



Comunidad  
de Madrid



**STRATEGY FOR THE PROTECTION OF MOTHERHOOD  
AND FATHERHOOD AND FOR THE PROMOTION  
OF BIRTH AND WORK-LIFE BALANCE | 2022-2026**





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de Madrid**



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*Making the decision to  
have a child is momentous.  
It is to decide forever  
to have your heart  
go walking around outside  
your body.*

Elizabeth Stone





**Promoting and protecting motherhood, birth rates and work-life balance are three of the most important objectives of this legislature.**

We would like Madrid to be the region of children and families. That is why we have designed the most ambitious birth rate strategy in our history

Today, the average age of motherhood for women in Madrid is one of the highest in the world.

At the same time, we present one of the lowest fertility rates in the world: only 1.15 children per woman. Probably, both circumstances are related, and the indicators are not expected to improve in the short term. In addition, the already alarming situation has been aggravated by the current health and economic crisis.

It is essential to restore the demographic balance, and to do so

urgently. It is very difficult to achieve balanced social and economic growth if the population does not also grow. We are a capital region that is strongly committed to the economy, but especially to the humanistic ideal, where no one is left behind. In addition, the growing percentage of the retired population is creating another pandemic, that of unwanted loneliness amongst the elderly. This will make it increasingly difficult to maintain public services and impede the economic growth of the new generations.



The impoverishment we face is not only material; it is also social, emotional and affective. We have designed this plan to reverse that trend.

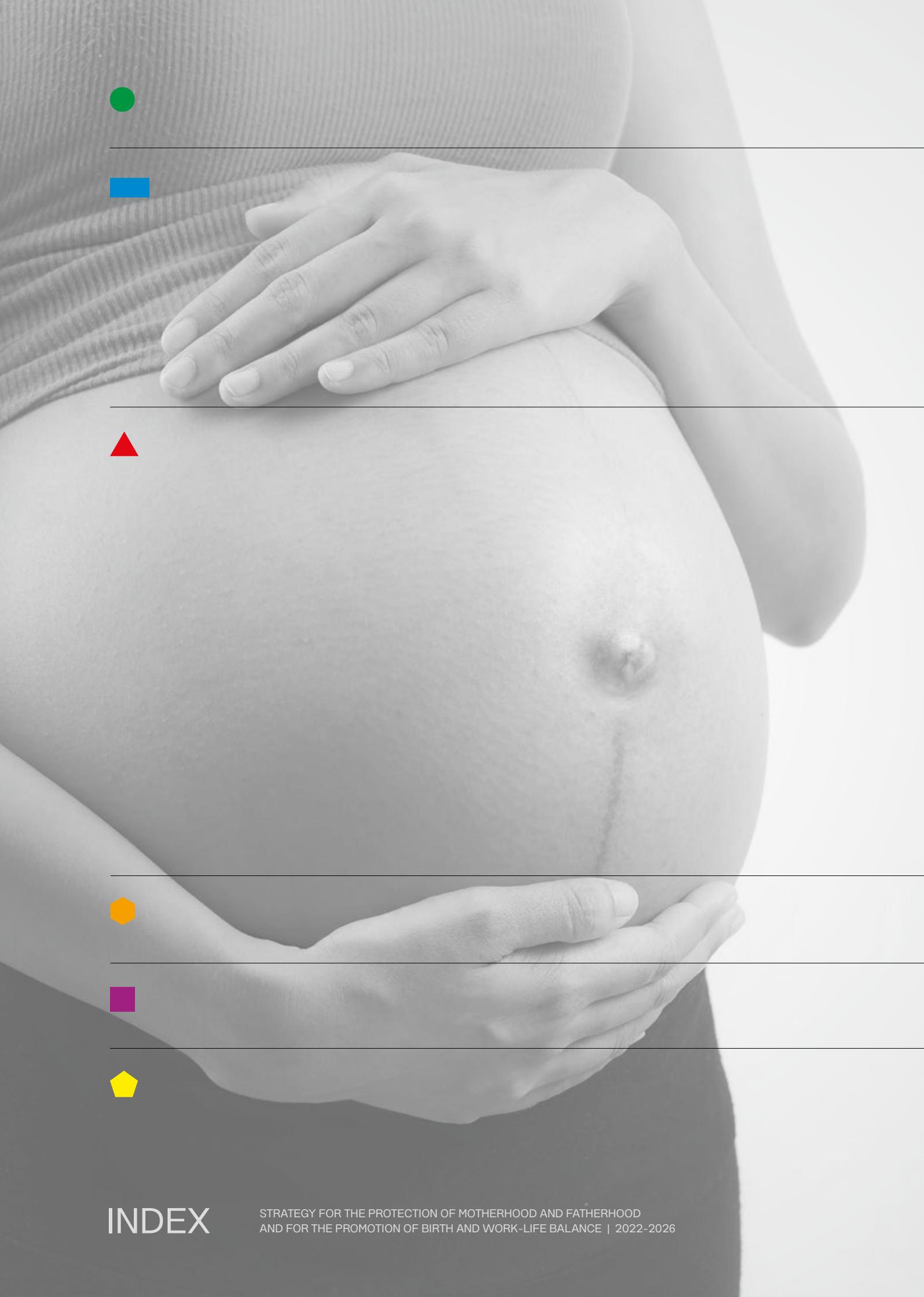
Each of the 80 measures contained in this document is designed to achieve this great goal. These measures include direct aid for motherhood, relaxing the criteria for accessing assisted reproductive treatments, a comprehensive package of tax benefits for families, facilities to access stable employment and housing, plus

measures promoting reconciliation of family, work and personal life. The latter is the main obstacle to having children for 65% of Madrid's residents.

In short, we are going to try to remove the barriers that delay or directly prevent having children. We will do it by helping the men and women who contribute their efforts to raising the next generation, thus guaranteeing the future of all.

**Isabel Díaz Ayuso**

President of the Community of Madrid



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AND FOR THE PROMOTION OF BIRTH AND WORK-LIFE BALANCE | 2022-2026



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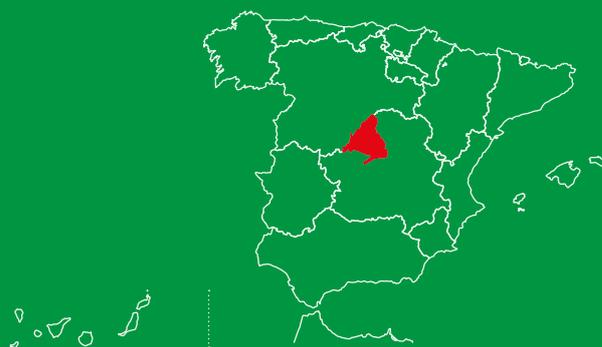
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# Introduction





**The evidence shows that in Spain and in the Community of Madrid we have one of the lowest fertility rates in the world (1.18 children and 1.15 children per woman, respectively).** This is much lower than the generational replacement rate. We have fewer children than we would like (around two children) and motherhood plus being postponed (currently the average age of motherhood in the Community of Madrid is just over 33 years).

The evidence shows that in Spain and in the Community of Madrid we have one of the lowest fertility rates in the world (1.18 children and 1.15 children per woman, respectively). This is much lower than the generational replacement rate. We have fewer children than we would like (around two children) and motherhood plus being postponed (currently the average age of motherhood in the Community of Madrid is just over 33 years).

The consequence of this situation is the inevitable ageing population. Reversal of this trend is imperative in order to correct the demographic imbalances and to transform the Community of Madrid into a dynamic region with a bright

future. At the same time, sustainability of the Welfare State and the pillars that support it, including the pension system and maintenance of public services, must be guaranteed.

The current socio-economic situation, also negatively impacted by the COVID 19 pandemic, makes it imperative to promote urgent and flexible measures in dealing with the main factors putting a brake on motherhood.

The final objective is to offer solutions to the low birth rate faced not only by the Community of Madrid, but also by all of Spain and the rest of European countries. In addition, solutions must be offered to

delays in emancipation of young people and their reduced expectations of having children due to work, economic or conciliation considerations.

This Strategy is focusing precisely on these aspects. It aims to promote an increased birthrate to effectively offset the ageing population of the region, support and protect motherhood and fatherhood to prevent and eliminate labor, conciliation, economic or social obstacles making it difficult to decide to have children, and facilitate both reconciliation of family, work, personal life and co-responsibility.

In order to achieve these objectives, it is necessary to involve the whole of society in addition to the rest of public administrations. Thus, incorporation of

acts into this document necessitating involvement of other administrations are formulated as proposals, because they are not within the scope of the Community of Madrid's powers.

This Strategy is a matter of responding to one of the most important challenges we face as a society- to make ours a region committed to life, forward facing, that helps eliminate obstacles that would deter anyone from the dream of having a child. This document is based upon a roadmap designed from exhaustive analysis of the Community of Madrid's situation, as well as results from a demographic study carried out ad hoc prior to its preparation.



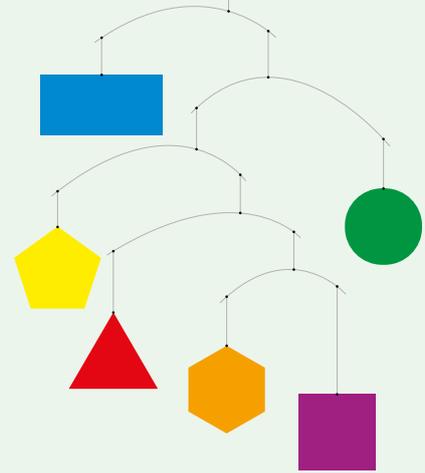


## ELABORATION OF THE STRATEGY

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For the preparation of this Strategy, on July 7, 2021, the **Interdepartmental Commission for the protection of motherhood and the promotion of birth rates and the reconciliation of personal, family and work life of the Community of Madrid** was created, which includes all departments of the regional government, coordinated by the Vice-Ministry of the Presidency.

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A sociological, demoscopic and statistical research study to discover the social reality accompanying the decision to have children has been carried out by the Ministry of the Presidency, Justice and the Interior. Also identified are other factors influencing this decision, including barriers causing fewer annual births, plus actions adjusted and adapted to this reality in the Strategy. These results are all detailed in this document.

In addition, to give civil society the opportunity to participate in the preparation of the document, the project was presented to the public for review and feedback. Organizations, associations and private citizens sent their opinions and proposals through the Participation Portal, linked to the Transparency Portal of the Community of Madrid.

Through this channel of citizen participation, different proposals made by organizations and individual citizens have been included in this document, after being positively rated by different departments of the regional government.

Bilateral meetings have also been held with organizations involved in the matter.

Finally, the Strategy, which had a validity period set at five years (2022-2026), extendable for another five, was submitted to the Governing Council for final approval on January 26, 2021.

II

## The situation in the Community of Madrid





In order to know the social reality that accompanies the decision to have children and to identify the positive and negative factors influencing that decision, a mixed-methodology investigation has been carried out:

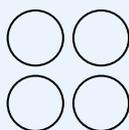
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## Analysis

First, a micro-data analysis has been carried out of the annual statistics of the Natural Movement of the Population in 2019, the annual statistics of the Continuous Register until 2020 and the 2018 Fertility Survey of the National Institute of Statistics.

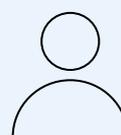
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## Research

Next, two discussion groups have been organized: one with women aged between 20 and 45 years old who have children and would like to have more, and a second group of women who are not opposed to having them in the future.

3



## Survey

Last, an online survey was conducted with 500 women and 300 men, both between the ages of 18 and 45 and residing in the Community of Madrid (Fact sheet: Annex III).

## 2.1 IN-DEPTH ANALYSIS OF THE BIRTH RATE AND FERTILITY IN THE COMMUNITY OF MADRID

The following micro-data analysis of the statistics reflects the current situation of the birth and fertility rates in the Community of Madrid.

### BIRTHS

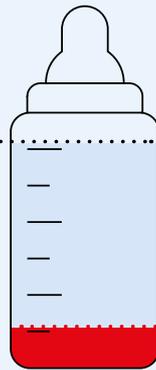
The number of births has been decreasing, both in the Community of Madrid and in Spain as a whole, from 1976 to the present, except between the years 1998 and 2009.

According to the latest available data, in 2019, 15.7% of births in Spain took place in the Community of Madrid.

Likewise, the gross birth rate (number of births per thousand inhabitants) follows a downward trend in the records, except between 1998 and 2008. In general, this rate is higher in the Community of Madrid than in the whole of Spain. In 2020, it was the third autonomous community with the highest gross birth rate (7.7 births per thousand inhabitants).

