



Methodology: telephone

Flash Eurobarometer 470

Work-life balance

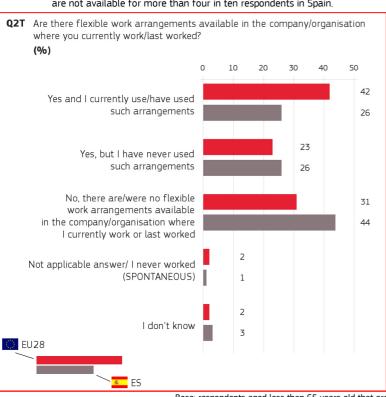
SPAIN

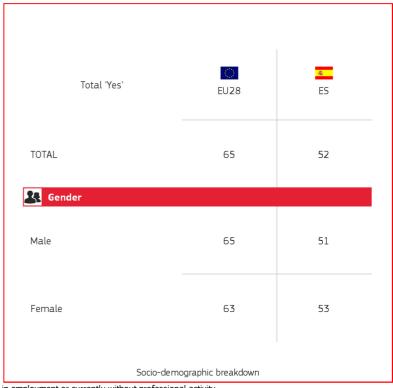
June - July 2018

1. FLEXIBLE WORK ARRANGEMENTS

Flexibility for work-life balance: flexible work arrangements are not available for more than four in ten respondents in Spain.

Men lagging behind: in Spain, men tend to agree less that there are flexible work arrangements in their company/organisation.





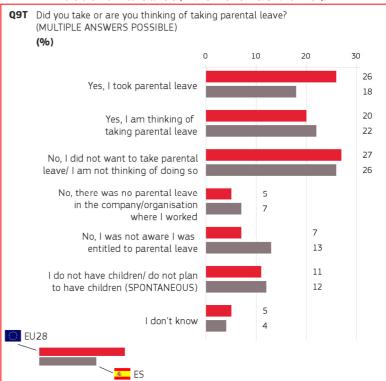
Base: respondents aged less than 65 years old that are in employment or currently without professional activity

2. FAMILY LEAVES

Room for improvement: only half of fathers in Spain took/are thinking of taking paternity leave.

Did you take or are you thinking of taking paternity leave? (MULTIPLE ANSWERS POSSIBLE) (%) 10 20 30 20 Yes, I took paternity leave already 30 23 Yes, I think/thought of 23 taking paternity leave No, I did not want to take paternity leave, 26 or I am not thinking/did not think 17 of doing so No, there is/was no paternity leave 11 in the company/organisation where 12 I currently work/last worked No, I was not aware I was entitled to paternity leave 13 I do not have children/ do not plan to have children (SPONTANEOUS) I don't know 📜 EU28

Mind the gap: four in ten respondents in Spain took/are thinking of taking parental leave. However, women are the main leave takers (42% of women vs. 34% of men).







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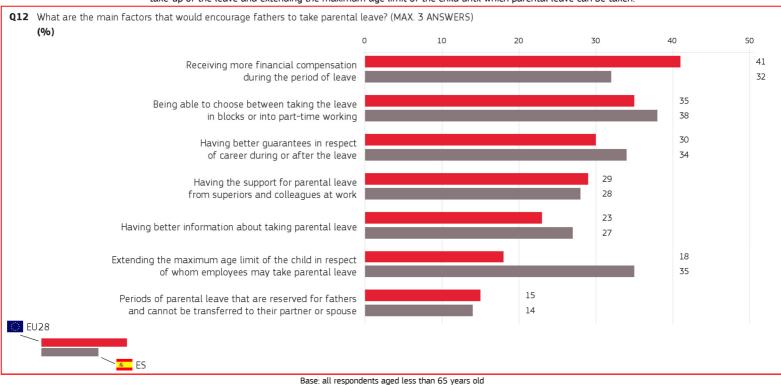
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2. FAMILY LEAVES

Supporting fatherhood: two of the main factors that would encourage fathers to take parental leave are a flexible take-up of the leave and extending the maximum age limit of the child until which parental leave can be taken.

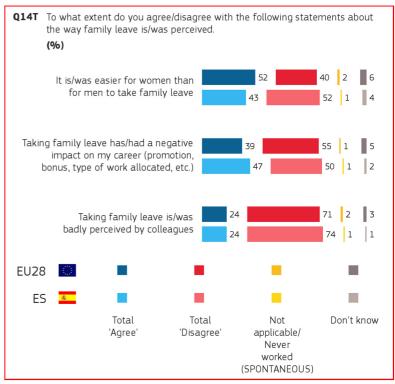


3. PERCEPTION OF FLEXIBLE WORK ARRANGEMENTS AND FAMILY LEAVES

Modernisation of the workplace: 41% agree that making use of flexible work arrangements has a negative impact on their career, and 28% believe this is badly perceived by their colleagues.

Q5T To what extent do you agree/disagree with the following statements about the way these arrangements are/were perceived. It is/was easier for women than for men to make use of such flexible work arrangements Making use of such flexible work arrangements has/had a negative impact on my career (promotion, bonus, type of work allocated, etc.) Making use of such flexible 3 0 work arrangements is/was badly perceived by colleagues 0 EU28 ES Total Total Not Don't know 'Agree 'Disagree applicable/ Never worked

Perceived barriers for fathers: 43% hold that it is/was easier for women than for men to take family leave.



Base: respondents aged less than 65 years old that are in employment or currently without professional activity and have/had flexible work arrangements in their company or organisation

(SPONTANEOUS)

Base: respondents aged less than 65 years old that are in employment or currently without professional activity