

Changes in labor legislation planned for 2025: status of processing

August 2025

The following table summarizes the status of the most relevant legislative projects and other possible legislative initiatives in the labor field, as of 7 August, 2025:

Legislative Projects	
Legislative Project	Status
<p>Reduction of working hours, registration of working hours and digital disconnection</p> <p>The project aims to:</p> <ul style="list-style-type: none">▪ Reduce the duration of the maximum ordinary working day to 37.5 hours per week of effective work on average in annual calculation. The negotiating committees of collective agreements that contemplate longer working hours would have a deadline to approve the necessary adaptations (according to the current project, until December 31, 2025).▪ Establish the obligation for companies to have a digital time register that guarantees objectivity, reliability and accessibility (which includes remote and immediate access, at any time, by the Labor and Social Security Inspectorate).▪ Delve into the content of the right to digital disconnection.	<p>The Council of Ministers approved the text of the project on May 6, 2025, for parliamentary processing.</p> <p>Three parliamentary groups have tabled amendments to the project in its entirety and the vote on the amendments has been postponed to the session that begins in September. Until then, it will not be known whether the text will be able to go ahead.</p> <p>The last date set for the presentation of amendments to the articles ends on September 3, 2025.</p> <p>All the information from the Congress of Deputies on the processing of this project can be found here.</p>
<p>Industry Law and notice in closures</p> <p>In labor matters, the project provides for (i) a reindustrialization plan in cases of significant loss of industrial capacity; and (ii) the obligation to anticipate to the competent authority 9 months in advance the possible closure or reduction of activity that entails a significant reduction in employment.</p>	<p>The Council of Ministers approved the text of the project on December 10, 2024, for parliamentary processing.</p> <p>The last date set for the submission of amendments to the totality ends on September 3, 2025.</p> <p>All the information from the Congress of Deputies on the processing of this project can be found here.</p>

Legislative Projects	
Legislative Project	Status
Sustainable mobility plans <p>The main objective of the project is to encourage the use of sustainable means of transport and reduce carbon emissions.</p> <p>In labor matters, obligations are foreseen such as the preparation of a sustainable mobility plan with the participation of the workers' legal representatives.</p>	<p>The Congress of Deputies approved the text of the project on February 14, 2024 for parliamentary processing.</p> <p>The last procedure completed was the issuance of the opinion by the rapporteur to the Committee on Transport and Sustainable Mobility, whose vote by it was scheduled for June 19, 2025, but was suspended.</p> <p>All the information from the Congress of Deputies on the processing of this project can be found here.</p>

Other Possible Legislative Initiatives	
Legislative Initiative	Status
Interns' Statute <p>The draft law on the statute of people in non-work training in companies, known as the Interns' Statute, provides for regulating issues such as the number of interns that a company can have, limiting the hours of internships or a new figure of the tutor.</p>	<p>On December 11, 2024, the draft of the project was shared for public hearing.</p> <p>At a meeting of July 21, 2025 of the Delegate Committee for Economic Affairs, the possibility of promoting the parliamentary processing of this draft law was discussed.</p>
Severance payments <p>It is not ruled out that a possible regulatory change on severance pay will be addressed to consider the real damage suffered and the individual circumstances of the person who is the subject of an unfair dismissal, in line with the report of the European Committee of Social Rights and the recommendation of the Council of Europe.</p>	<p>The legislative initiative in this regard is not yet planned.</p> <p>For now, the Supreme Court has issued two judgements (on December 19, 2024 and July 16, 2025) concluding that the courts and tribunals cannot increase the compensation for unfair dismissal established in article 56 of the Workers' Statute with other amounts that take into account the specific circumstances of the case, without this entailing a violation of article 10 of Convention No. 158 of the International Labor Organization or article 24 of the European Social Charter, and that article offers legal certainty and uniformity to compensate all workers on equal terms in the event of unfair dismissal.</p>
Reform of the Law on the Prevention of Occupational Risks <p>The reform aims to adapt the current regulation to the new times and promote the integration of prevention in companies.</p>	<p>The Government and the social agents continue in conversations on the project, whose parliamentary processing has not begun.</p>

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