360.617

Births in Spain



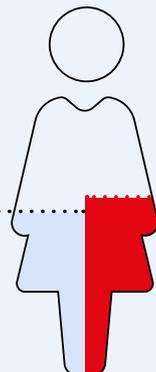
Births in the  
Community of Madrid

56.727

15,7%

32,3 years

Average age of of mothers in Spain

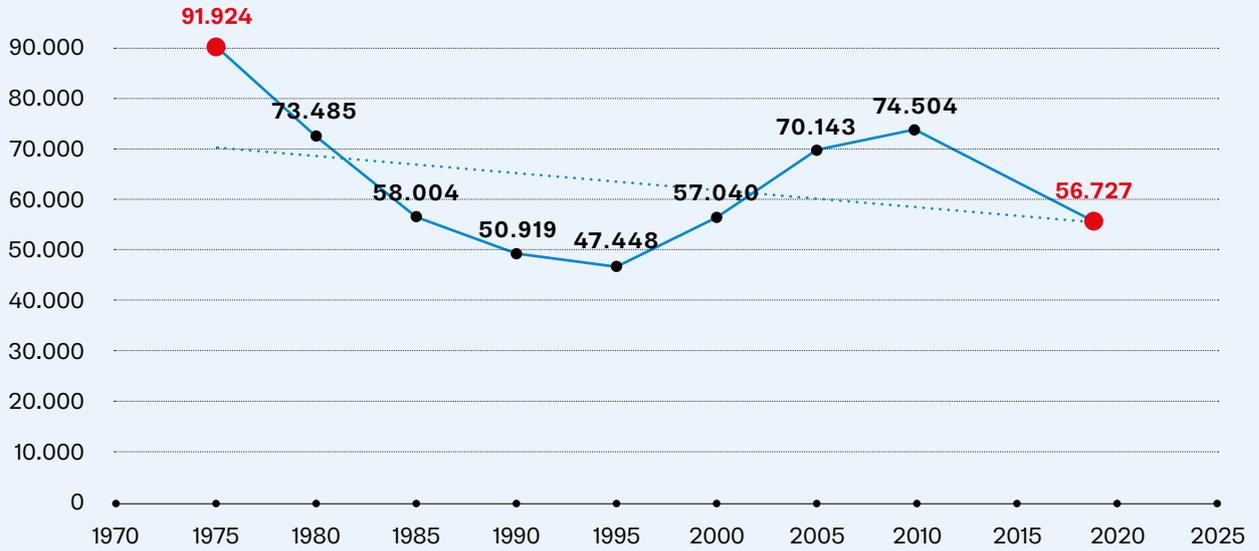


33,1 years

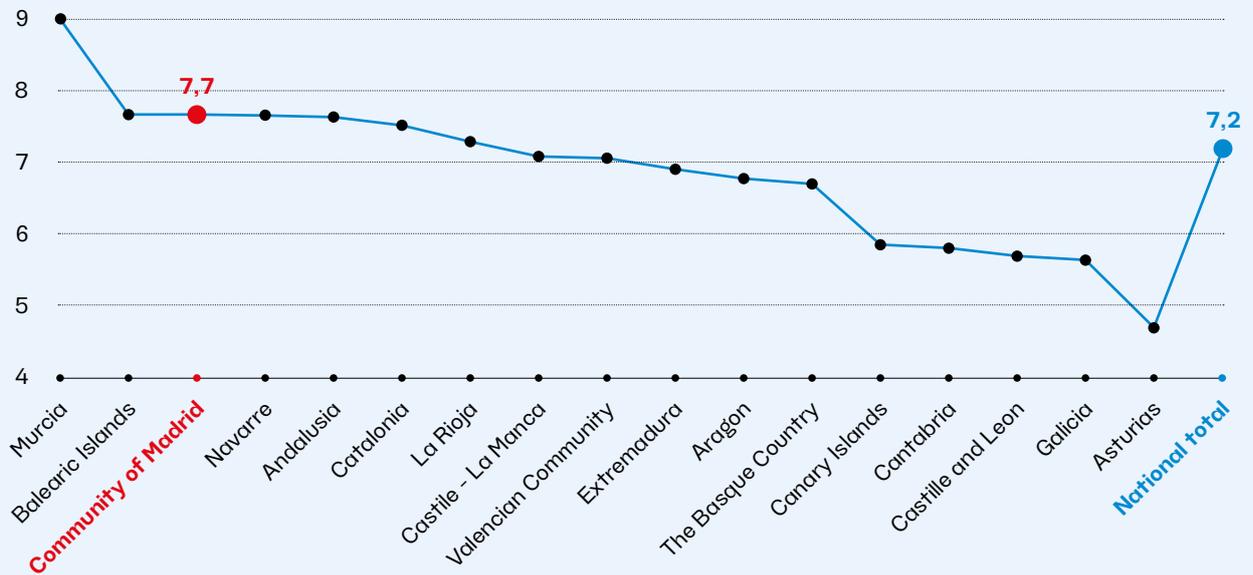
Average age of mothers  
of mothers in the  
Community of Madrid



Evolution of births in the Community of Madrid.



Gross birth rate (births per thousand inhabitants) in 2020.



Source INE:  
Demographic  
phenomena.  
Basic indicators.

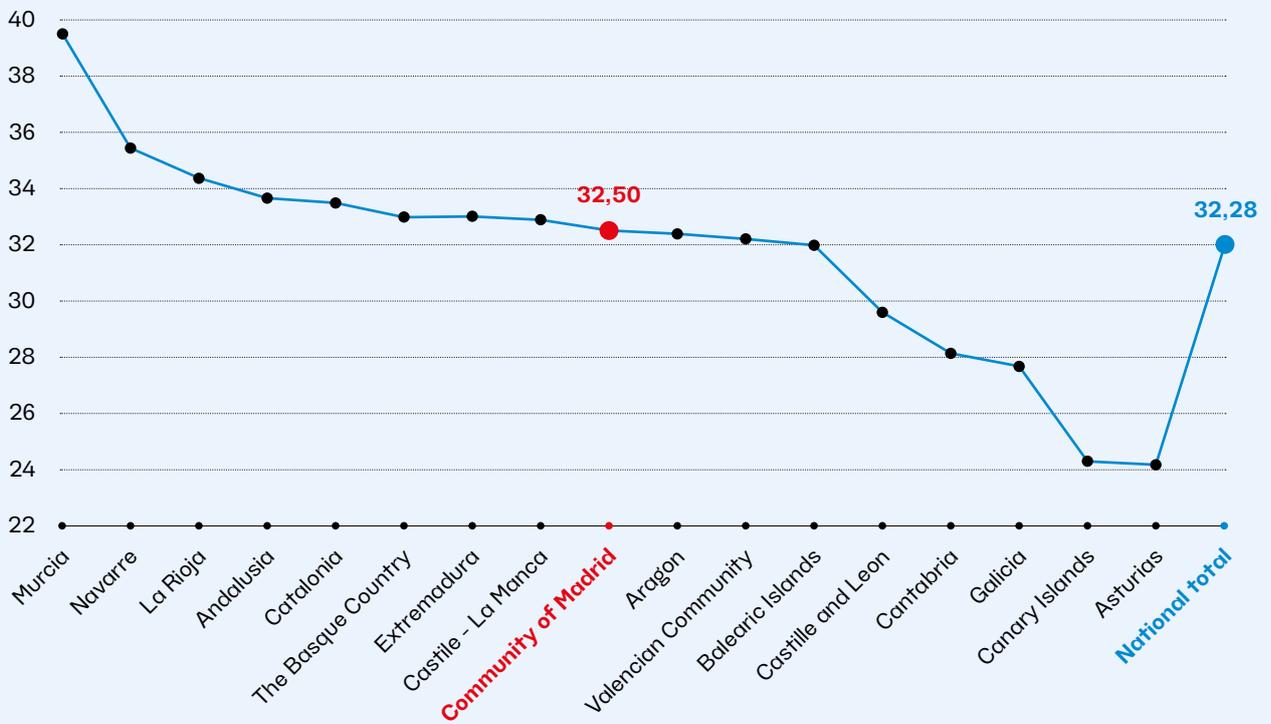


The global fertility rate (number of births per thousand women) also follows a downward trend in general terms.

Between 1980 and 1999 it was higher in the whole of Spain than in the Community of Madrid, although since

2000 it has remained at higher values within the Community of Madrid. However, in 2020, both rates presented very close values (around 32 births per thousand women).

**Total fertility rate** (number of births per thousand women) in 2020.



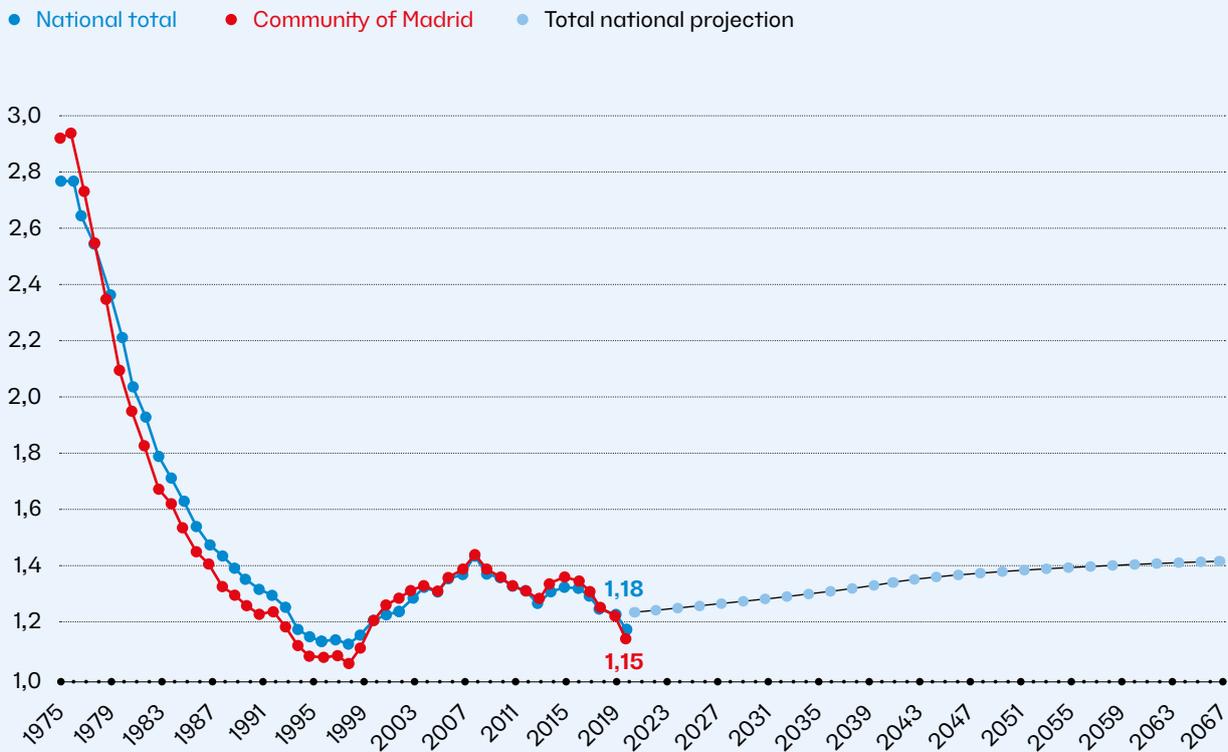
Source INE: Demographic phenomena. Basic indicators.



Finally, the short-term fertility indicator (number of children per woman) follows the same downward trend, being generally higher in the whole of Spain than in the Community of Madrid, (except between 1979 and 1999) and

approximates the values today. In general, both in the whole of Spain and in the Community of Madrid, women have between one and two children, although more and more women have only one child.

**Short-term fertility indicator** (number of children per woman).



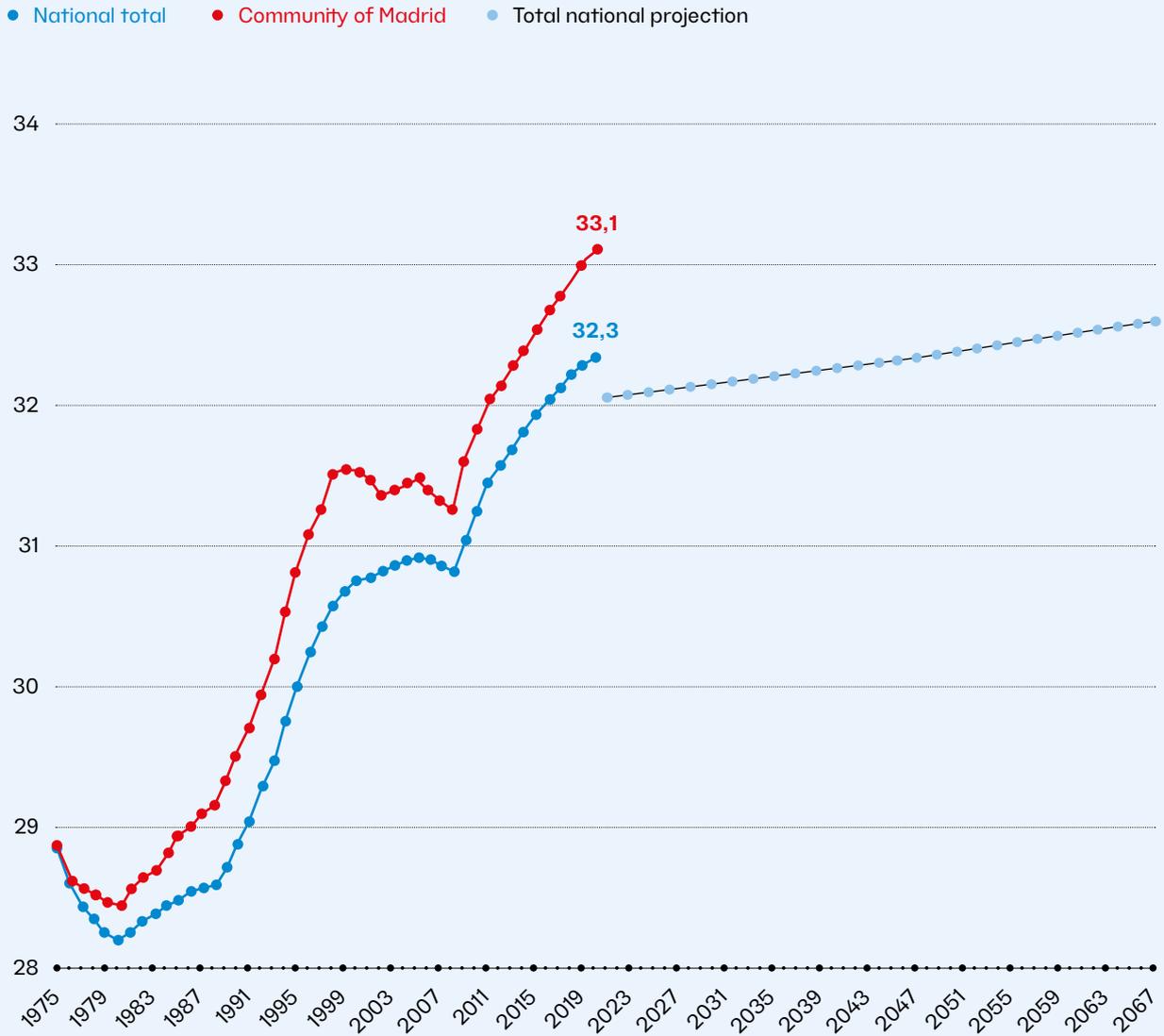
Source INE: Demographic phenomena. Basic indicators. Population projections.

