

OVERVIEW OF FAMILY POLICY IN SPAIN: CHALLENGES AND SOLUTIONS

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**Round Table on Family policies in Spain in a European
perspective**

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- Spanish policies of family leaves
- Spanish policies of family tax reduction
- Spanish trends of job market, caring responsibilities and timetable.
- Evolving to gender co-responsability.

DIA INTERNACIONAL DE LAS FAMILIAS 2019



Tus hij@s son lo primero.
Permiso de paternidad intransferible.

Asociació **Asociación**
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EVOLUTION OF MATERNITY/PATERNITY LEAVES IN SPAIN (I)

MATERNITY LEAVE	
1923	<ul style="list-style-type: none">• 6 weeks• Minimum childbirth allowance
1967	<ul style="list-style-type: none">• 10 weeks• Allowance connected to husband contribution to S.S.
1989	<ul style="list-style-type: none">• 12 weeks• 100% of sick payment
1999	<ul style="list-style-type: none">• 16 weeks• 100% of sick payment• Substitute worker paid by S.S.

EVOLUTION OF MATERNITY/PATERNITY LEAVES IN SPAIN (II)

MATERNITY LEAVE		PATERNITY LEAVE
2007	<ul style="list-style-type: none"> • 16 weeks • 100% of sick payment • Substitute worker paid by S.S. 	<ul style="list-style-type: none"> • 4 weeks • 100% of sick payment
2019	<ul style="list-style-type: none"> • 16 weeks • 100% of sick payment • Substitute worker paid by S.S. • No contributive maternity leave • IRPF tax exemption 	<ul style="list-style-type: none"> • 8 voluntary weeks with magnification up to 16 weeks (2021) • 100% of sick payment • Flexible work arrangements during 12 months after childbirth. • IRPF tax exemption

CHARACTERISTICS OF MATERNITY LEAVE & BREASTFEEDING LEAVE IN SPAIN (I)

- 16 weeks.
- 100% of sick payment.
- Substitute worker paid by S.S.
- 10 weeks are transferable to the father (in 2021 only 4 weeks will be transferable).
- These 10 weeks can be enjoyed simultaneously or successively by both parents.
- Previous quote to S.S. of 180 days in 7 years or 360 days in labour life.
- No contribute maternity leave (42 days) – 532,5 Euros/month (2018).

CHARACTERISTICS OF MATERNITY LEAVE & BREASTFEEDING LEAVE IN SPAIN (II)

- Younger than 21 years old, not need of previous quote to S.S.
- Between 21-26 years old is needed a previous quote to S.S. of 180 days.
- Self employed workers are the same requeriments.
- Breastfeeding leave of an hour a day until 9 months of baby. It can be accumulated in a single period.
- IRPF tax exemption.

CHARACTERISTICS OF PATERNITY LEAVE IN SPAIN

- 8 voluntary weeks from 1 April 2019 with magnification up to 12 weeks (2020) and to 16 weeks (2021).
- 100% of sick payment.
- Flexible work arrangements during 12 months after childbirth.
- Same requirements of previous quotation to S.S. that maternity leave.
- IRP tax exemption.

CHARACTERISTICS OF CARER'S LEAVE IN SPAIN

- Right to **unpaid** leave of absence until three years of the child's life (Both genders).
- Right to **unpaid** reductions in working hours (from 1/8 to 1/2) until twelve years of the child's life (Both genders).
- Right to **unpaid** reduction in working hours (from 1/8 to 1/2) to care for parents, spouses, in-laws, siblings, grandparents and grandchildren.



