

Spain's Equal Non-Transferable Paternity Leave Reform (2017–2021)

Gender Equality · Good practice · Spain

Quality score: 96/100

Evidence strength: Observational / pre–post

Summary

Spain extended fully paid paternity leave from 2 to 16 weeks — equal and non-transferable — in phases from 2017 to 2021; father uptake rose ~20 percentage points; 75% now take leave simultaneously at birth, making Spain the EU model for gender-equal parental leave.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-21

[Ministerio de Igualdad / Gobierno de España](#) — accessed 2026-06-21

[Real Decreto-ley 6/2019 – BOE oficial](#) — accessed 2026-06-21

[LSE Business Review – Spain a model of success \(2025\)](#) — accessed 2026-06-21

[N-IUSSP – Spain pioneer in gender-equal parental leave](#) — accessed 2026-06-21

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