## AGE AT WHICH WOMEN HAVE CHILDREN

The average age of motherhood kept increasing between the years 1980 and 2019, being up to one year higher in the Community of Madrid (34) than in the whole of Spain (33).

In 2020, the Community of Madrid was the second autonomous community where women had their first child at an older age (32 years). In this sense, more and more children are being born to mothers over 30 years of age.

**Average age of motherhood.**



Source INE: Demographic phenomena. Basic indicators. Population projections.

**FERTILITY**

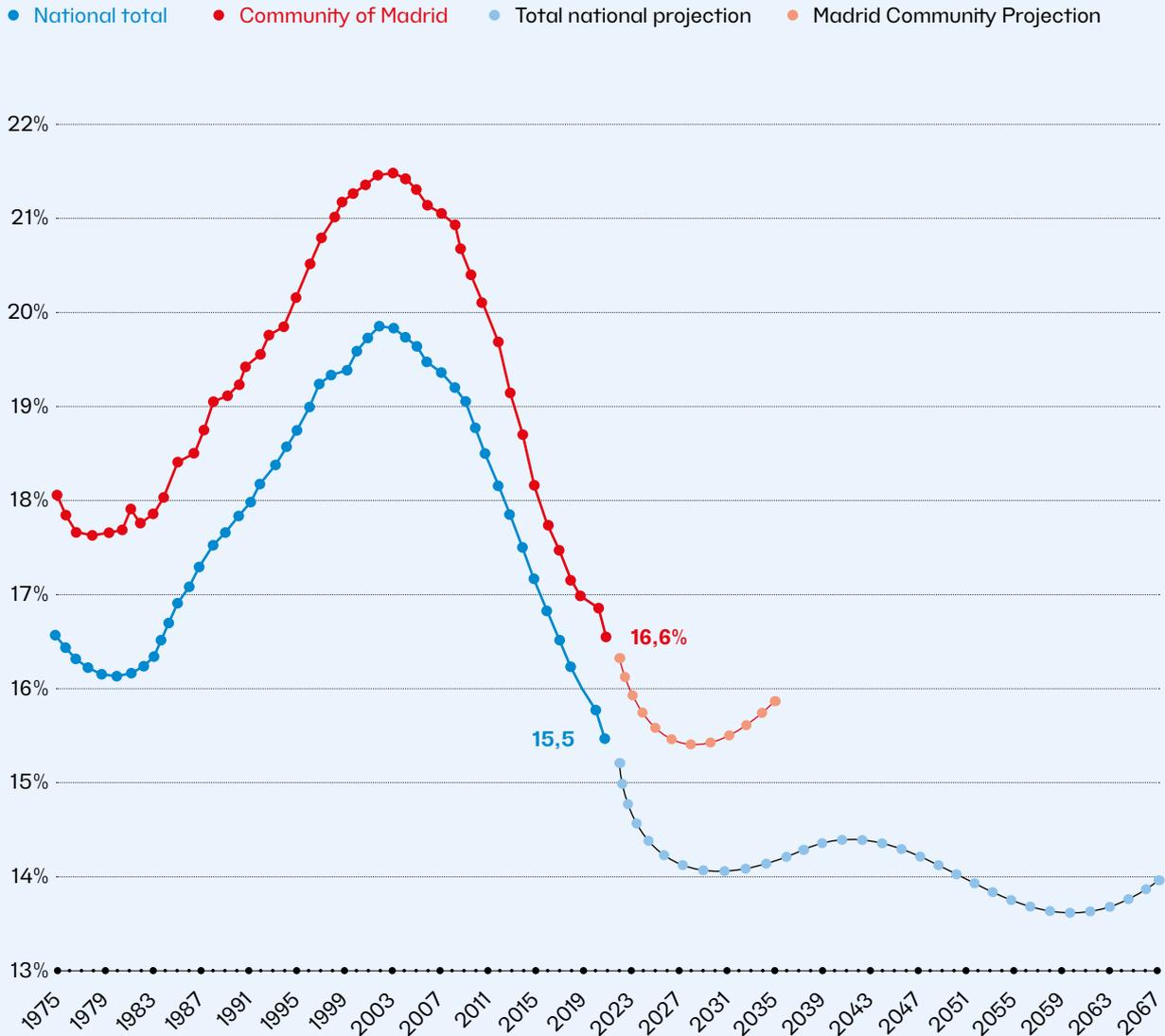
Regarding fertility, it is observed in the national group that the percentage of women between ages 20 and 44 of the total population has been decreasing over the last 15 years in the Community of Madrid as a consequence of the

aging population and increased life expectancy.

Projections predict that this trend will continue until it stabilizes at around 14% from the year 2030.



% Women between ages 20 and 44 of the total population.



Source INE: Continuous Register Statistics and Population Projections. \* Provisional data

In this general context, however, it should be noted that, in 2021, the Community of Madrid was the third autonomous community with the highest percentage of childbearing-age women (20 to 44 years old) over

the total number of women of that age group in Spain (15 ,3%).

### INTENTION OF HAVING CHILDREN

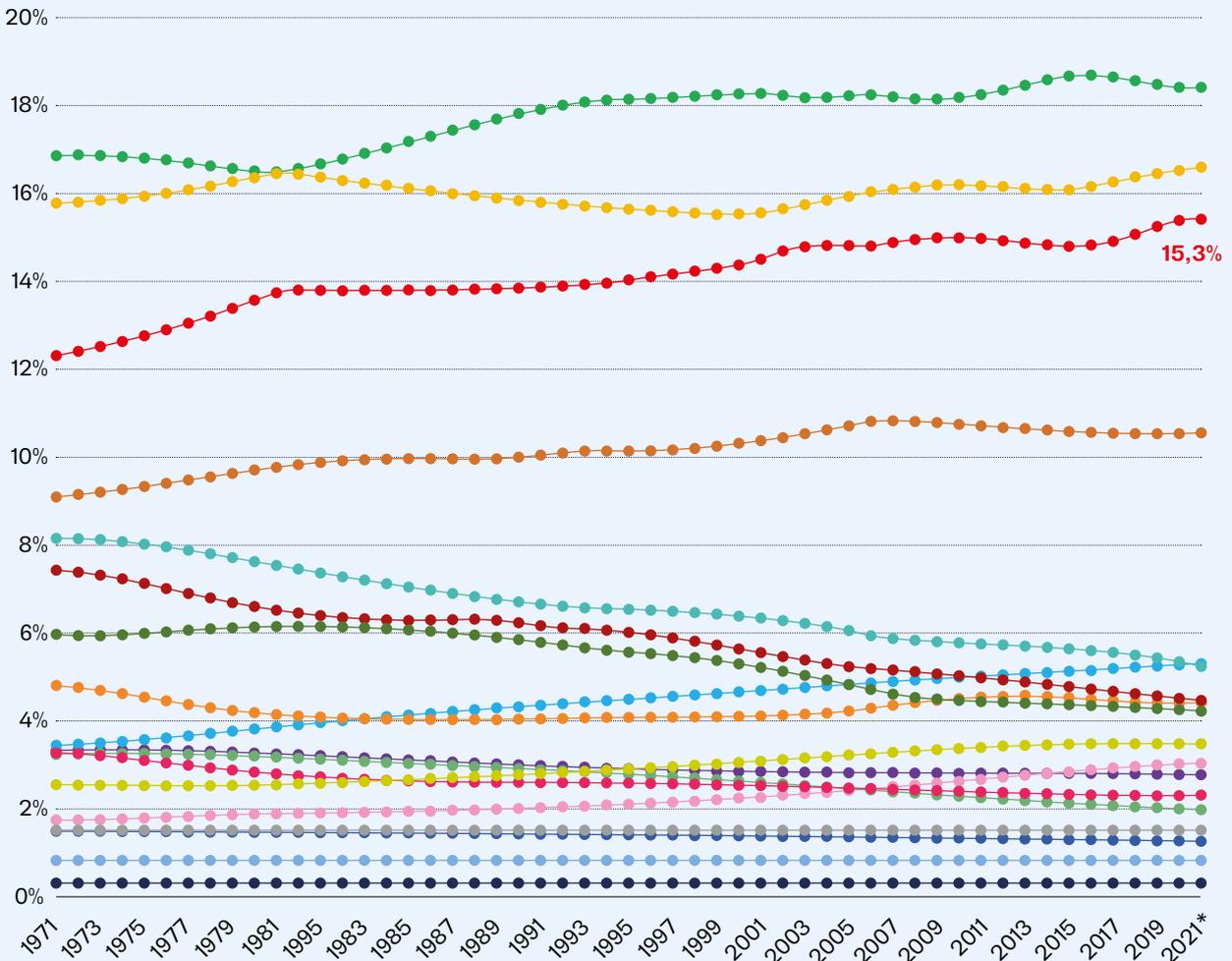
According to data from the 2018 Fertility Survey of the National Institute of Statistics, the Community of Madrid is the third autonomous community

with the highest percentage of childbearing-age women (between 18 and 44 years) who intend to have children in the short term.

#### % Women between ages 20 and 44 per Autonomous Community

(over the national total number of women between ages 20-44).

- Andalusia
- Aragon
- Asturias
- Balearic Islands
- Cantabria
- Castile and Leon
- Castilla - La Mancha
- Catalonia
- Extremadura
- Galicia
- Community of Madrid
- Murcia
- Basque Country
- La Rioja
- Ceuta
- Melilla
- Canary Islands
- Valencian Community
- Navarre



Source INE: Continuous Register Statistics \*Provisional data.

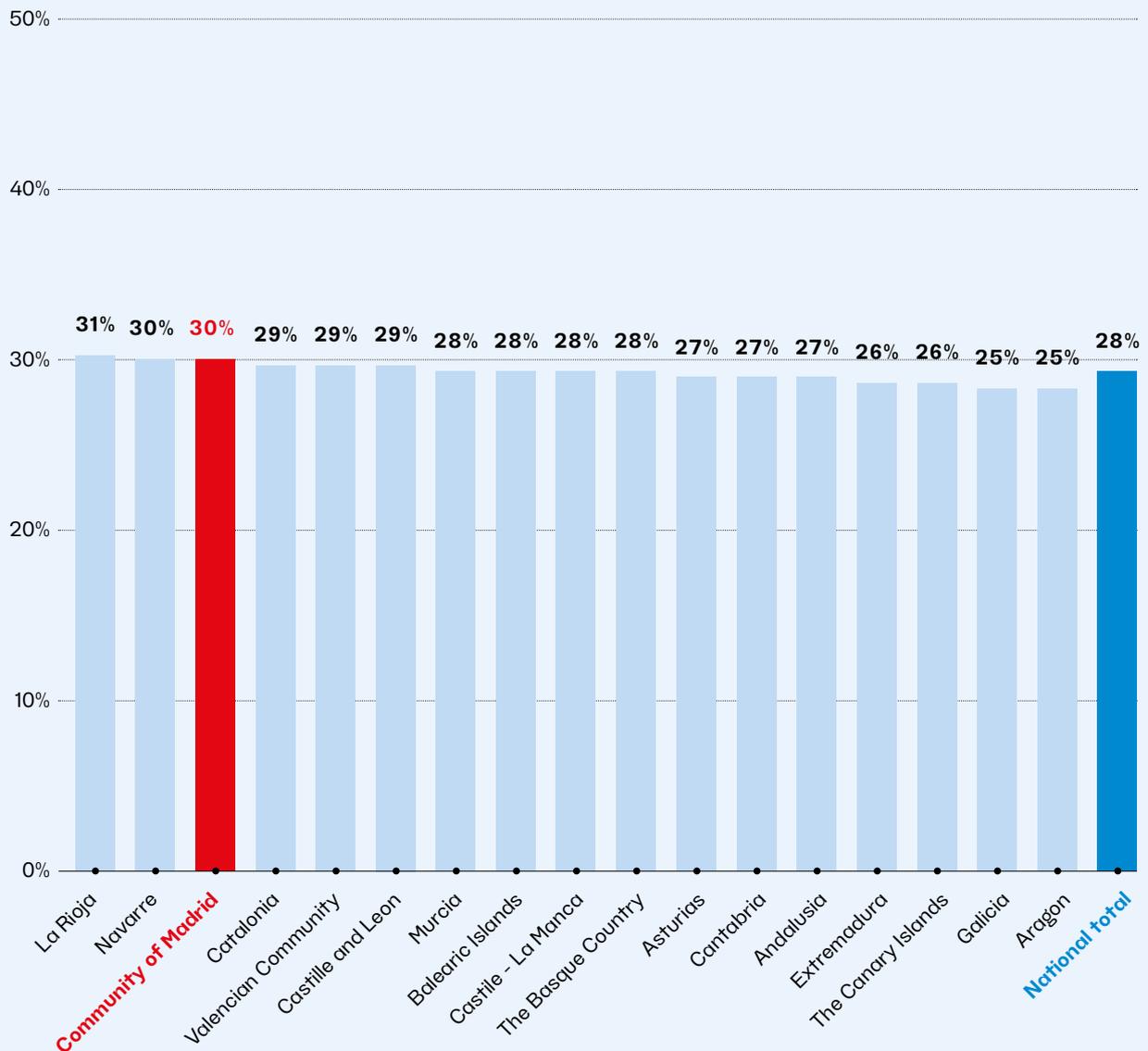


Amongst these women intending to have children, 52% are between 30 and 34 years of age.