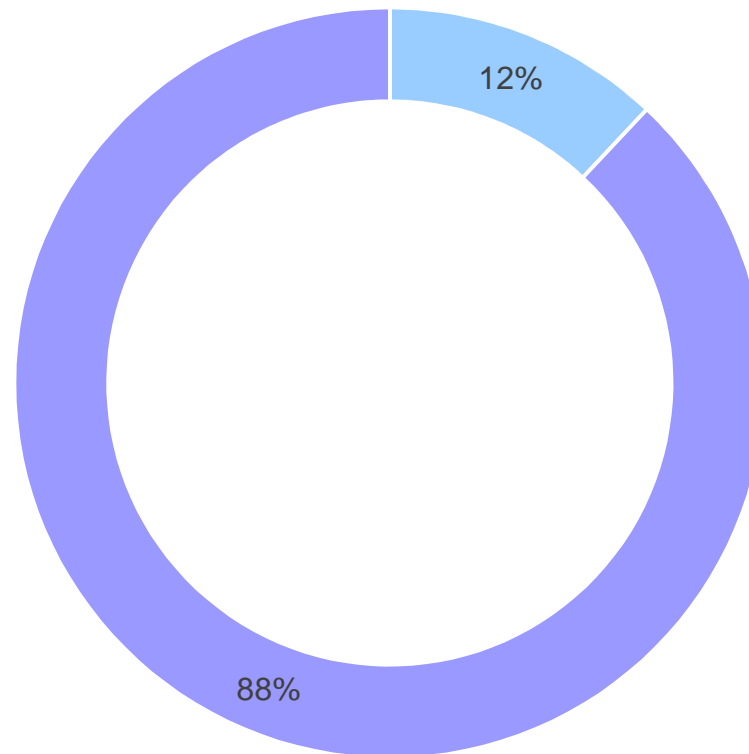
CHARACTERISTICS OF TAX REDUCTION FOR CHILDREN

- 1.200 Euros of tax reduction per year to **the working mother** up to three years of the child's life (Also in part-time contracts from 20 working hours by week and same rights to self-employed women).
- Partial tax reduction for expenses of certain accredited nurseries.
- 2.800 Euros of tax reduction for child under three years age old.
- Children until 25 years without income living with parents: 2.400 Euros of tax reductions per year for first child, 2.700 Euros per year for second child, 4.000 Euros per year for third child and 4.500 Euros per year for fourth and successive children.



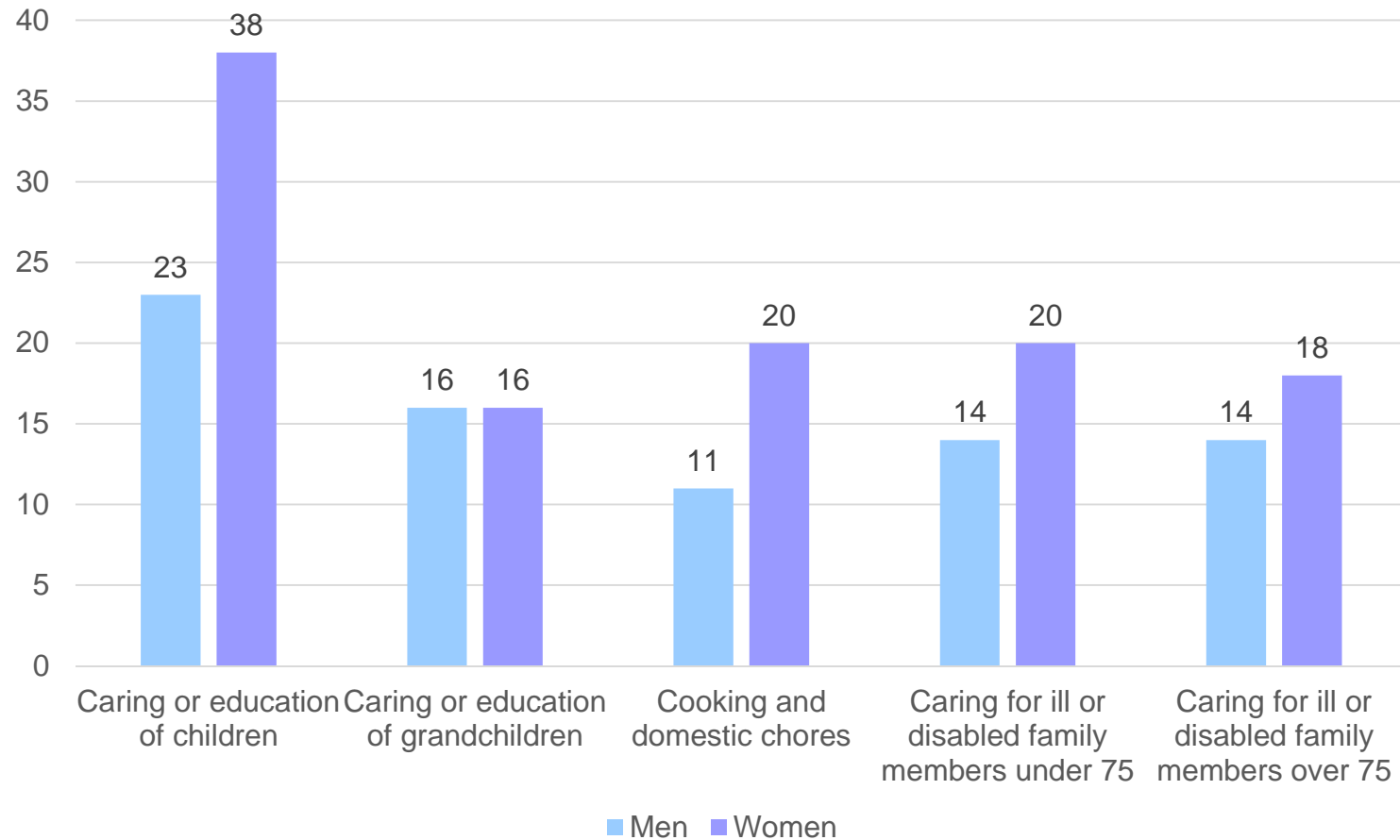
PEOPLE EMPLOYED PART-TIME ACCORDING TO TYPE IN SPAIN (EUROSTAT, 2017)

