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Factsheet for case **ES-2020-12/504**

## Right to flexible working time and reduction of working hours for workers with care responsibilities

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|              |  |
|--------------|--|
| Country      | Spain, applies nationwide  |
| Time period  | Open ended, started on 17 March 2020   |
| Type         | Legislation or other statutory regulation  |
| Category     | Change of work arrangements to ensure business continuity<br>– Support for parents and carers (financial or in kind) |
| Case created | 12 April 2020 (updated 28 April 2020)  |

### Background information

This measure allows workers to adapt or reduce their workday to care for their dependents, with a 100% reduction in the workday being possible. The objective is to facilitate those persons with care responsibilities, including disabled, elderly or child, to adapt their working time and eventually reduce it in order to be able to guarantee the care tasks. This policy was included in Royal Decree 8/2020 of 17th March. Those employees eligible will contact their company that will apply the regulations contained in the Labour Code in relation to reduction of working time

### Content of measure

Employees who demonstrate care duties with respect to the spouse or domestic partner, as well as with respect to relatives by blood relationship up to the second degree of the worker, will have the right to access the adaptation of their working day and / or the reduction thereof in the terms provided for in this law, when there are exceptional circumstances related to the actions necessary to avoid community transmission of COVID-19. Such exceptional circumstances occur when the presence of the worker is necessary for the care of any of the people indicated before who, due to reasons of age, illness or disability, needs personal and direct care as a direct consequence of the COVID-19. Likewise, exceptional circumstances will be considered to exist when there are decisions taken by the governmental authorities related to COVID-19 that

imply the closure of educational centers or of any other nature that dispense care or attention to the person in need of them. Exceptional circumstances that require the presence of the employee will also be considered to be present, when the person who until now had been in charge of the direct care or assistance of the working person's spouse or family member up to the second degree could not continue to do so for related justified causes. with COVID-19.

## Use of measure

There is no estimation as to the number of employees benefiting from this measure

## Actors, target groups and funding

| Actors                                     | Target groups        | Funding                     |
|--|----------------------|-----------------------------|
| National government<br>Company / Companies | Employees<br>Parents | No special funding required |

## Social partners

|                         |                |
|-------------------------|----------------|
| Role of social partners | Informed       |
| Form of involvement     | No involvement |

Social partners were informed, but not involved in designing this policy

## Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

## Sources

- 18 March 2020: Royal Decree-Law 8/2020, of March 17, on extraordinary and urgent measures to face the economic and social impact of COVID-19. ([www.boe.es](http://www.boe.es))