On the other hand, women with no intention of having children in the short term think that some conditions should

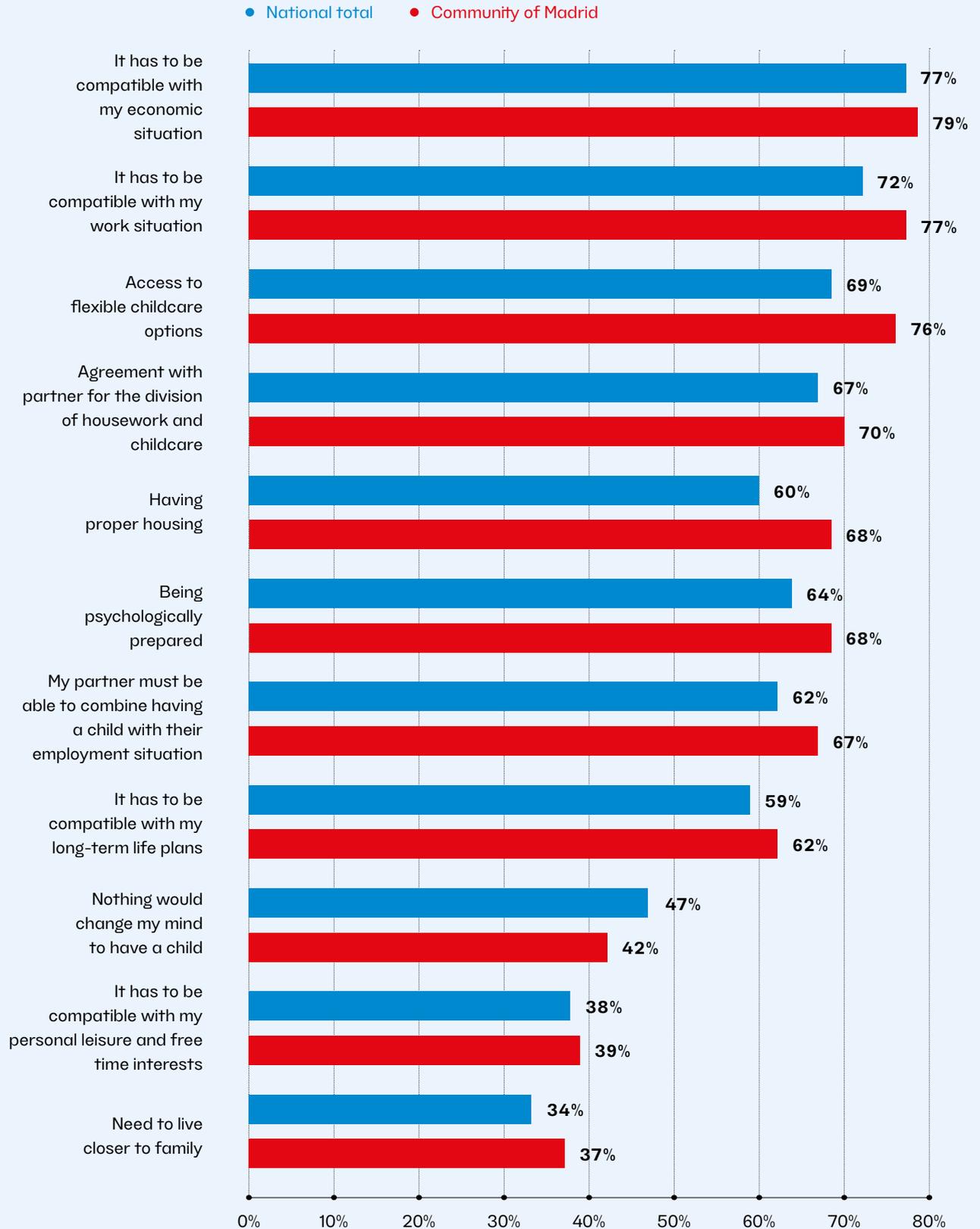
change in order for them to consider becoming a mother. Amongst these conditions, it should be emphasized that motherhood must be compatible with their economic and employment situations. In addition, access to flexible options for childcare must be provided.

**Intention of having children in the next three years (%Yes).**



Source INE: Fertility survey 2018 (women aged 18 to 55).

**Requirements that should be met for women who do not intend to have children in the next 3 years to change their mind (women <45 years).**



Source INE: Fertility Survey 2018 (women aged 18 to 55).



## THE SITUATION IN EUROPE

### Fertility rate

Currently, no EU-27 country reaches the fertility rate of 2.1 children per woman that guarantees generational replacement.

France is the country with the highest fertility rate of 1.86 children per woman. It is followed by Romania with a rate of 1.77

children per woman. Sweden, the Czech Republic and Ireland follow with a rate of 1.71.

At the opposite extreme, countries with the lowest fertility rates are Malta (1.14 children per woman), Spain (1.23 children per woman) and Italy (1.27).

| Country           | Children per woman 2019 |
|-------------------|-------------------------|
| European Union_27 | 1,53                    |
| Germany           | 1,54                    |
| Austria           | 1,46                    |
| Belgium           | 1,6                     |
| Bulgaria          | 1,58                    |
| Cyprus            | 1,33                    |
| Croatia           | 1,47                    |
| Denmark           | 1,7                     |
| Slovakia          | 1,57                    |
| Slovakia          | 1,61                    |
| <b>Spain</b>      | <b>1,23</b>             |
| Estonia           | 1,66                    |
| Finland           | 1,35                    |
| France            | 1,86                    |
| Greece            | 1,34                    |
| Hungary           | 1,55                    |
| Ireland           | 1,71                    |
| Italy             | 1,27                    |
| Latvia            | 1,61                    |
| Lithuania         | 1,61                    |
| Luxembourg        | 1,34                    |
| Malta             | 1,14                    |
| Netherlands       | 1,57                    |
| Poland            | 1,57                    |
| Portugal          | 1,43                    |
| Czech Republic    | 1,71                    |
| Romania           | 1,77                    |
| Sweden            | 1,71                    |

### Average age for motherhood

Regarding the average age for motherhood, Ireland is the country with the highest rate (32.4 years), followed by Spain and Luxembourg where the average age of motherhood is 32.3 years.

The lowest measured ages for motherhood can be credited to Bulgaria (27.8 years), Romania (28.1 years) and

Slovakia (28.8 years). Only five of the 27 European countries can claim an average age of less than 30 years for motherhood.

### Gross birth rate

The highest gross birth rate is found in Ireland (12), followed by France, Sweden and Cyprus. The lowest rates are those of Spain (7.62), Greece (7.80) and Portugal (8.40).

| Country           | Motherhood age 2019 | Gross birth rate 2019 |
|-------------------|---------------------|-----------------------|
| European Union_27 | 30,9                | 9,3                   |
| Germany           | 31,2                | 9,4                   |
| Austria           | 31                  | 9,6                   |
| Belgium           | 30,8                | 10,2                  |
| Bulgaria          | 27,8                | 8,8                   |
| Cyprus            | 31,7                | 10,8                  |
| Croatia           | 30,5                | 8,9                   |
| Denmark           | 31,3                | 10,5                  |
| Slovakia          | 28,8                | 10,5                  |
| Slovakia          | 30,5                | 9,3                   |
| <b>Spain</b>      | <b>32,3</b>         | <b>7,62</b>           |
| Estonia           | 30,6                | 9,8                   |
| Finland           | 31,1                | 8,3                   |
| France            | 30,7                | 1,86                  |
| Greece            | 31,7                | 7,8                   |
| Hungary           | 29,9                | 9,5                   |
| Ireland           | 32,4                | 12                    |
| Italy             | 32,1                | 7                     |
| Latvia            | 30                  | 9,8                   |
| Lithuania         | 30,2                | 9,8                   |
| Luxembourg        | 32,3                | 10                    |
| Malta             | 30,7                | 8,6                   |
| Netherlands       | 31,6                | 9,8                   |
| Poland            | 29,7                | 9,9                   |
| Portugal          | 31,4                | 8,4                   |
| Czech Republic    | 30,2                | 10,5                  |
| Romania           | 28,1                | 10,3                  |
| Sweden            | 31,3                | 11,1                  |



## COMPARATIVE EU-27, SPAIN, COMMUNITY OF MADRID

| Eurostat 2019 <i>(latest data)</i> | Community of Madrid | Spain | EU-27 |
|------------------------------------|---------------------|-------|-------|
| Number of children per woman       | 1,2                 | 1,2   | 1,5   |
| Motherhood average age             | 32,9                | 32,3  | 30,9  |
| Gross birth rate                   | 8,3                 | 7,6   | 9,1   |

## OECD

In all of the OECD countries, the average number of children per woman stands at 1.61. The highest rate is that of Israel (3.01), followed by South Africa (2.41), Indonesia (2.29) and Saudi Arabia (2.28).

The lowest rate is that of Korea (0.92) and Malta (1.14).

In OECD countries, the average age for motherhood is 30 years.

| Country      | Children per woman | Country       | Children per woman | Country        | Children per woman |
|--------------|--------------------|---------------|--------------------|----------------|--------------------|
| <b>OCDE</b>  | <b>1,61</b>        | Norway        | 1,53               | Czech Republic | 1,71               |
| Korea        | 0,92               | Germany       | 1,54               | Brasil         | 1,72               |
| Malta        | 1,14               | Slovakia      | 1,57               | New Zeland     | 1,72               |
| <b>Spain</b> | <b>1,23</b>        | Belgium       | 1,57               | Costa Rica     | 1,74               |
| Italy        | 1,27               | Holland       | 1,57               | Iceland        | 1,75               |
| Italy        | 1,33               | Bulgaria      | 1,58               | Romania        | 1,77               |
| Greece       | 1,34               | Latvia        | 1,61               | Colombia       | 1,79               |
| Luxembourg   | 1,34               | Slovenia      | 1,61               | France         | 1,83               |
| Finland      | 1,35               | Lithuania     | 1,61               | Turkey         | 1,88               |
| Japan        | 1,36               | Chile         | 1,63               | Mexico         | 2,10               |
| Poland       | 1,42               | Great Britain | 1,63               | India          | 2,20               |
| Portugal     | 1,42               | Australia     | 1,66               | Peru           | 2,23               |
| Austria      | 1,46               | Estonia       | 1,66               | Argentina      | 2,25               |
| Canada       | 1,47               | China         | 1,70               | Saudi Arabia   | 2,28               |
| Croatia      | 1,47               | Denmark       | 1,70               | Indonesia      | 2,29               |
| Switzerland  | 1,48               | Sweden        | 1,70               | South Africa   | 2,41               |
| Hungary      | 1,49               | Ireland       | 1,70               | Israel         | 3,01               |
| Russia       | 1,50               | USA           | 1,71               |                |                    |

## CONCLUSIONS



From the analysis of birth, population and fertility statistics provided by the National Institute of Statistics, the following

conclusions can be drawn regarding the situation of births and fertility in the Community of Madrid:

- ” Women are having fewer and fewer children. This is reflected by indicators such as the global fertility rate (number of children per thousand women) and the short-term fertility indicator (number of children per woman).
- ” Women begin to have children at an increasingly advanced age, which is reflected by indicators such as the average age of motherhood.
- ” When there is a lower proportion of childbearing-age women, this is determined by calculating the percentages of women between 20 and 44 years of age over the total female population and general population.
- ” Slightly less than a third of women between 18 and 44 years old intend to have children in the short term. For their part, the remaining two-thirds could reconsider their decision in the event that certain economic, labor and personal conditions change.

All this can be seen in their answers to the question about their intention to bear children within the next three years, as raised in the Fertility Survey of the National Institute of Statistics.



**Implementation of actions to reverse these trends is urgent, as illustrated by the data provided in this first analysis.**



2.2

**SOCIAL CONSIDERATIONS ON THE BIRTH RATE AND THE EXPERIENCE OF MOTHERHOOD AND FATHERHOOD IN THE COMMUNITY OF MADRID**

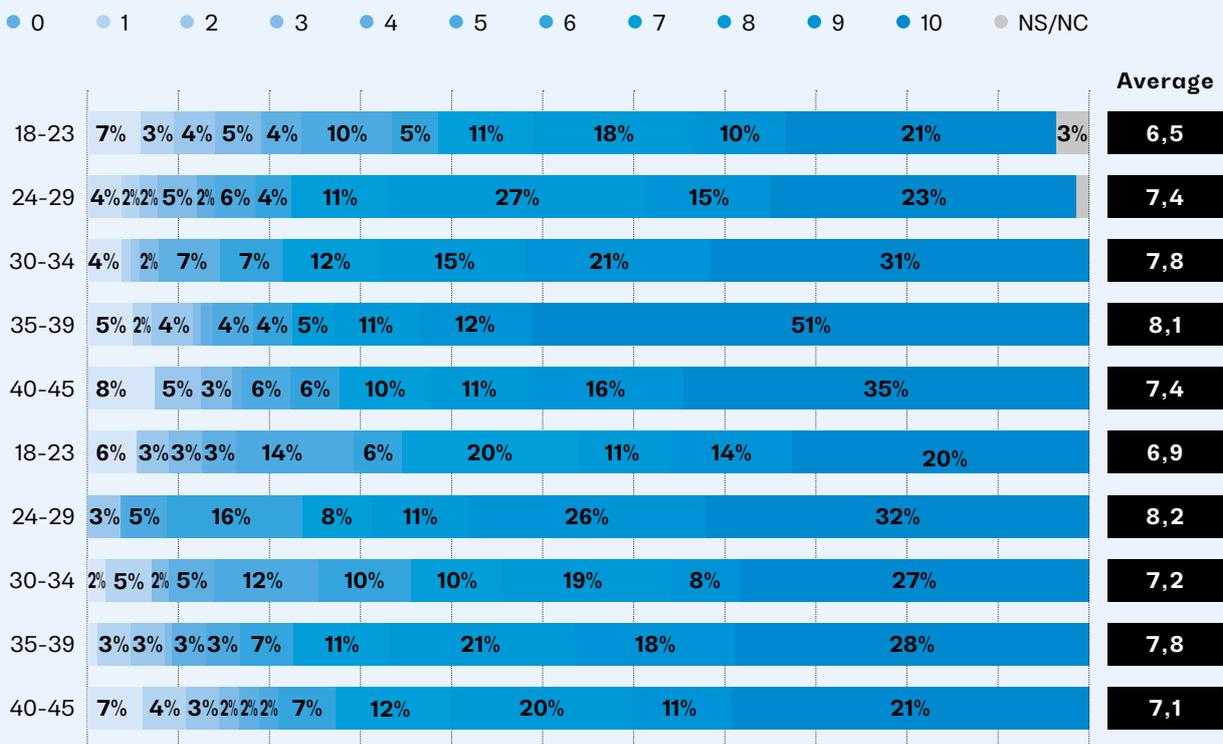
Information extracted from the statistical microdata analysis can be understood thoroughly thanks to results of the mixed methodology research carried out via survey and discussion groups on the topic, especially when combined with the experiences of motherhood and fatherhood in the Community of Madrid.

