

# Men and gender equality in care

## The unified leave for birth and child care legislation in Spain

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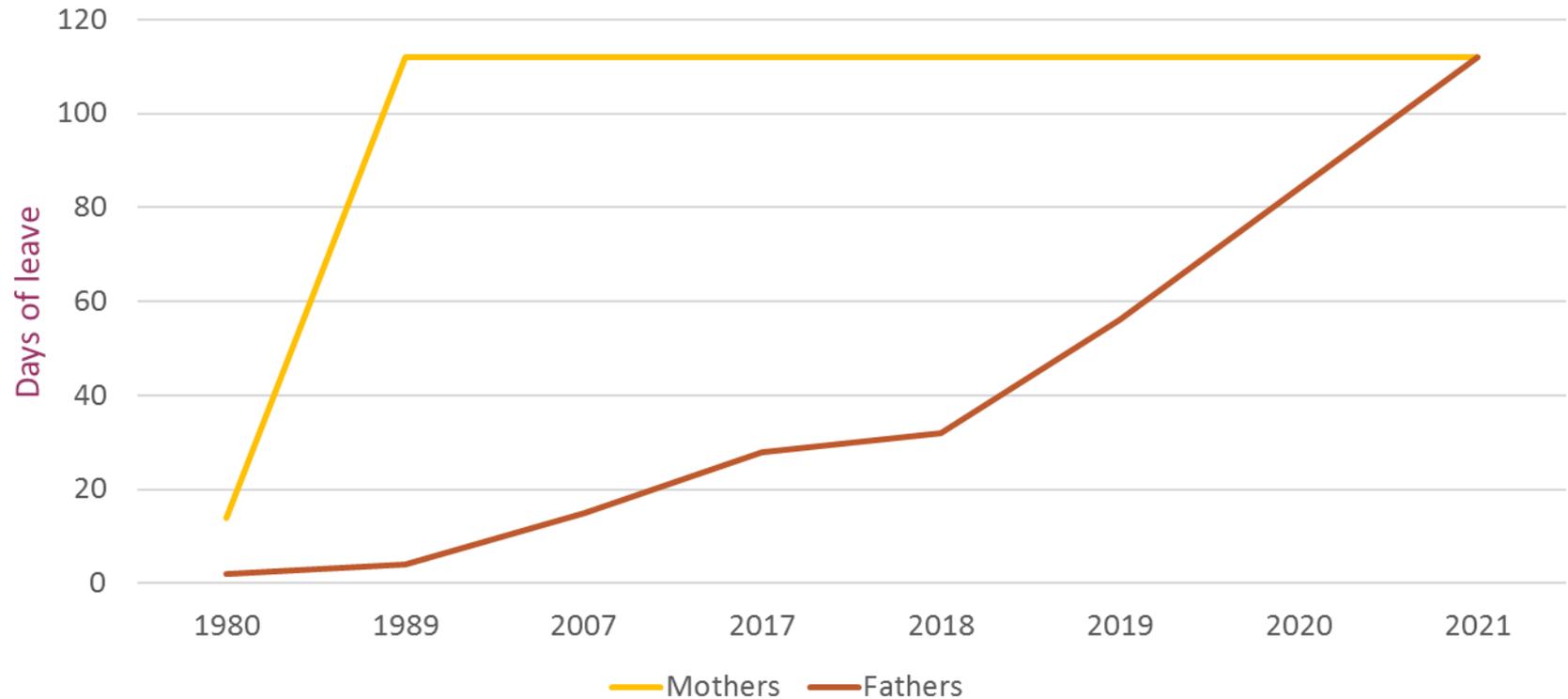


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# Evolution of maternity & paternity leaves

Evolution of maternity & paternity leaves in Spain (days of leave)



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Royal Decree-Law 6/2019, of 1 March, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation.

**Aims to equalise maternity & paternity leaves in a progressive manner** (in cases of biological birth, adoption and fostering)

- From 2021 both parents enjoy **equal, non-transferable and 100% paid leaves**:
  - **16 weeks** (6 compulsory weeks for both parents after birth of the child) + 10 weeks to be distributed by each parent up to 12 months from the birth, adoption or fostering of the child.
  - + **Breastfeeding leave for both parents**



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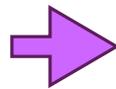


# What's behind the unified leave for birth and child care?

The impact of the unequal maternity and paternity leaves and the “transferability” of maternity rights



**UNEQUAL  
DISTRIBUTION OF  
DOMESTIC AND CARE  
WORK**



**MATERNITY  
PENALTY**



**GENDER PAY  
& PENSION GAP;  
PART TIME; LESS  
EMPLOYABILITY, ETC.**

**EQUAL SHARING OF CARE WORK IS KEY TO ACHIEVE  
EFFECTIVE GENDER EQUALITY**



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# Preliminary effects of new legislation

Social Security has processed more leaves for birth and child care for second parents (usually the father)

## Factors for success of this leave?

**Flexible**

**Non-transferable**

**100% paid**

The importance and effectiveness of this measure relies not only in increasing and equalising paternity leave, but also in changing gender roles, attitudes and social norms.



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# Challenges ahead

- Impact assessment with sex desegregated data
- More flexibility for parents to archive better work-life balance
- Complementary measures

**Complementary measures to achieve better work-life balance and real equal sharing of care responsibilities are needed!**



# Complementary policies

- ❑ To provide dignity and professionalize care work
- ❑ Institutional responsibility: Guarantee quality and accessible child care and primary education from 0-6
- ❑ Gender equality education and accompanying cultural changes
- ❑ The role of companies
  - Gender Equality Plans
  - Jobs assessment, equal pay (pay transparency & pay audits)
- ❑ Specific public related policies (Co-responsibility plan, Advisory Board on care, etc.)



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