

SESSION 4. GENDER EQUALITY

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SPAIN



GOBIERNO
DE ESPAÑA

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GENDER EQUALITY: A KEY POLICY FOR SPAIN

- Gender equality is a top political priority in Spain.
- Spain is the country with the largest proportion of Ministries headed by women (11/17).
- In the Spanish Parliament, 47% of MPs are women (highest proportion in EU).
- 8th March demonstrations marking International Women's Day have been massive in recent years (*"If we stop, the world stops"*).

GENDER EQUALITY: FUTURE OF WORK

- Gender equality must be a **fundamental pillar** in the future of work.
- Without gender equality, there can be no **fair and inclusive future of work**.
- **No society or country can advance** in the 21st century **leaving women behind**.
- In this context, **tackling gender gaps and improving work-life balance** is essential.

GENDER EQUALITY: CLOSING THE GENDER PAY GAP

- **Wage transparency measures:** Companies with more than 50 workers must keep a register of their salary tables.
 - Workers may access this register through their trade union representative or their staff delegate.
- **Minimum wage:** The minimum wage has been raised to 900 €/month in 2019 (22% increase).
 - This measure mainly benefits female workers, as women constitute 50.7% of full-time and 64.5% of part-time workers benefiting from this increase.



GENDER EQUALITY: CLOSING THE PENSIONS GAP

- Minimum pensions and survivors' pensions have been raised.
- Women are the main beneficiaries of these kinds of pensions.

GENDER EQUALITY: IMPROVING WORK-LIFE BALANCE

- Inclusive language: From “maternity and paternity leave” to “birth and care leave”.
- Alignment of birth and care leave for both parents:
 - Progressive extension, over 3 years, of paternity leave from 5 weeks to 16 weeks:
 - 2019: 8 weeks
 - 2020: 12 weeks
 - 2021: 16 weeks



THANK YOU FOR YOUR ATTENTION!



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