518,00	480,74	584	166,85
16	552,53	515,27	584	166,85
17	587,07	549,81	584	166,85
18	621,60	584,34	584	166,85
19	656,13	618,87	584	166,85
20	690,67	642,11	761	217,42



Number of hours	Gross salary	Net salary	Contribution base	Social Security contribution
21	725,20	676,65	761	217,42
22	759,73	711,18	761	217,42
23	794,27	745,71	761	217,42
24	828,80	780,25	761	217,42
25	863,33	803,30	941	268,84
26	897,87	837,83	941	268,84
27	932,40	872,36	941	268,84
28	966,93	906,90	941	268,84
29	1001,47	941,43	941	268,84
30	1036,00	964,80	1116	318,84
31	1070,53	999,33	1116	318,84
32	1105,07	1033,87	1116	318,84
33	1139,60	1068,40	1116	318,84
34	1174,13	1102,93	1116	318,84
35	1208,67	1120,55	1381,2	394,61
36	1243,20	1155,08	1381,2	394,61
37	1277,73	1189,61	1381,2	394,61
38	1312,27	1224,15	1381,2	394,61
39	1346,80	1258,68	1381,20	394,61
40	1381,33	1293,20	1381,33	394,65

The Social Security contribution includes both the worker's and the employer's contributions, taking into account the standard subsidy.



HOURLY WAGE TABLE IN 14 PAYMENTS, WITH TWO EXTRA PAYMENTS IN JULY AND CHRISTMAS

Number of hours	Gross salary	Net salary	Contribution base	Social Security contribution
1	29,60	10,72	296	84,57
2	59,20	40,32	296	84,57
3	88,80	69,92	296	84,57
4	118,40	99,52	296	84,57
5	148,00	129,12	296	84,57
6	177,60	158,72	296	84,57
7	207,20	188,32	296	84,57
8	236,80	217,92	296	84,57
9	266,40	247,52	296	84,57
10	296,00	269,01	423	120,85
11	325,60	298,61	423	120,85
12	355,20	328,21	423	120,85
13	384,80	357,81	423	120,85
14	414,40	387,41	423	120,85
15	444,00	406,74	584	166,85
16	473,60	436,34	584	166,85
17	503,20	465,94	584	166,85
18	532,80	495,54	584	166,85
19	562,40	525,14	584	166,85
20	592,00	543,45	761	217,42
21	621,60	573,05	761	217,42
22	651,20	602,65	761	217,42
23	680,80	632,25	761	217,42

Number of hours	Gross salary	Net salary	Contribution base	Social Security contribution
24	710,40	661,85	761	217,42
25	740,00	679,96	941	268,84
26	769,60	709,56	941	268,84
27	799,20	739,16	941	268,84
28	828,80	768,76	941	268,84
29	858,40	798,36	941	268,84
30	888,00	816,80	1116	318,84
31	917,60	846,40	1116	318,84
32	947,20	876,00	1116	318,84
33	976,80	905,60	1116	318,84
34	1006,40	935,20	1116	318,84
35	1036,00	947,88	1381,2	394,61
36	1065,60	977,48	1381,2	394,61
37	1095,20	1007,08	1381,2	394,61
38	1124,80	1036,68	1381,2	394,61
39	1154,40	1066,28	1381,20	394,61
40	1184,00	1095,87	1381,33	394,65

Important: Extra payments are paid in full unless they are prorated. The worker is entitled to receive two extraordinary bonuses per year, which will be paid in full in June and December unless otherwise agreed.

That is, the summer and Christmas bonuses will be a full €1,184 in the case of a full-time position, as no contributions are deducted.

Under current legislation, there is no longer any reference to a half-payment salary or fifteen calendar days; instead, the general rule is that the payment must be a full bonus.

The indication that there was a right to two half payments was included in Royal Decree 1424/1985, which was repealed by the new 2011 regulation (Royal Decree 1620/2011).



TOTAL COST FOR THE EMPLOYER

The cost for the head of the household is the same, whether paid in 12 or 14 installments.

Number of hours	Total cost with large family allowance	Total cost with standard allowance	Total cost without allowance
5	220,89	238,35	265,82
10	414,24	439,20	478,45
15	613,13	647,59	701,78
20	814,63	859,53	930,15
25	1016,62	1072,14	1159,47
30	1217,80	1283,64	1387,21
35	1433,66	1515,15	1643,33
40	1606,35	1687,85	1816,04

The allowances are as follows:

- **For all employers:** A standard allowance, which includes a 20% reduction in the employer's contribution to Social Security for common contingencies, and an 80% allowance on the employer's contribution for unemployment and FOGASA.
- **For large families:** A 45% reduction in the employer's contribution to Social Security for common contingencies, and an 80% allowance on the employer's contribution for unemployment and FOGASA.