

26.582 interviews
26 / 06 > 05 / 07 / 2018

1.004 interviews
26 / 06 > 30 / 06 / 2018

Methodology: telephone

SPAIN

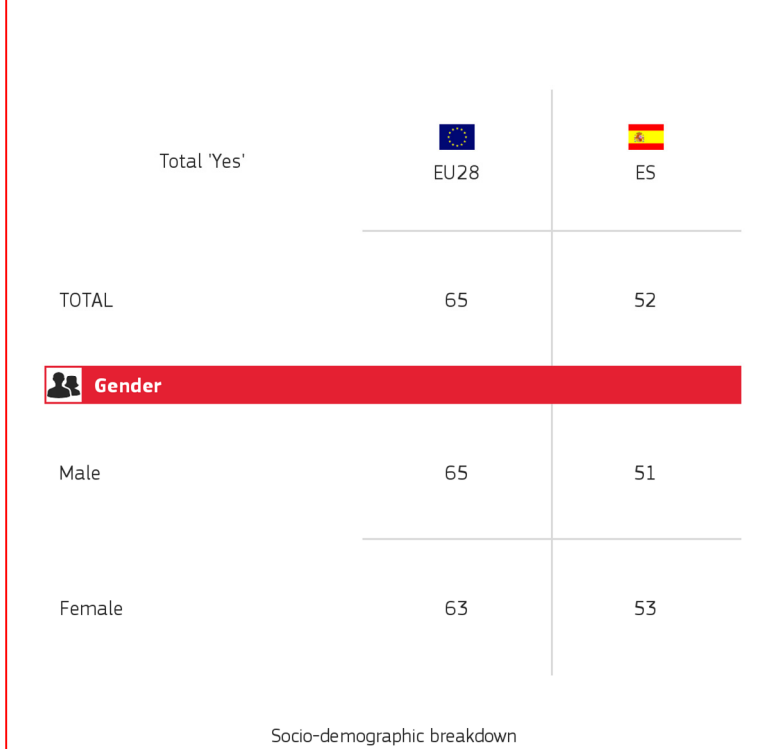
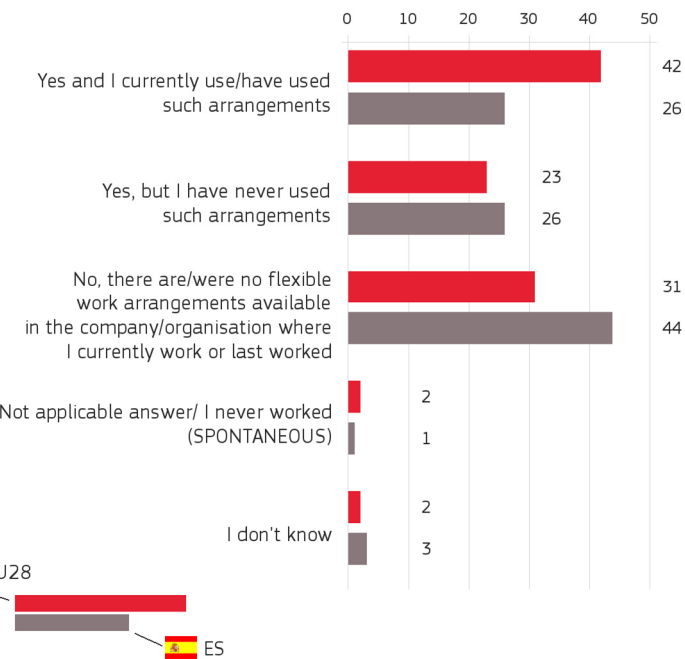
1. FLEXIBLE WORK ARRANGEMENTS

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.

Q2T Are there flexible work arrangements available in the company/organisation where you currently work/last worked?