**PERCEPTION OF THE IMPORTANCE OF HAVING CHILDREN**

When surveyed, the male and female citizens of Madrid agreed that having children is of considerable importance in their lives (on average, they rate it

at 7.5 points out of 10). This opinion is especially apparent amongst people aged 35-39.

**Both sexes agree on the importance of having children in their lives. The group between ages 35-39 is the one that gives in the greatest importance.**



On a scale of 0 to 10, where 0 means not at all important and 10 very important, how important is having children in your life?

## NUMBER OF CHILDREN

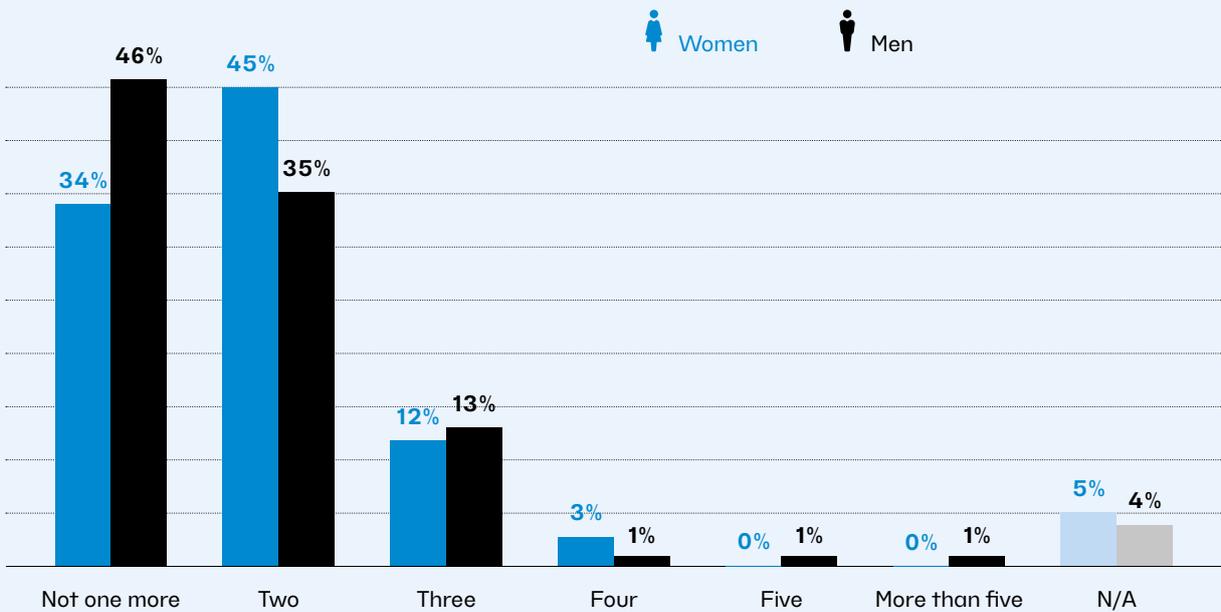
At present, citizens have between 1 and 2 children. Factors involved in higher numbers of children per family include increases in income levels, as well as home ownership.

However, the number of children tends to be lower in the case of women with incomes from 2,500 euros.

When asked, the majority of both women and men parents from Madrid stated that they would either have no more children, or a maximum of two more.

It is striking that, in general, women more frequently express the desire to have additional children than do men

Regarding the desire to have children, both sexes would either have no more children or would have a maximum of two more.



And how many would you like to have (in addition to the ones you currently have)? \*Only those who already have children should answer.

## IMPORTANT FACTORS WHEN HAVING CHILDREN

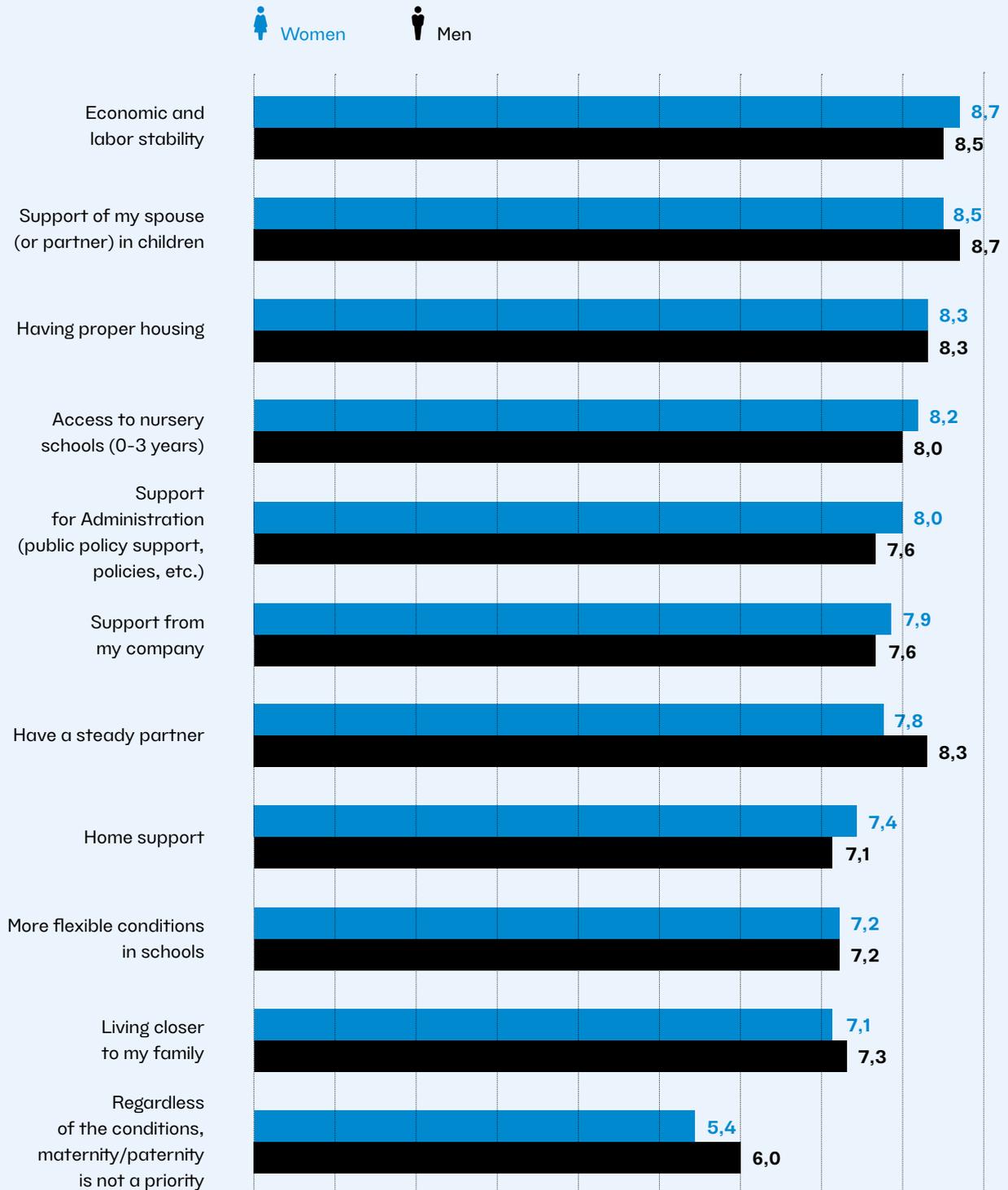
The four most relevant factors for the citizens of Madrid to consider when making the decision to have children are (in decreasing order of importance): economic and employment stability, support from their spouse or partner in childcare, ownership of an appropriate

home, and access to nursery schools (stage 0-3 years).

Other notable but lesser factors include having a stable partner and enjoying the support of their companies and Public Administrations.



The most influential factors, which represent the main barriers to motherhood/fatherhood, are those linked to employment (economic and labor stability), followed by co-responsibility in care and possession of adequate housing. In addition, access to nursery schools is presented as a factor to be taken into account.



On a scale of 0 to 10, how important are these factors to you in order to have children?

Women no.: 500 / Men no.: 300

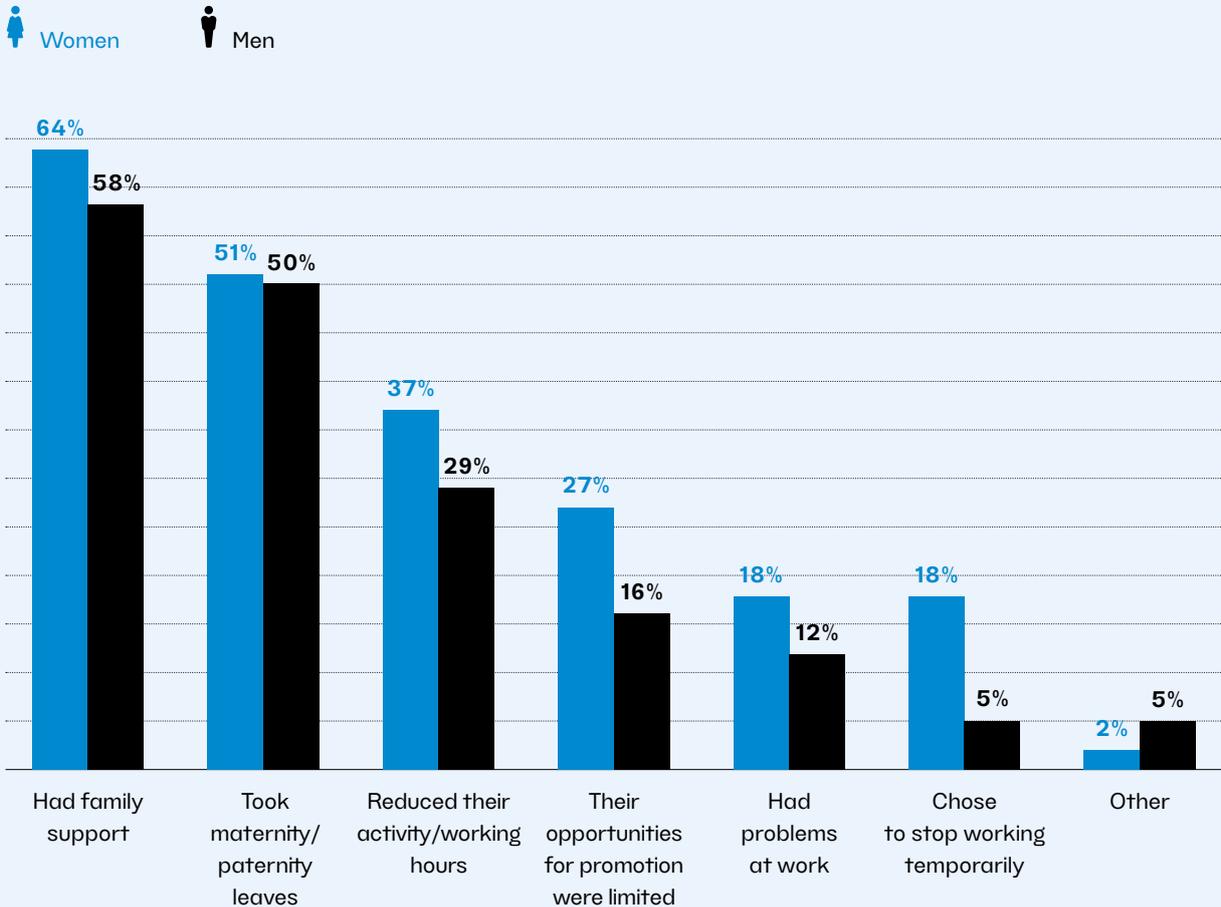
On the other hand, childcare co-responsibility is also revealed in women's discussions to be a fundamental factor in their decision to become mothers. However, many believe that this is still a pending issue because it is still taken for granted that most care is deemed to be the mothers' responsibility.

Additionally, the decision to have children does not affect men in the same way

as women in the workplace. Women believe that work is the main obstacle to motherhood, since they have more responsibilities than men.

In addition, women express in conversations that motherhood slows down their professional trajectory. They confess that their motherhood has been a source of conflict and tension at work.

