

ADVISORY NO. 16
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MINIMUM WAGE INCREASE IN SPAIN

Pursuant to Real Decreto 126/2026 issued by the Council of Ministers of the Government of Spain, the 2026 Salario Mínimo Interprofesional (SMI) or minimum wage in Spain shall be increased and established as follows:

- €1,221 per month in 14 payments
- €17,094 per year
- €40.70 per day
- €9.55 per hour actually worked (domestic workers)
- €57.82 per legal day in contracts of less than 120 days

The increase in minimum wage is applicable to all workers in Spain, including Overseas Filipino Workers (OFWs), regardless of their profession, sector or region. Higher minimum wage for certain industries or job categories, however, may be set thru sectoral or collective wage agreements.

The new SMI or minimum wage was published in Spain's Boletín Oficial del Estado on 19 February 2026 and shall take effect retroactively from 01 January 2026.

In view of the foregoing, all OFWs in Spain are advised to review and verify the wage clauses in their contract of employment to ensure compliance with the new SMI or minimum wage for 2026.

For the information and guidance of all concerned.


HANS LEO J. CACDAC
Secretary

