

Social and labour news: publication of the Royal Decree-Law 1/2025

February 2025

Royal Decree-Law 1/2025, of 28th January, which approves urgent measures in economic, transport and social security matters and to deal with situations of vulnerability, has been published in the BOE (Official State Gazette), on 29th January 2025.

The Royal Decree came into force on 30th January 2025, although the articles referring to the limit on the quantity of public pensions (Art. 64), the revaluation of pensions (Art. 65) and the updating of the maximum and minimum contribution bases in the Social Security System (Art. 66) will produce economic effects from 1st January 2025.



The main social and labour measures introduced by the Royal Decree-Law are as follows:

1. Public pensions

- Maximum limit of amounts perceived: From 2025, public pensions will be limited to 3,267.60 euros per month or 45,746.40 euros per year.
- Revaluation: Contributory Social Security and Passive Class pensions will increase by 2.8% in 2025.

2. Basis of Quotation

- Updating of bases: The minimum and maximum contribution bases are updated for 2025.
- Intergenerational Equity Mechanism: An additional contribution of 0.80 percentage points is established, distributed as 0.67% for the company and 0.13% for the employee.

3. ERTES and RED Mechanism

- The contribution exemptions will be conditional on maintaining employment for at least 6 months and a maximum of 2 years after the end of the ERTE.

4. Measures Tied to State Aid

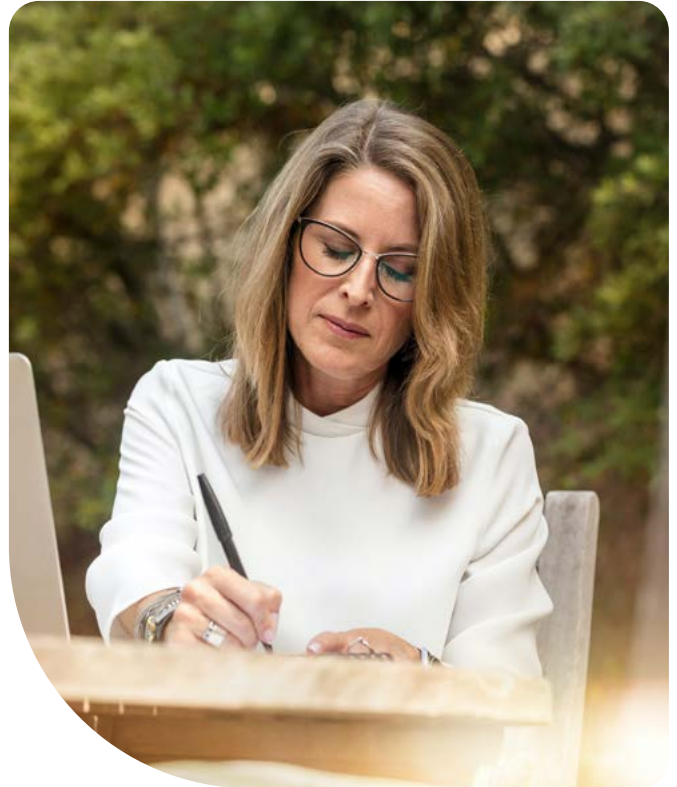
- Prohibition of dismissals due to energy costs: Companies receiving public aid will not be able to invoke the increase in energy costs as an objective

reason for dismissal until 31st December 2025. Failure to comply will result in the reimbursement of aid.

- Companies benefiting from measures to reduce working hours or suspend contracts for reasons related to the invasion of Ukraine may not use these reasons for dismissal.

5. Special Measures for La Palma

- Extension of ERTes: The application of ERTES due to force majeure for work centres in El Paso, Los Llanos de Aridane and Tazacorte is extended until 30th June 2025.
- Deferral of contributions: Companies and self-employed workers may defer Social Security contributions corresponding to December 2024 to May 2025 (companies) and January to June 2025 (self-employed workers).
- Protection for cessation of activity: Protection for the self-employed affected by the volcanic eruption in Cumbre Vieja is extended and regulated.



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