**At the time of having children, both men and women had support from their family and could take maternity/paternity leave. Even so, in the work environment situations, women are the who had more responsibilities.**

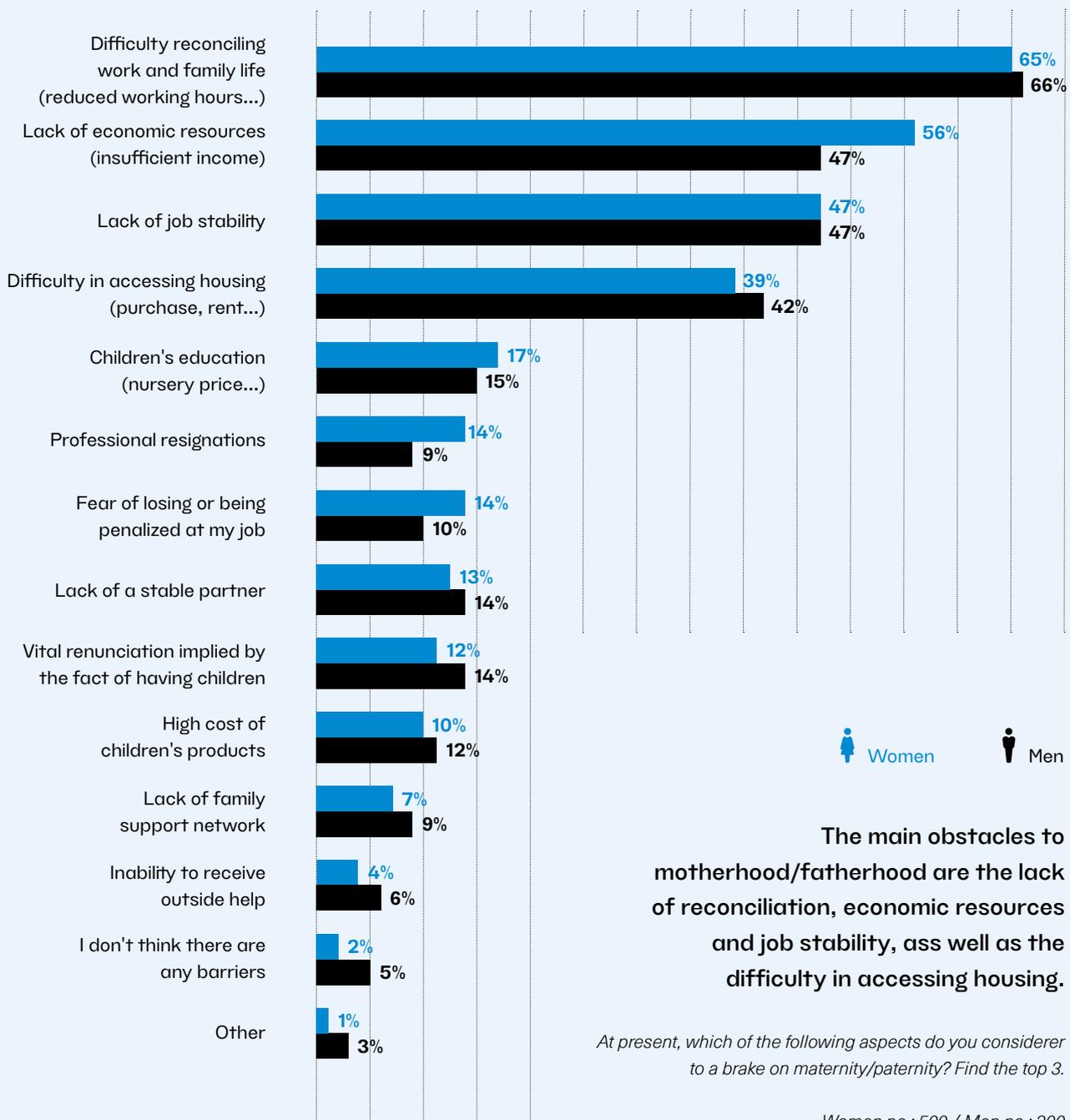




## MAIN BRAKES TO MOTHERHOOD/FATHERHOOD

As a consequence of the aforementioned, maternity/paternity is hampered by difficulties related to all of these factors. In this regard, it should be noted that around 65% of Madrid citizens consider that difficulties in reconciling work and family life are the main obstacle

to motherhood/fatherhood. The lack of financial resources, job instability and, to a lesser extent, difficulties in accessing adequate housing (for nearly 40% of Madrid residents) all present significant obstacles for nearly 50% of Madrid residents who responded to the survey.



### IDEAL AGE FOR THE FIRST CHILD

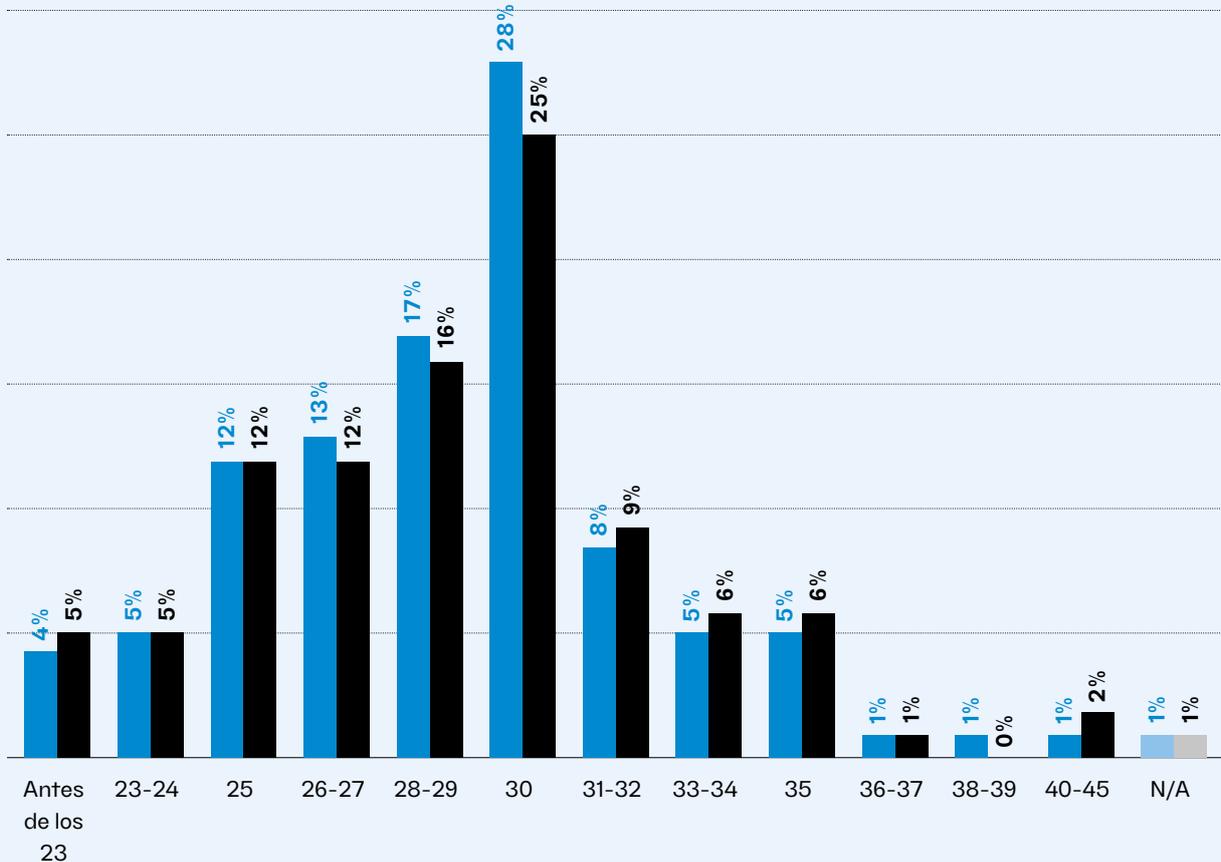
The decision to have children is increasingly rational and planned for both men and women, and it is considered that the ideal age to have children is between 28 and 30 years.

However, some people decide to delay having children. Usually, this is due to economic conditions, which can make it

difficult to become a parent at a younger age. Other reasons of a more personal nature (ie., not feeling prepared for parenthood or the desire to maintain a lifestyle without major changes) do not seem to be fundamental factors for citizens.

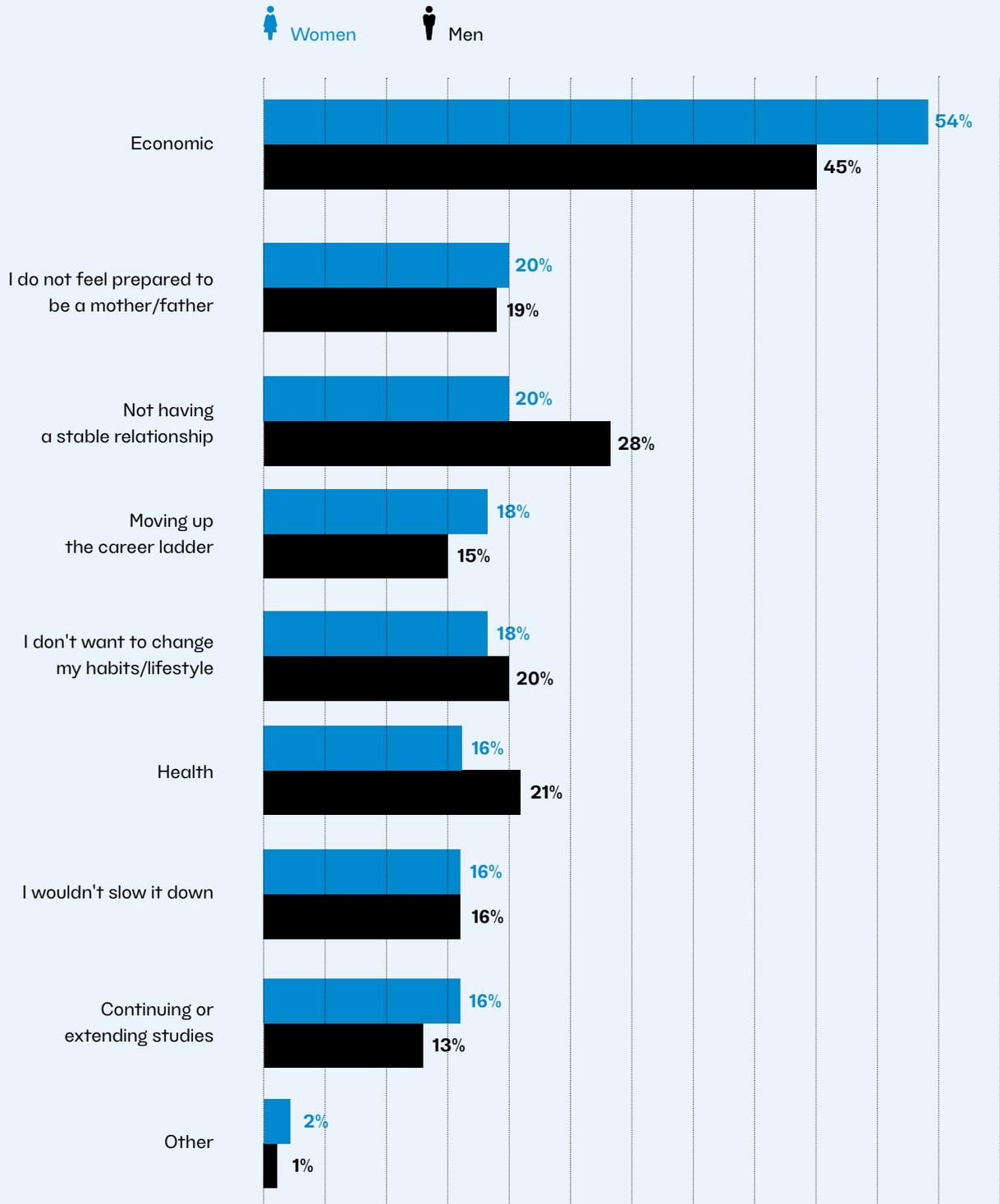
**Both sexes agree that the ideal age to have the first child is between ages 28 and 30.**

 Women (28,7 average)  Men (28,9 average)





As for the reasons, the main factor for delaying the moment of becoming a father/mother is economic for both sexes. For the man, not having a stable relationship, together with health factors and not wanting to change his lifestyle, are also crucial factors when it comes to delaying the moment of becoming a father.



Currently, based on your personal experience, would you delay becoming a parent for any reason...? (Multiple answer).

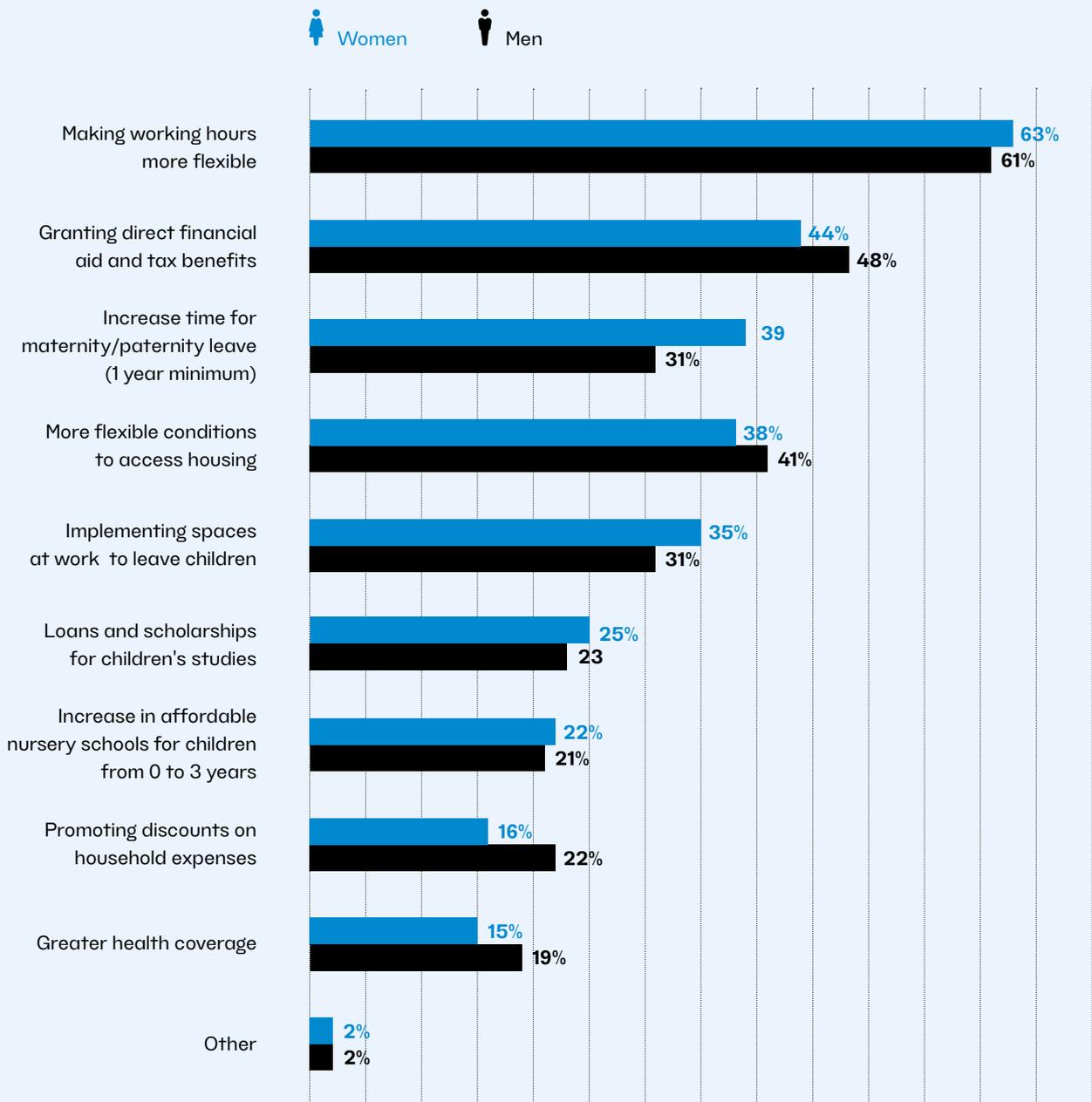
Women no.: 500 / Men no.: 300

## MAIN MEASURES TO ENCOURAGE MOTHERHOOD/FATHERHOOD

According to responses of the citizens, in order to encourage birth rate, the three main measures needed to be implemented would include: (in

decreasing order of relevance): making working hours more flexible, granting direct economic aid and tax benefits, plus ensuring ability to access a living place.

