

Educació Privada

WORK-LIFE BALANCE MEASURES

Spanish legislation, through the Workers' Statute, has established a framework of measures to facilitate the reconciliation of work, family and personal life.

Among the most prominent measures are:

- ✓ **Care for family members or cohabitants:** Paid leave of 5 working days for accident, serious illness, hospitalization or surgical intervention without hospitalization that requires home rest.

- ✓ **Absences due to force majeure:** Paid hours equivalent to 4 days per year for urgent family reasons, related to relatives or cohabitants; in the event of illness or accident that makes your immediate presence essential.

- ✓ **Birth and care of the child:**
 - **Two-parent families:** 17 non-transferable weeks for each parent to enjoy until the baby is 12 months old. An additional 2 weeks are added that can be enjoyed until the child is 8 years old.
 - **Single-parent families:** 28 weeks to enjoy until the baby is 12 months old. An additional 4 weeks are added that can be enjoyed until the child is 8 years old.

- ✓ **Parental leave:** Right to unpaid leave of up to 8 weeks. They can be continuous or discontinuous and full or part-time, to care for a child or foster child until they are 8 years old.

You can ask your area representative about the rest of the conciliation measures.

