

Who is eligible for parental leave in Spain?

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Parental leave is granted to parents, usually after maternity and paternity leave, allowing mothers and fathers to take care of their young children without losing their jobs. Such a policy exists in all EU Member States and in Spain it is called Excedencia por cuidado de hijos. The policy design and eligibility rules vary across the EU and not all women and men in the EU are eligible for parental leave.

Parental leave in Spain is:

- € Unpaid
- Unlimited
- Linked to an individual right and cannot be transferred between parents

10 % of women and 17 % of men in employment are not eligible for parental leave.

This factsheet is based on an eligibility study of how many women and men aged 20-49 would be eligible for parental leave if they had a child in 2017 and the reasons behind their non-eligibility (1).

Who is eligible for parental leave in Spain?

- ✓ Employees
- ✗ Self-employed
- ✓ Same-sex parents
- ✓ Non-citizens (2)

In the EU-28 (3):

- 15 countries restrict access to employees with short working duration before birth (not Spain)
- The self-employed are not eligible in 10 countries (including Spain)
- 17 countries do not allow access for same-sex parents (not Spain)
- 15 limit access to refugees or asylum seekers (not Spain)

In Spain, self-employment is the only employment-related reason for non-eligibility for parental leave.

Gender	Employment Status	Eligible for parental leave	Not eligible for parental leave
Women	all employment	89%	11%
	Self-employed	0%	100%
Men	all employment	83%	17%
	Self-employed	0%	100%

(1) Reasons for exclusion include refugees and asylum seekers when they apply for asylum in the afternoon, to combat measures of eligibility.
 (2) Women share categories Mediterranean and non-EU/EEA citizens, the country variable, refugees and asylum seekers.
 (3) The data was collected before the 2016-17 survey cycle.

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Read more

[Factsheet: Who is eligible for parental leave in the EU-28?](#)



[Factsheets: Eligibility for parental leave in EU Member States](#)



Downloads



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