### Three main measures to encourage maternity/paternity



In relation to the following measures, indicate the three main ones that would be necessary to implement to encourage maternity/paternity in the Community of Madrid.

Women no.: 500 / Man no.: 300



## Special reference to the considerations of women on motherhood

### MAIN ASPECTS RELATED TO MOTHERHOOD

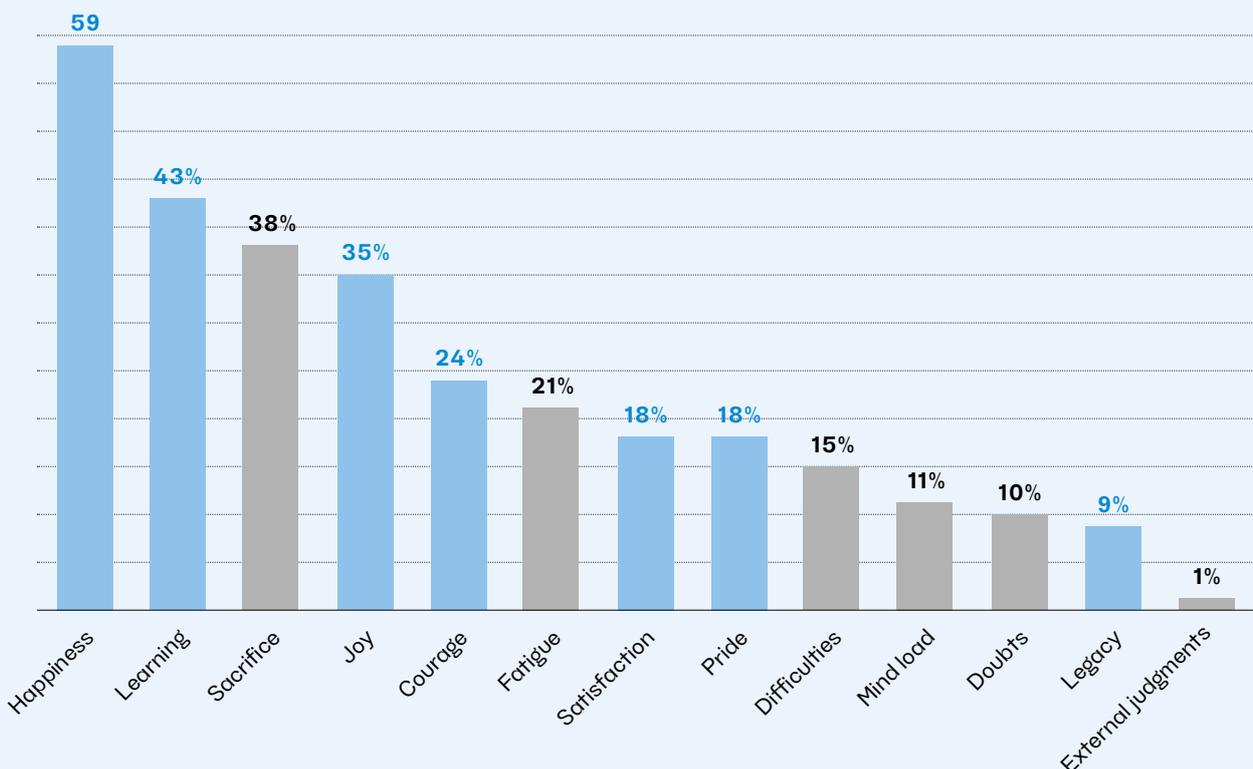
Motherhood and fatherhood are perceived as important life experiences, judged to be positive in general.

It should be noted that six out of ten women who participated in the sociological study associate motherhood with happiness. To a lesser extent, other positive attributes women associate with this experience include joy, learning, accomplishment and pride.

However, motherhood is no longer idealized to the same degree as before. The most difficult parts of the experience are also recognized (tiredness, sacrifice, difficulties, and mental load, amongst others).

In general, women explain that they feel subjected to double social and personal standards as mothers. Furthermore, they affirm the desire to participate in motherhood without sacrificing other parts of their lives.

**6 out of 10 women from Madrid associate motherhood with happiness, followed by other positive attributes such as learning or joy. Among the less positive attributes, motherhood is associated with sacrifice.**



*Of the following attributes related to motherhood, indicate the three main ones with which you identify yourself.*

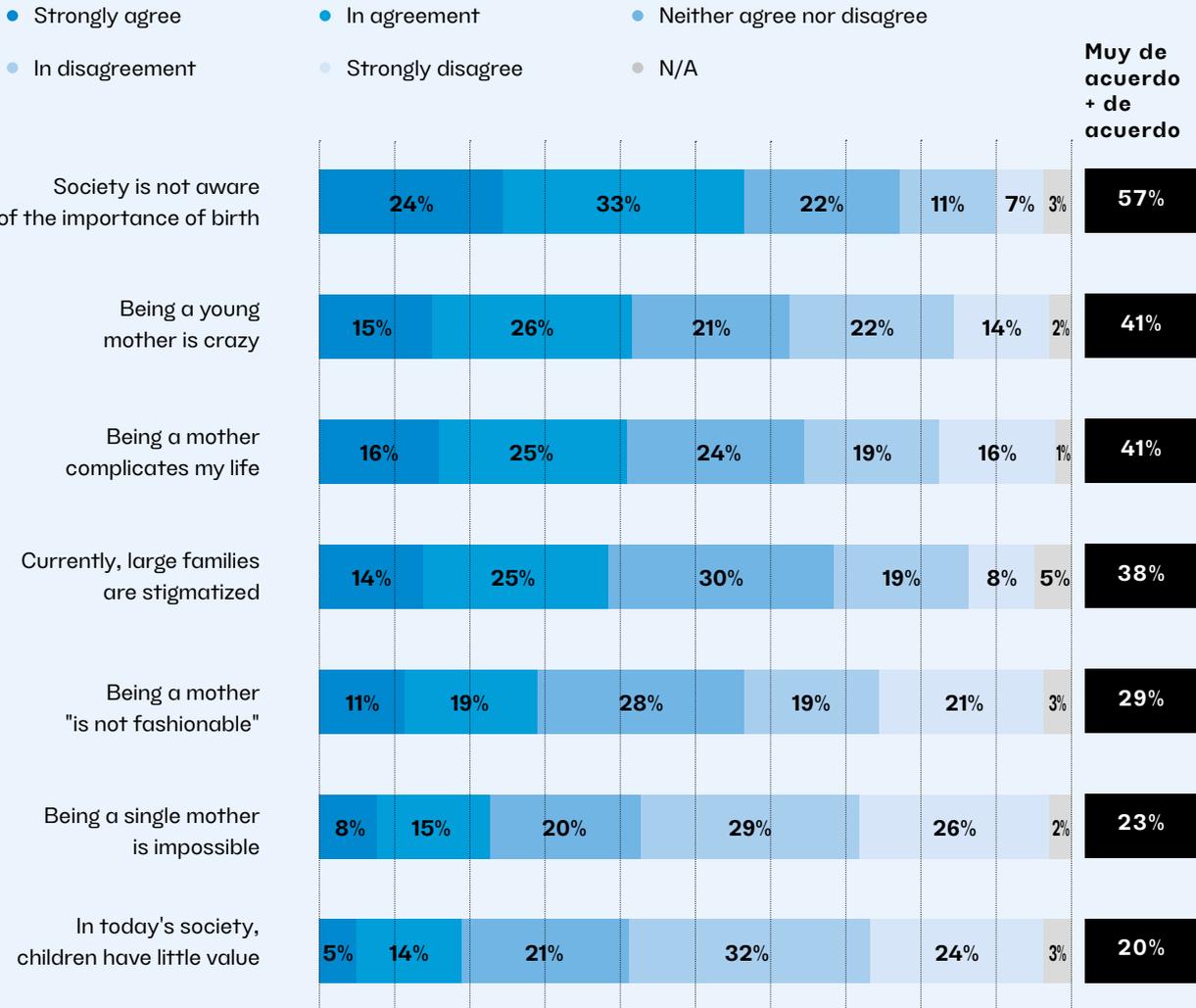
Women no.: 500

### VISION OF MOTHERHOOD

Almost 60% of women surveyed believe that society is unaware of the importance of the birth rate. In addition, some women believe that “being a mother is not in fashion,” and that there is a stigmatization of both young mothers and large families.

Women feel that children are perceived as having little value in society and that they are not taken into account when political decisions are formulated. For all of these reasons, women state that motherhood is not well integrated into society.

**Almost 60% of women in the Community of Madrid agree with the fact that society is not aware of the importance of birth rate. On the contrary, statements such as "being a single mother is impossible" or "in today's society, children have little value" are not in their thoughts.**



Of the following statements related to the view of motherhood today, indicate to what extent you agree with....



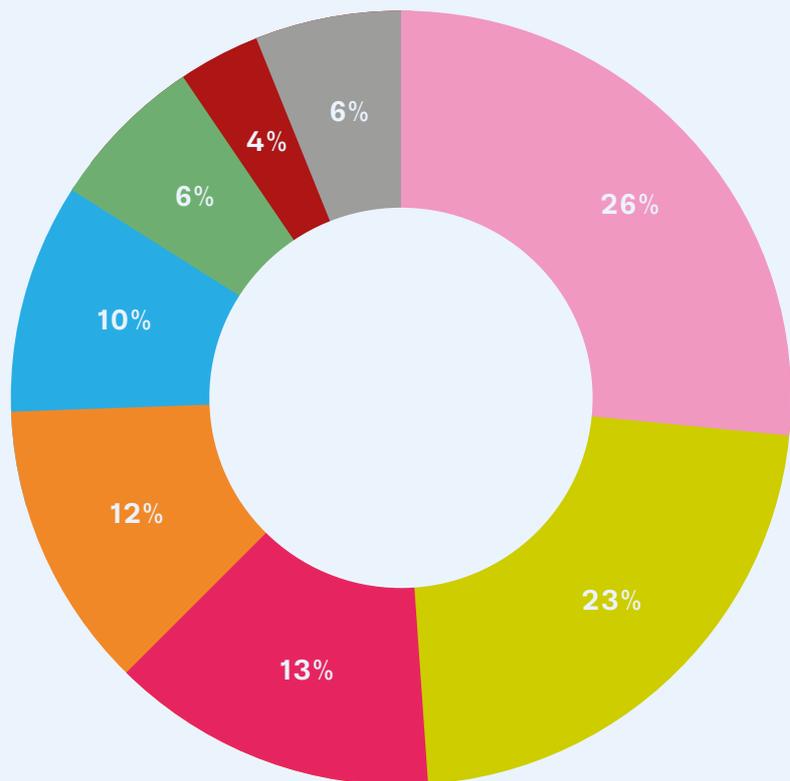
## WORK EXPERIENCES AS A CONSEQUENCE OF MOTHERHOOD

Amongst the negative experiences identified by women, the lack of reconciling work and professional life stands out (26%). This is followed by limits on career progression (13%) and

the fear of communicating pregnancy to their work superiors (12 %). Only a small proportion of women claim to have received more assistance in reconciling work and personal life (10%).

### Work experiences as a result of maternity.

- It is very difficult to reconcile work and professional life
- I have not experienced any of the following situations
- Motherhood has been a brake on my professional progression
- I was afraid when I told my boss that I was pregnant
- I have reduced hours, but I work the same hours
- I have felt very supported by my company when it comes to being a mother
- Being a mother has helped me receive more assistance in reconciling
- N/A



*In relation to work/job position, indicate if you have experienced any of the following situations related to maternity (yours or those of people close to you).*

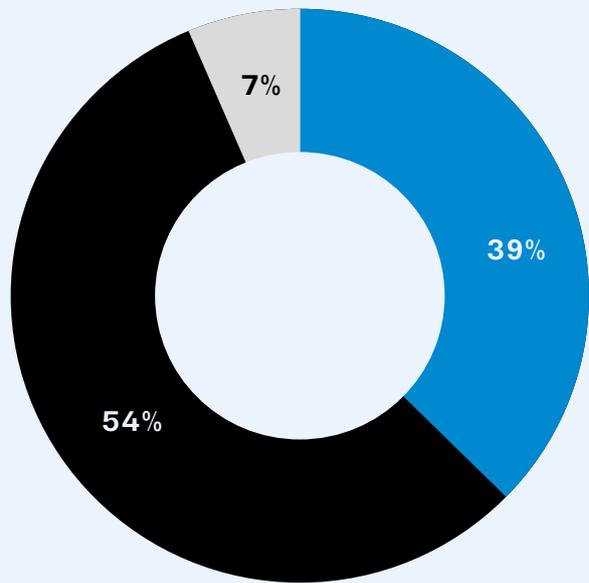
### THE OPTION OF BEING A SINGLE MOTHER

It is important to mention that almost four out of 10 women from Madrid have considered or would consider becoming a single mother. This option becomes more frequent as the age of the women increases.

