

# YOLANDA DÍAZ PÉREZ.

SECOND VICE-PRESIDENT OF THE GOVERNMENT OF SPAIN  
MINISTER FOR LABOUR AND THE SOCIAL ECONOMY

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## Social dialogue as a beacon for a transforming world

Yolanda Díaz Pérez (Fene, 1971) has a degree in Law and during her legal career she focused on labour law, first collaborating with a number of different firms and later setting up her own firm in Ferrol, which specialized in the protection of workers' rights.

Her institutional career began at Ferrol City Council, where she held the posts of councillor and, later, deputy mayor. In 2012, Díaz was elected to the Parliament of Galicia and, since 2016, she has been an MP, belonging to Spain's Congress of Deputies. In January 2020, she was appointed Minister for Labour and the Social Economy of the Government of Spain and, since July 2021, she has held the post of Second Vice-President of the Government.



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In the above-mentioned roles, Díaz has placed social dialogue at the centre of her government action, achieving over thirty broad-ranging agreements between trade unions, employer organizations and the Government.

The main transformations she has led during her term in office include the labour reform, which reduced the percentage of workers on temporary as opposed to permanent contracts to record lows; the consolidation of the RED mechanism for furloughs and reductions in working hours as a permanent instrument for protecting jobs; the pioneering Rider law for the protection of digital platform workers; and the extension to domestic workers of the same labour rights as other workers, including the right to unemployment benefits. The latter reform has had a major impact on a sector in which most workers are women.

The pursuit of equality between men and women has been a key issue which has guided Díaz's time in office. She has championed regulation for equal pay to close the pay gap, she has extended the obligation to present equality plans to a greater number of companies and she has advocated measures to guarantee equal opportunities, pay transparency and non-discrimination in employment. In addition, Díaz has strived to improve the labour conditions of women in traditionally insecure sectors and to ensure progress towards a better work-life balance and a fairer distribution of household chores between men and women.

In recent years, the Spanish labour market has reached record-breaking employment figures. Over 22.5 million people are registered with the Social Security Office and more than 10.6 million women are in work, the highest number since records began. Employment quality has also grown significantly owing to an increase in permanent contracts and a fall in job insecurity, with especially significant advances for women and young people. Her policies proved that labour reforms can be made in a way that supports decentwork, building the economy and driving positive competitiveness than can benefit all.

Regarding work-life balance and labour rights, Díaz has championed new paid leave, including special leave for family emergencies, the extension of rights linked to care and the adaptation of Spanish regulations to European standards as regards social protection.

Another of the main success stories of Díaz's term in office is the 66% increase in the statutory minimum wage, from 14 payments per year of 736 euros in 2018 to 14 payments per year of 1,221 euros in 2026. This has been especially beneficial for women, young people and workers on lower incomes, and helped to reduce the pay gap.

The ERTE furlough system launched during the pandemic protected 3.6 million workers and over half a million companies, gaining plaudits from all over the world for its effectiveness in protecting jobs.

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The social economy and cooperativism have also received a major boost under her administration. This global engagement led Spain to promote the adoption of the first two UN General Assembly resolutions on the social and solidarity economy (in 2023 and 2024), the first EU Council Recommendation (2023), and the creation of the Ibero-American Network for the Promotion of the Social and Solidarity Economy (RIFESS). Spain currently co-chairs the EU's Luxembourg Committee on the social economy and has championed the new UN Group of Friends in this field.

On the international stage, Díaz has also turned Spain into a flagbearer for quality employment, gender equality and labour rights, and has led initiatives within the European Union, the International Labour Organization, the Organisation for Economic Co-operation and Development, the G20 and Ibero-American forums. Her defence of an economic model based on quality jobs, equality, innovation and a fair digital and ecological transition has established Spain as a leading light in labour policy.