

Spain

Women, Business and the Law 2024 (WBL2024) presents an index covering 190 economies and structured around the life cycle of a working woman. In total, 35 questions are scored across eight indicators. Overall scores are then calculated by taking the average of each indicator, with 100 representing the highest possible score. Data refer to the laws and regulations that are applicable to the main business city (Madrid). Different rules may apply in other jurisdictions so local legislation should be reviewed. Based on this approach, **Spain scores 100.0 out of 100.0**. The overall score for Spain is higher than the regional average observed across OECD high-income economies (95.4). Within the OECD high-income region, there are 14 economies that score 100 out of 100.

Spain - Scores for Women, Business and the Law 2024



Relative Strengths

When it comes to constraints on freedom of movement, laws affecting women's decisions to work, laws affecting women's pay, constraints related to marriage, laws affecting women's work after having children, constraints on women starting and running a business, gender differences in property and inheritance, and laws affecting the size of a woman's pension, Spain gets a perfect score.

Areas for Improvement

Spain attains a perfect score on all of the WBL2024 indicators.

Recent Reforms

No reforms were observed during the past year (October 2nd, 2022 – October 1st, 2023).



Further data details for Spain are available at:
<https://wbl.worldbank.org/en/data/exploreconomies/spain/2024>



	QUESTION	ANSWER	LEGAL BASIS
Mobility	Can a woman choose where to live in the same way as a man?	Yes	Código Civil, Art. 70
	Can a woman travel outside her home in the same way as a man?	Yes	No restrictions could be located
	Can a woman apply for a passport in the same way as a man?	Yes	Real Decreto 896/2003, Arts. 2(1) y 4; Procedimientos de solicitud de pasaporte
	Can a woman travel outside the country in the same way as a man?	Yes	No restrictions could be located
Workplace	Can a woman get a job in the same way as a man?	Yes	No restrictions could be located
	Does the law prohibit discrimination in employment based on gender?	Yes	Real Decreto Legislativo Núm. 2/2015, Arts. 4 y 17; Ley Orgánica Núm. 3/2007, Art. 5
	Is there legislation on sexual harassment in employment?	Yes	Código Penal, Art. 184; Ley Orgánica 3/2007 para la Igualdad Efectiva de Mujeres y Hombres, Art. 48
Pay	Are there criminal penalties or civil remedies for sexual harassment in employment?	Yes	<i>Criminal:</i> Código Penal, Art. 184 <i>Civil:</i> Ley Orgánica 3/2007 para la igualdad efectiva de mujeres y hombres, Art. 10
	Does the law mandate equal remuneration for work of equal value?	Yes	Real Decreto Legislativo Núm. 2/2015, Art. 28; Real Decreto Núm. 902/2020, Art. 4
	Can a woman work at night in the same way as a man?	Yes	No restrictions could be located
	Can a woman work in a job deemed dangerous in the same way as a man?	Yes	No restrictions could be located
Marriage	Can a woman work in an industrial job in the same way as a man?	Yes	No restrictions could be located
	Is the law free of legal provisions that require a married woman to obey her husband?	Yes	Código Civil, Art. 66
	Can a woman be head of household in the same way as a man?	Yes	No restrictions could be located
	Is there legislation specifically addressing domestic violence?	Yes	Ley Orgánica 1/2004 de Medidas de Protección Integral Contra la Violencia de Género; Código Penal, Art. 173(2)-(4)
Parenthood	Can a woman obtain a judgment of divorce in the same way as a man?	Yes	Código Civil, Arts. 81 y 86
	Does a woman have the same rights to remarry as a man?	Yes	Código Civil, Arts. 45-46
	Is paid leave of at least 14 weeks available to mothers?	Yes	Real Decreto Legislativo Núm. 2/2015, Art. 48
	Does the government pay 100% of maternity leave benefits?	Yes	Real Decreto Legislativo Núm. 8/2015, Art. 179
	Is paid leave available to fathers?	Yes	Real Decreto-Ley Núm. 6/2019, Arts. 2(18) y 3(4)
	Is there paid parental leave?	Yes	Real Decreto Legislativo Núm. 2/2015, Art. 48; Real Decreto-Ley Núm. 6/2019, Arts. 2(18) y 3(4)
Entrepreneurship	Is dismissal of pregnant workers prohibited?	Yes	Real Decreto Legislativo Núm. 2/2015, Art. 55
	Does the law prohibit discrimination in access to credit based on gender?	Yes	Ley Orgánica 3/2007 para la igualdad efectiva de mujeres y hombres, Art. 69
	Can a woman sign a contract in the same way as a man?	Yes	Código Civil, Art. 66
	Can a woman register a business in the same way as a man?	Yes	No restrictions could be located
Assets	Can a woman open a bank account in the same way as man?	Yes	No restrictions could be located
	Do men and women have equal ownership rights to immovable property?	Yes	Código Civil, Arts. 66 y 1375-1377
	Do sons and daughters have equal rights to inherit assets from their parents?	Yes	Código Civil, Arts. 807, 808 y 931
	Do female and male surviving spouses have equal rights to inherit assets?	Yes	Código Civil, Art. 807
	Does the law grant spouses equal administrative authority over assets during marriage?	Yes	Código Civil, Arts. 1375 y 1377
	Does the law provide for the valuation of nonmonetary contributions?	Yes	Código Civil, Arts. 1316, 1344 y 1345
Pension	Is the age at which men and women can retire with full pension benefits the same?	Yes	Real Decreto Legislativo Núm. 8/2015, Art. 205
	Is the age at which men and women can retire with partial pension benefits the same?	Yes	Real Decreto Legislativo Núm. 8/2015, Art. 208
	Is the mandatory retirement age for men and women the same?	Yes	No applicable provisions could be located
	Are periods of absence due to childcare accounted for in pension benefits?	Yes	Real Decreto Legislativo Núm. 8/2015, Arts. 6, 144(4), 165(3) y 237(1)