

PAID LEAVE FOLLOWING CHILDBIRTH IN SPAIN IN 2019

DURATION OF PAID LEAVE

Leave periods available	Months
Paid Maternity Leave	16
Paid Paternity Leave	8
Paid Parental Leave	00

ELIGIBILITY

Group	Maternity Leave	Paternity Leave	Parental Leave
Employed	+	+	-
Self-employed	+	+	-
Student	-	-	-
Unemployed	+	+	-
Adoptive parent	+	+	-
Grandparent	-	-	-
Migrant	+	+	-

TAKE-UP RATES

Leave type	%
Maternity Leave (% of all births)	68
Paternity Leave (% of all births)	69
Parental Leave (% of mothers)	00
Parental Leave (% of fathers)	00

RESPONSIBILITIES

Maternity Leave

<is covered by Social Security, provided a number of contributions have been paid depending on age.>

Paternity Leave

<is covered by Social Security, provided 180 days contributions have been paid.>

Parental Leave

<is unpaid.>



History of leave policy and recent changes

A 2 weeks paid maternity leave for working mothers was introduced first in 1923, being extended to 12 in 1929, to 14 in 1980 and to 16 in 1989. In 1929 a 1 day paid leave for fathers was introduced, which was extended to 2 in 1980. A proper paternity leave of 2 paid weeks was first introduced in 2007, being extended to 4 in 2017 and to 5 in 2019. Since April 2019 a reform equalizing maternity and paternity leave and making them non transferable is in force, extending paternity leave to 8 weeks for the rest of 2019, to 12 in 2020 and to 16 in 2021. Unpaid parental leave till the third year of age of the child was introduced in 1970, while the right to reducing working hours took force in 1980. Since 1999 employees can take parental leave or reduced working hours to care for severe adult dependents.

DEFINITIONS

MATERNITY LEAVE

Leave generally available to mothers only. It is usually understood to be a health and welfare measure, intended to protect the health of the mother and newborn child, to be taken just before, during and immediately after childbirth.

PATERNITY LEAVE

Leave generally available to fathers only, usually to be taken soon after the birth of a child, and intended to enable the father to spend time with his partner, new child and older children.

PARENTAL LEAVE

Leave available equally to mothers and fathers, either as a non-transferable individual right, an individual right that can be transferred to the other parent, or a family right that parents can divide between themselves as they choose.

INTRODUCING THE NETWORK ON LEAVE POLICIES AND RESEARCH

The international network on leave policies and research, consists of over 60 members, all of whom are experts on leave issues and who come from 43 countries across the world. Members bring not only expertise to the network, but great commitment and enthusiasm, enabling the group to grow and flourish without any regular source of external funding and to provide a unique forum for exchange, dialogue and collaboration on issues of care, employment and gender.

Detailed Country Notes, Cross-country tables and definitions of leave policies are available at

www.leavenetwork.org/leave-policies-research/

RECENT PUBLICATIONS

MEIL, G., ROMERO-BALSAS, P., ROGERO-GARCÍA, J. (2018), PARENTAL LEAVE IN SPAIN: USE, MOTIVATIONS AND IMPLICATIONS. REVISTA ESPAÑOLA DE SOCIOLOGÍA, 27

MEIL, G., ROMERO-BALSAS, P. AND CASTRILLO-BUSTAMANTE, C. (2019), THE EFFECTIVENESS OF CORPORATE GENDER EQUALITY PLANS IN IMPROVING LEAVE PROVISIONS FOR FATHERS IN SPAIN, IN COMMUNITY, WORK & FAMILY, 22:1, 96-110

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NDA = No data available

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