(%)



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

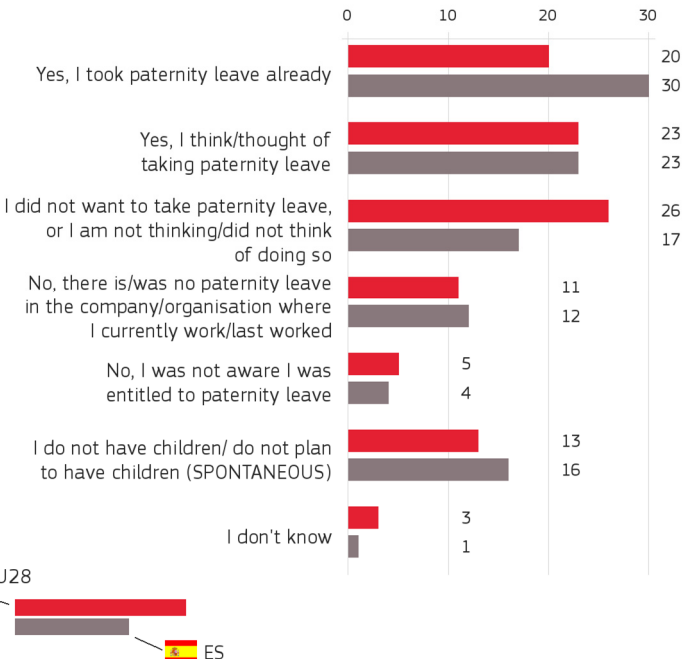
2. FAMILY LEAVES

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

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).

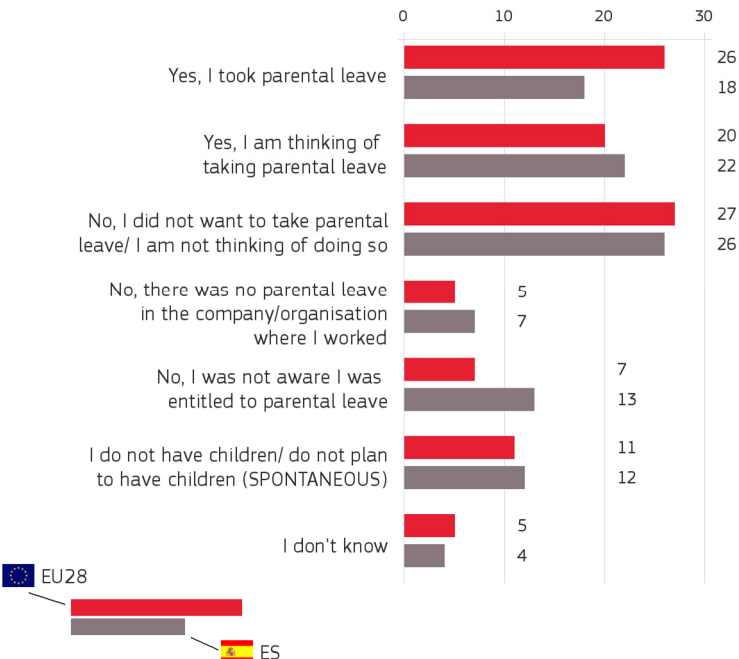
Q8T Did you take or are you thinking of taking paternity leave? (MULTIPLE ANSWERS POSSIBLE)

(%)



Q9T Did you take or are you thinking of taking parental leave? (MULTIPLE ANSWERS POSSIBLE)

(%)



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

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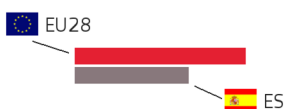
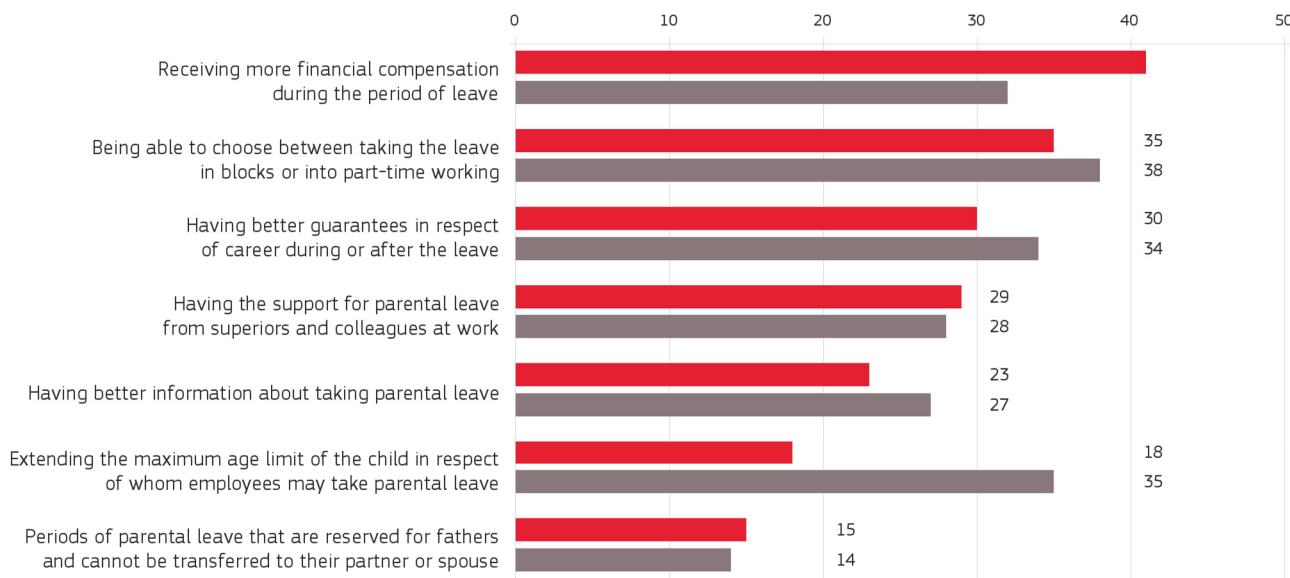
SPAIN