% of people employed part-time for caring for children and dependent elderly people



■ Women ■ Man ■

WEEKLY HOURS DEDICATED TO CARING ACTIVITIES AND HOUSEWORK IN SPAIN (INE, 2016)



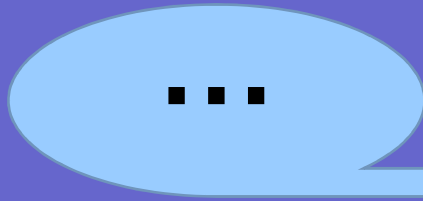
SPECIFICITIES OF THE TIMETABLE IN CATALONIA AND SPAIN

1. Long break for lunch and lengthening of the working day until late in the evening

2. The shops close almost three hours later than the rest of Europe

3. Leisure and entertainment (especially televised) go on until midnight

4. This entails to less hours of sleep and a greater level of stress than in the rest of Europe



77% of the companies continue with fixed timetables and long working days

However ...

Those who work in flexible companies and with smart timetables produce 19% more.

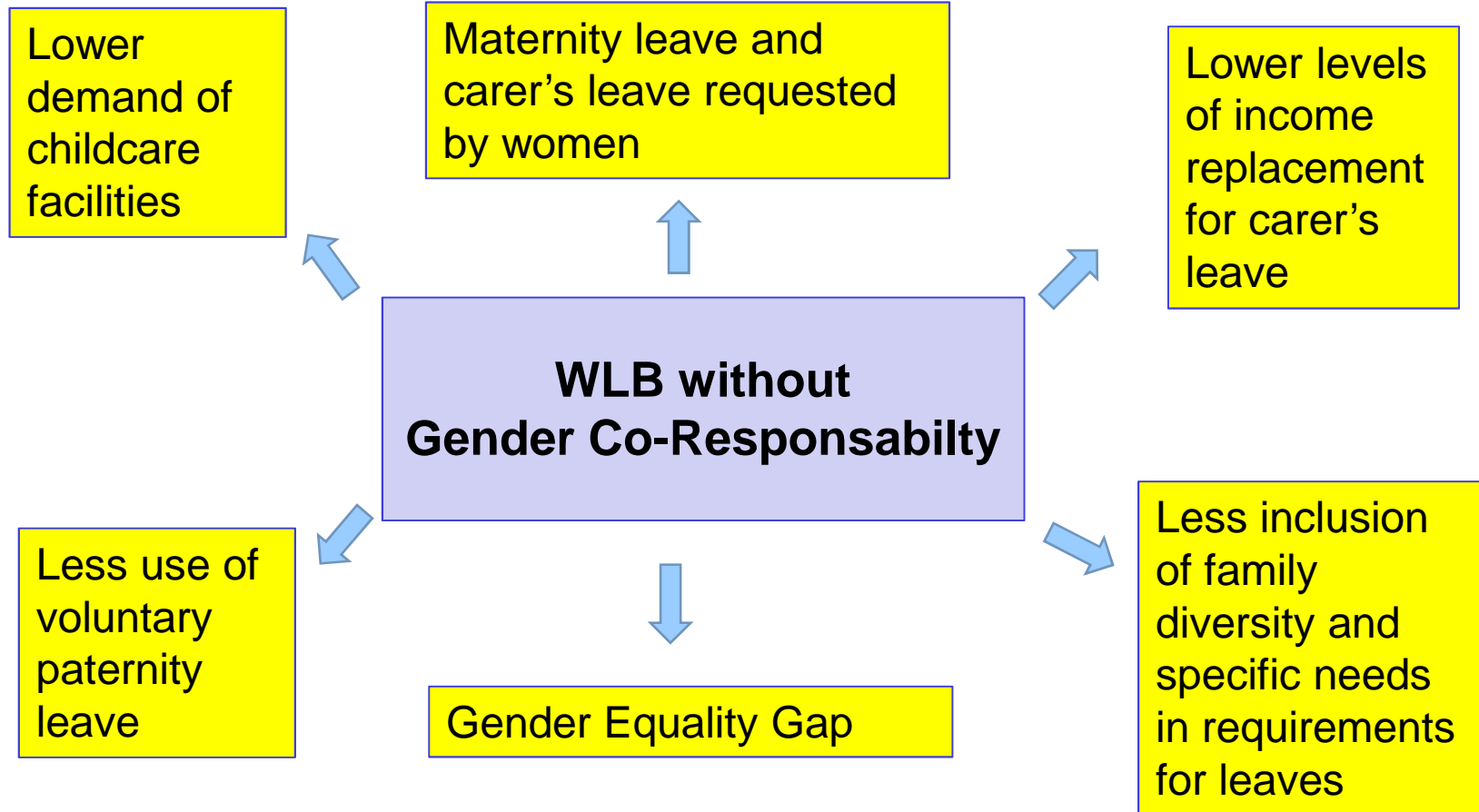
Source: IESE, 2014



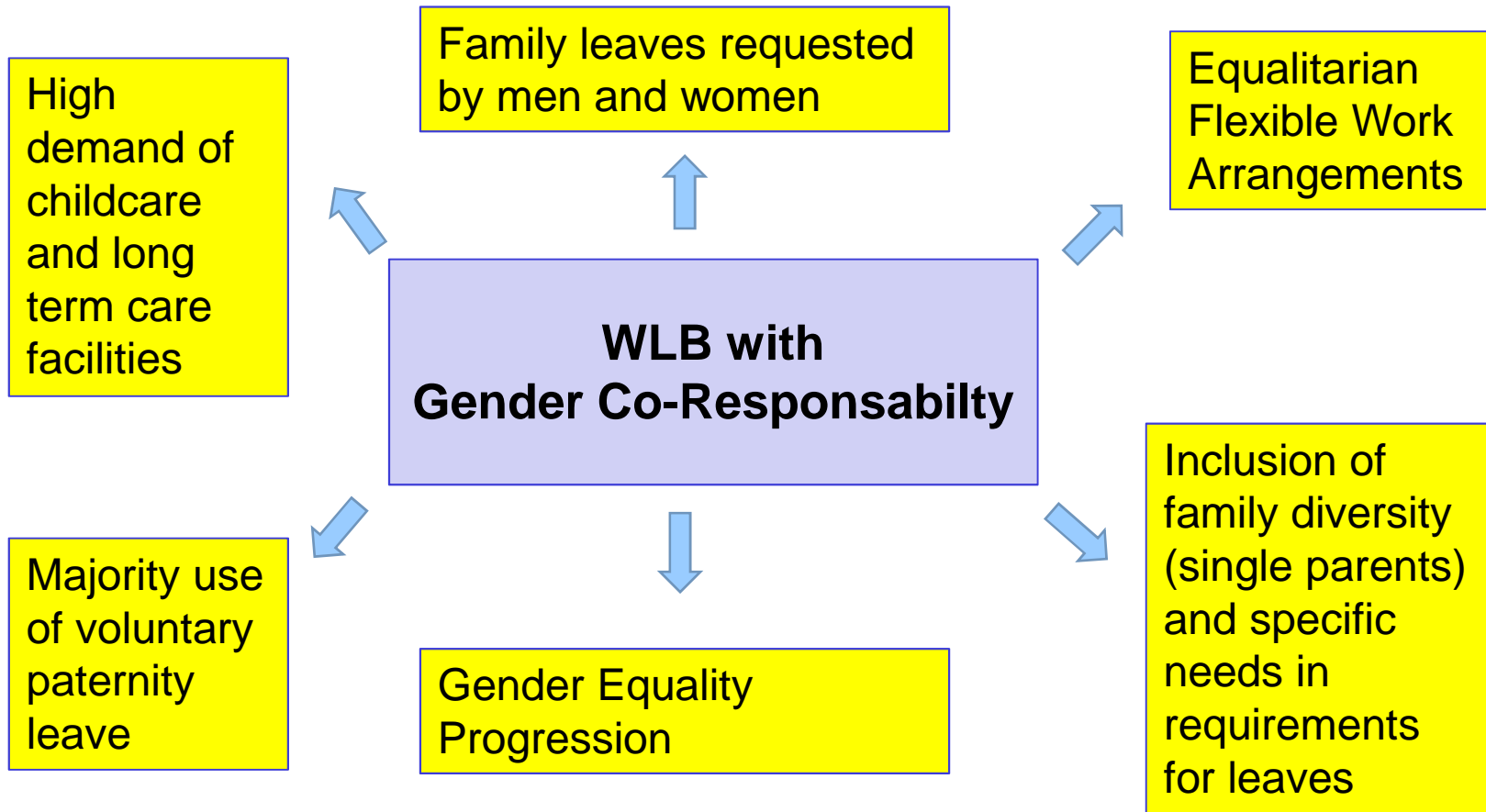
CO-RESPONSIBILITY (I)

