

Who is eligible for parental leave in Spain?

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



36 months



Leave is 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**

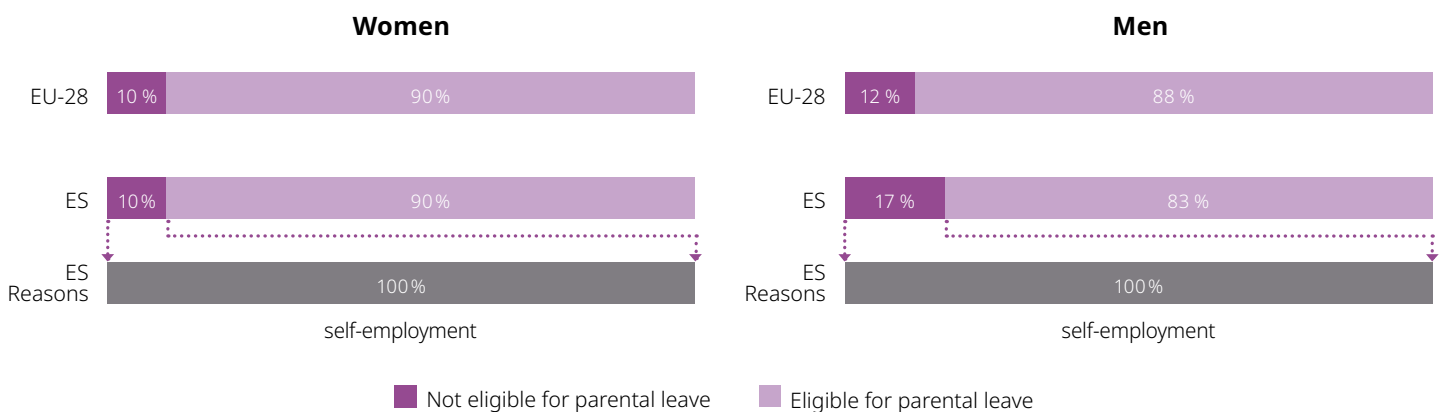
✓ **Same-sex parents**

✓ **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)
- **11** countries do not allow access for same-sex parents (not Spain)
- **19** 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.

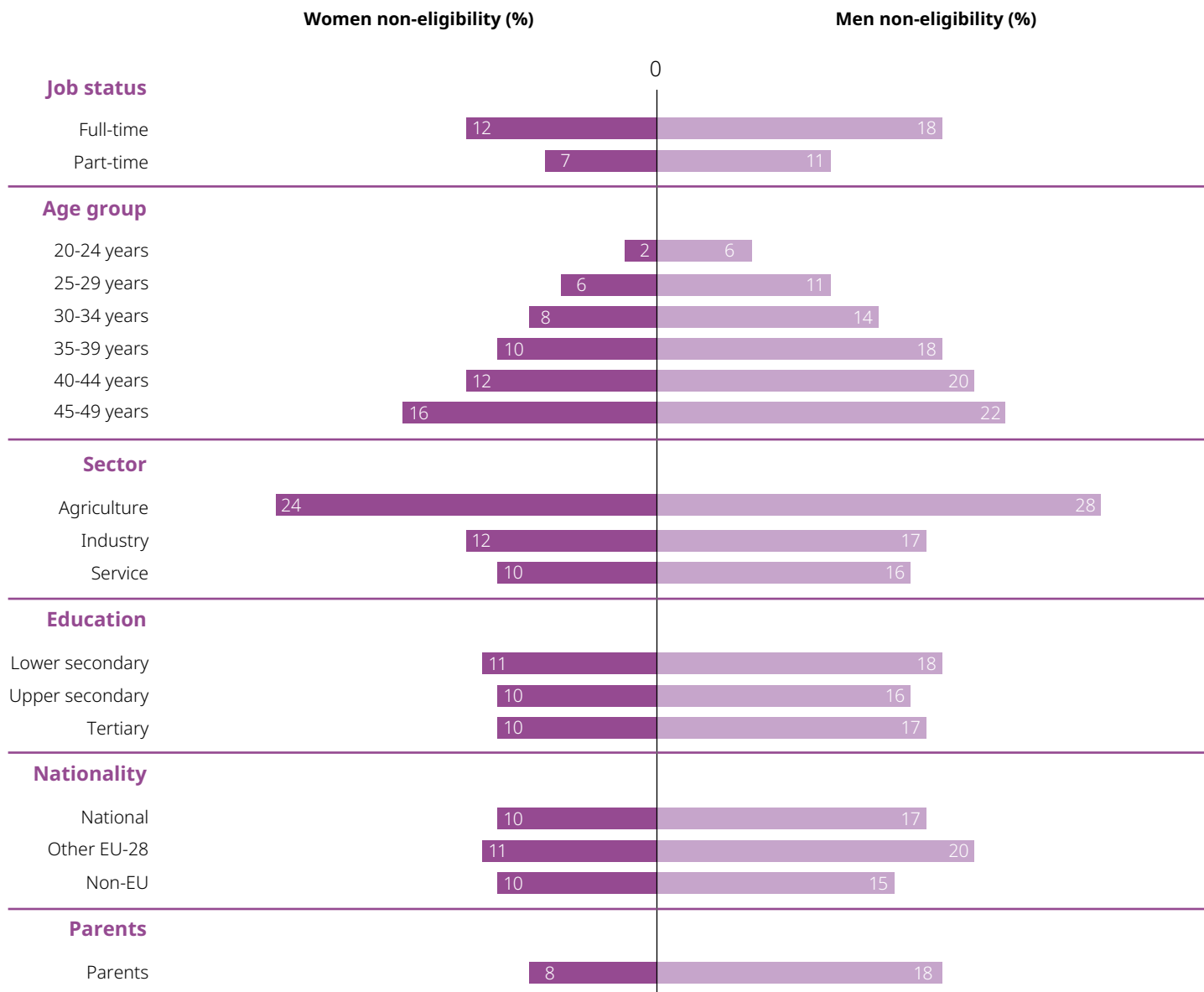


⁽¹⁾ Restrictions for same-sex couples, refugees and asylum seekers where they apply are not included in the simulations, so underestimates non-eligibility.

⁽²⁾ The non-citizens category is multidimensional and cover other EU-28 citizens, 3rd country nationals, refugees and asylum seekers.

⁽³⁾ The data was collected before the UK left the European Union.

Who are the self-employed and therefore not eligible for parental leave in Spain?



In Spain, **8 %** of mothers and **18 %** of fathers with a co-resident child aged less than 3 years are not eligible for leave, a gender gap of 10 percentage points. The gender gap for parents with young children is slightly larger than the national average (7 percentage points).

Source: Eurostat – EU LFS, EU-SILC, 2017. EIGE's calculations based on annual reviews on leave policies by the International Network on Leave Policies and Research.

Note: EU-28, weighted average (population age 20-49, EU LFS 2017, (lfsa_pganws)).

European Institute for Gender Equality

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Contact details

<http://eige.europa.eu/> 
facebook.com/eige.europa.eu 
twitter.com/eurogender 
linkedin.com/company/eige/ 
youtube.com/user/eurogender 
eige.sec@eige.europa.eu 
 +370 52157444 
<https://eurogender.eige.europa.eu/> 



European Institute for Gender Equality
 Gedimino pr. 16
 LT-01103 Vilnius
 LITHUANIA



Publications Office
 of the European Union