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.

Q12 What are the main factors that would encourage fathers to take parental leave? (MAX. 3 ANSWERS)

(%)



Base: all respondents aged less than 65 years old

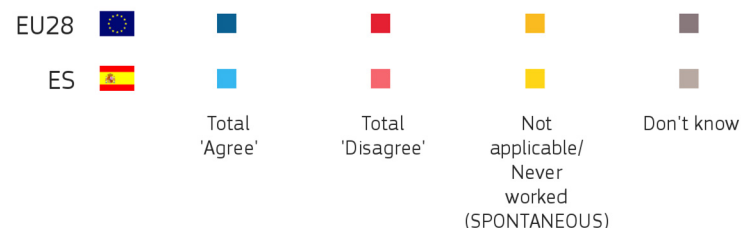
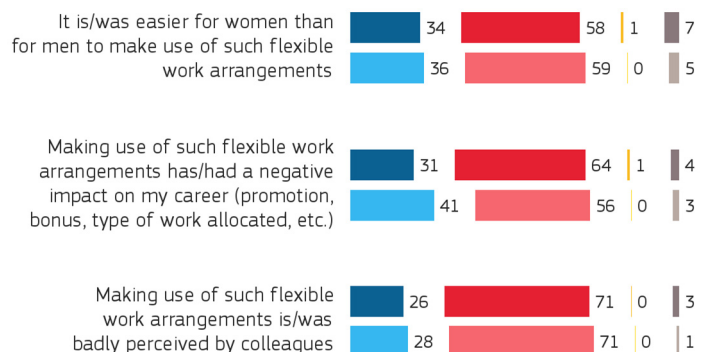
3. PERCEPTION OF FLEXIBLE WORK ARRANGEMENTS AND FAMILY LEAVES

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.

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

Q5T To what extent do you agree/disagree with the following statements about the way these arrangements are/were perceived.

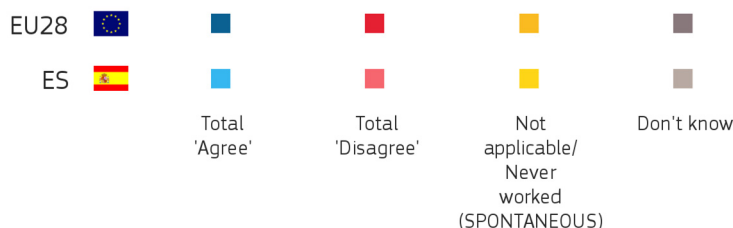
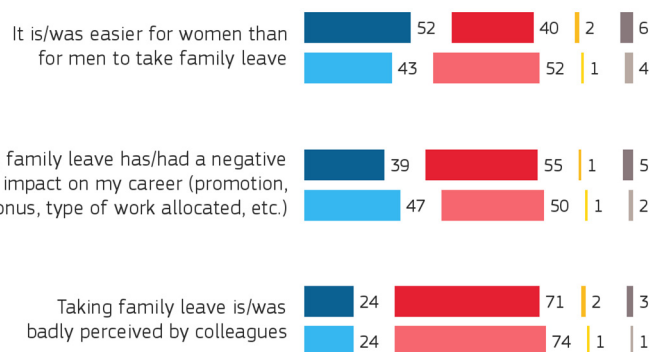
(%)



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

Q14T To what extent do you agree/disagree with the following statements about the way family leave is/was perceived.

(%)



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