

Spain's Statutory Paid Menstrual Leave (2023) — Europe's First Law, Modest First-Year Uptake

Gender Equality · Good practice · Spain

Quality score: 41/100

Evidence strength: Moderate

Summary

In 2023 Spain became the first European country to grant statutory paid leave for disabling period pain — up to 3 days (5 for chronic cases), covered at 75% of salary by social security. Government data show only 1,559 leaves taken in the first 11 months across a 21-million workf

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	0/1
Gender-mainstreaming embedding	1/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-07-11

[Ministerio de Igualdad / Ministerio de Inclusión, Seguridad Social y Migraciones \(Spanish Government\)](#) — accessed 2026-07-11

[Euronews: Spain passes Europe's first menstrual leave law](#) — accessed 2026-07-11

[People Management: A year on from Spain's menstrual leave law](#) — accessed 2026-07-11

[American Bar Association: Could Spain's new menstrual leave inspire other countries?](#) — accessed 2026-07-11

Cite this — Evidoria. *Spain's Statutory Paid Menstrual Leave (2023) — Europe's First Law, Modest First-Year Uptake*. Persistent ID: 118d87ff-2fa3-4de9-93f6-8dc3da0e5245.