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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 – Support for parents and carers (financial or in kind)
Case created	12 April 2020 (updated 01 May 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 Company / Companies	Employees 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)