

PARENTAL LEAVE

On 30 June 2023, the new parental leave, included in Article 48 bis of the Workers' Statute, came into force, which allows all employees who have children under 8 years of age to request a leave of absence for the care of their children for up to eight weeks a year.

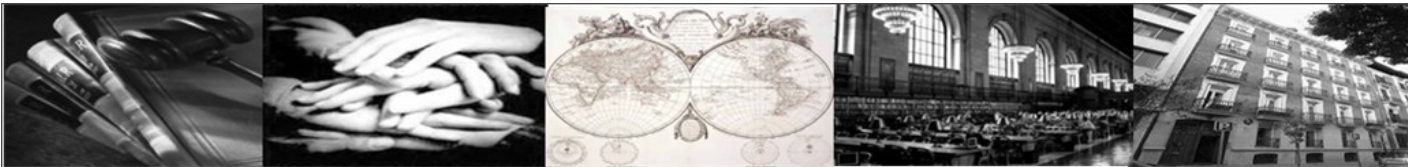
This leave applies equally to all workers, men and women, irrespective of their type of employment contract (open-ended, fixed-term, part-time or temporary), and may be taken in full weeks, continuous or discontinuous, until the child reaches the age of 8 years.

Employees who wish to request parental leave must specify the start and end date of the leave or, if applicable, the periods of leave, provided that the needs of the company allow it. If both parents are employees of the same company, as well as in other cases defined by collective bargaining agreements in which taking parental leave during the requested period seriously disrupts the proper functioning of the company, the company may postpone the granting of parental leave for a reasonable period, justifying it in writing and after having offered an equally flexible alternative period of leave.

The Workers' Statute protects this leave, and the employee may not be dismissed while he/she is enjoying it.

After taking parental leave, employees must have the right to return to the same job. If that is not possible, the employer must provide them with an equivalent or similar job that is consistent with their employment contract or employment relationship.

In addition, this leave is compatible with other leave that the employee may take, and although it is currently unpaid leave, European Directive 2019/1158 states that, as of August 2, 2024, parental leave will become paid leave, but it will be necessary to wait for the reform to be carried out.



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