- Equal Sharing of Caring and Domestic Responsibilities between Men and Women.
- Co-Responsibility is the Goal and the Engine of Gender Equality Progression.

CO-RESPONSIBILITY (II)



CO-RESPONSIBILITY (III)





EVOLVING TO GENDER CO-RESPONSIBILITY (I)

Low fecundity in Spain (8,4 births/1000 inhabitants and 1,21 children by woman, 2017) is deeply connected with:

- Low gender co-responsibility,
- Difficulties in accessing a home,
- Gender wage gap,
- Accelerated change in the mental framework of Spanish women in favour of gender equality.

EVOLVING TO GENDER CO-RESPONSIBILITY (II)

- In our times of cultural, social and economic change downward gender equality is not sustainable. We can only advance by expanding rights and opportunities.
- Institutional incentives to unequal gender behaviour work in partnership with the gender roles learned. Therefore, family public policies must reverse the specific and transversal circumstances than reinforce gender inequality.

EVOLVING TO GENDER CO-RESPONSIBILITY (III)

A – IMMEDIATE AND EASILY APPLICABLE PROPOSALS:

a.1. Extend fiscal aid to working mothers up to four years of age of the child.

a.2. Extend non-contribution maternity allowance at least 60 days after childbirth.

a.3. Monitor and incentivize companies to the working fathers ask for voluntary paternity leave (proactive action).

EVOLVING TO GENDER CO-RESPONSIBILITY (IV)

- Develop and apply de WLB tool in private companies, public administration, NGO's, and European and national levels.
- In Spain, achieve the threshold of critical mass that separates success from failure (25% of citizens of both genders committed) with respect to timetable reform and reduction of the wage gap.



THANKS A LOT!!

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