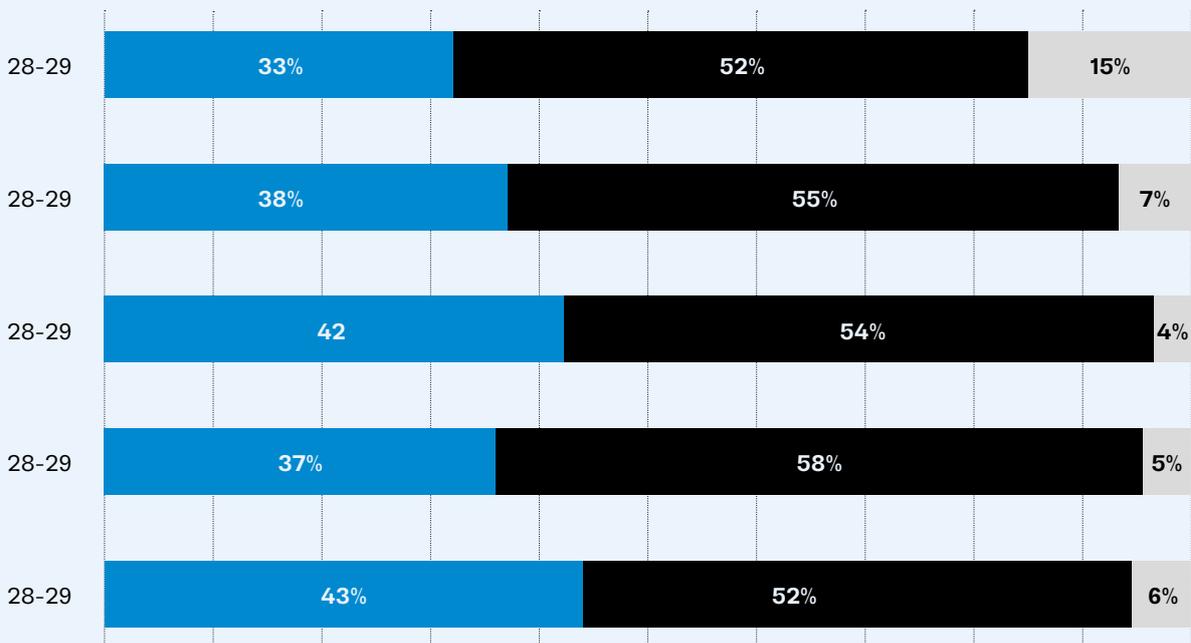
network. However, having a partner is still one of the main keys in considering motherhood, to the extent that there are still many difficulties in raising a child alone.

In addition, women expressed a willingness to assume this responsibility alone, despite facing economic barriers and the lack of an adequate support

**Almost 4 out of 10 women from Madrid have considered or would consider becoming a single mother. This situation increases as women age.**



● Yes ● No ● N/A





## CONCLUSIONS OF THE OPINIONS FROM THE SOCIOLOGICAL STUDY



According to the information provided from the research carried out, citizens believe that the **Community should aspire to be a benchmark in supporting the decision to have children and in accompanying families**, although

involvement by other Administrations should also be encouraged.

Some **MEASURES, considered** to be appropriate in promoting birth rate, that the Community of Madrid could take, include:

“ *Improvement of working conditions so that there is real reconciliation. In this sense, more than 60% of people who have participated in the study believe that schedules should be rationalized and made more flexible.*

“ *Improvement of direct economic aid and tax benefits for families.* 46% of Madrid’s residents asked in this survey believe that one of the three main measures to encourage birth rate should be to grant this type of aid.

“ *Facilitation of access to adequate housing for family needs.* Close to 40% of citizens consider that the conditions for accessing housing should be made more flexible.

“ *Strengthen health and educational services*

- The possibilities of helping women with fertility treatments as well as increasing postpartum care services are mentioned as being amongst the most relevant measures in the **health field**.
- In the **education field**, they highlight the need to strengthen public education, and expand the number of public places in schools and nursery schools.

“ Finally, many women participating in the research express their desire for the following: easier access to *assisted reproductive* treatments, receiving *assistance during pregnancy and after childbirth*, and having access to further information about the resources and aid available within the Community of Madrid.

# III

## Strategic Objectives, Lines of Action and Measures





The Strategy contains a total of 80 measures that are structured around three axes or strategic objectives:

- *Birth support*
- *Motherhood and fatherhood protection*
- *Reconciliation of work, family and personal life*

The measures are distributed in six lines of action. Through these, the main barriers that surveyed citizens of Madrid identified when having children are addressed:

- *Direct aid and tax benefits for childbirth*
- *Measures to protect motherhood and fatherhood*
- *Measures to favor stable access to the labor market and facilitate conciliation*
- *Measures to facilitate access to housing*
- *Family support*
- *Instrumental measures*

Regarding the three axes or strategic objectives, the measures are distributed as follows:

| AXES / STRATEGIC OBJECTIVES  | Measures  |
|--|-----------|
| Birth support  | 31        |
| Motherhood/fatherhood protection   | 27        |
| Work, family and personal life reconciliation  | 17        |
| Instrumental measures <i>(they belong to the three axes due to their transversality)</i> | 5         |
| <b>Total</b>   | <b>80</b> |

In terms of lines of action, the measures are classified as follows:

| LINES OF ACTION   | Measures  |
|---|-----------|
| Direct support and tax benefits at childbirth                                       | 5         |
| Measures to protect motherhood and fatherhood                                       | 20        |
| Measures promoting access to labor market stability and facilitating reconciliation | 17        |
| Measures to facilitate access to housing  | 8         |
| Family support  | 25        |
| Instrumental measures   | 5         |
| <b>Total</b>  | <b>80</b> |



## LINE OF ACTION

# Direct support and tax benefits at childbirth



### The opinion of Madrid's residents participating in the survey:

44% of women and 48% of men consider that granting direct support and tax benefits would encourage motherhood/fatherhood.

Once data from research into the demographic situation in the Community of Madrid has been analyzed along with information obtained from the two discussion groups with women and the survey of 500 women and 300 men, all aged between 18 and 45 years old and residents of the region, **the following MEASURES will be reinforced or implemented** in terms of childbirth direct support and tax benefits:



## 01. new

### **Direct aid of 14,500 euros to support motherhood for women under 30 years of age.**

To prevent any young woman from giving up her dream of starting a family for financial reasons, direct financial aid of 500 euros per month has been approved for women from the fifth month of pregnancy until the baby is two years old. This represents a total of 14,500 euros per child.

This aid is aimed at women under 30 years of age who have been registered in the Community of Madrid for more than 10 years at the time of their pregnancy. This aid is fully compatible with the development of a paid work activity. It can be received as long as the applicant's wages do not exceed 30,000 euros per year.

The requirements for accessing the aid will be evaluated in the Interdepartmental

Commission during the validity of the Strategy to, when appropriate, introduce greater flexibility. In particular, the number of years required in the registration will be reduced to five.

## 02. nueva

### **Extension of childbirth or adoption deduction.**

People who have or adopt children will benefit from a personal income tax deduction that will be increased from 600 to 700 euros annually. This is applicable both in the year of birth or adoption as well as in the following two years. In this way, the applicable deduction will reach up to 2,100 euros throughout the three years after childbirth or adoption.

For this deduction application, the sum of the general tax base and that of the savings must not exceed 30,000 euros in individual taxation or 36,200 euros in joint taxation. Also, the sum of the tax bases

▼ see measure 01

**500 euros monthly from the fifth month of pregnancy until the baby is two years old, for women under 30 years of age, up to a total of 14,500 euros.**



of all family unit members, of which the taxpayer may belong, will not exceed 60,000 euros.

## 03. *in progress*

### **Deduction for child international adoption.**

People who adopt children may apply a 600-euro deduction in income tax for each child adopted during the tax period, provided that said adoption is of an international nature.

This is intended to facilitate child adoption and alleviate the costs involved in such adoption.

## 04. *in progress*

### **Deduction of up to 900 euros for child foster care.**

Families that foster minors may benefit from a personal income tax deduction. It can be of a variable amount depending on the number of minors fostered, be it administratively or judicially. The taxpayer must have them during at least 183 days of the tax period, under temporary or permanent foster care or guardianship for adoption purposes.

The purpose of this action is to facilitate foster care in a family environment where children can have greater personal and social development.

The expected amounts are:

- *600 euros for the first fostered child.*
- *750 euros for the second.*
- *900 euros for the third and subsequent child.*

The sum of the general tax base and that of the taxpayer's savings must not exceed 25,620 euros in individual taxation or 36,200 euros in joint taxation.

### **1.1 PUBLIC EMPLOYMENT OF THE COMMUNITY OF MADRID**

## 05. *in progress*

### **Financial support to public employees of up to 1,100 euros on childbirth, adoption, permanent or temporary foster care.**

Public employees of the Community of Madrid may benefit from aid of up to 1,100 euros for childbirth, adoption or permanent or temporary foster care. For the purposes of granting this aid, temporary foster care will only be considered if it lasts more than one year.

In the event that both parents meet the established requirements, only one of them may be the beneficiary.



▼ see measure 04

**Up to 900 euros of income tax deduction for child foster care.** The purpose of this action is to facilitate foster care in a family environment where children can have greater personal and social development.





2

### LINE OF ACTION

## Measures to protect motherhood and fatherhood



### The opinion of Madrid's residents participating in the survey:

Amongst the most relevant measures to protect motherhood/fatherhood, women emphasize reinforcement and expansion of fertility treatments and an increase in postpartum care services.

Many women express a desire to receive assistance after childbirth, to expand parenting support networks and to help those who wish to be single mothers.

Once data from research into the demographic situation in the Community of Madrid has been analyzed along with information obtained from the two discussion groups with women, plus the survey carried out to protect motherhood and fatherhood, **the following MEASURES will be reinforced or implemented**



## 06 ■ in progress

### **Personalized advice and assistance plans for women during pregnancy, childbirth and puerperium.**

New humanization initiatives will be launched to accompany women during pregnancy, childbirth and puerperium.

Here are the following actions amongst them:

- *Establishing a personalized delivery plan including advice to pregnant women on the possibility of choosing its development.*
- *Creating a document facilitating administrative childbirth-related procedures.*
- *Developing strategies and workshops to promote breastfeeding, skin-to-skin contact, night rest, friendly environments and the detection of vulnerability cases, amongst others.*
- *Providing information on delivery procedures for the adopted newborn baby.*

## 07 ■ in progress

### **Reinforcement of initiatives for childbirth and breastfeeding care humanization.**

Actions aimed at promoting breastfeeding and humanization in childbirth care and the first stages of life in the health centers of the Madrid Health Service will be reinforced.

The objectives are:

- *To make it easier for hospitals and health centers to follow the WHO/UNICEF recommendations for breastfeeding promotion, protection and support.*
- *To promote the regular activity of breastfeeding committees in Hospitals and Primary Care.*
- *To promote ongoing assistance between the Hospital and the Health Center to support breastfeeding maintenance and improve newborn care.*
- *To promote health centers to obtain WHO and UNICEF's recognition: "Initiative for Humanizing Childbirth and Breastfeeding Assistance".*

Within this framework, the creation of organizational infrastructures, such as Breastfeeding Committees, will be

promoted in health centers (hospitals and Primary Schools). This is where more training will be given to professionals (health and non-health workers). In addition, awareness and dissemination actions will be carried out amongst health workers and citizens.

## 08. new

### **New regulation of assisted reproductive centers to improve the quality and safety of the services they offer.**

A new regulation of the activity carried out by the Assisted Human Reproductive centers will be approved in response to the growing needs of women and families utilizing these care resources due to the unstoppable social changes that contribute to the delay of motherhood.

The objective is to improve both quality and safety as well as health care

provided in these centers. This will increase guarantees in the application of these techniques and contributing to the consolidation of the centers at the European forefront of assisted human reproduction.

## 09. new

### **Measures to improve early diagnosis of fertility problems and advance the start of treatment.**

In order to facilitate early diagnosis of fertility problems and thereby avoid delays in pregnancy that may entail future risks, the following actions will be carried out:

- *Improving accessibility from primary care to monographic fertility consultations.*
- *Creating high-resolution queries to streamline care and diagnoses.*





*Being able to bring forward, where appropriate, the start of treatment.*

- *Increasing the number of hospitals with Preimplantation Genetic Diagnosis techniques.*
- *Offering Gamete Banks and Embryo Banks as alternatives to possible fertility problems.*

## 10. new

### **Relaxing and expanding criteria to access assisted reproductive treatments.**

To make it possible for more women to undergo assisted reproductive treatments, the criteria and access conditions will be made more flexible. Therefore:

- *Progressively, the age at which women can access assisted reproductive treatments will be increased to 45 years. Currently, at the start of the study, they have to be under 40 years of age.*
- *Women from Madrid will be able to undergo assisted reproductive treatments after having their first child.*
- *The number of complete attempts for each patient will be increased, from three to four per woman.*

## 11. in progress

### **Reducing wait lists in assisted reproductive consultations and guaranteeing the free choice of hospital to carry out treatment.**

With the aim of reducing the wait list to undergo assisted reproductive treatment, different actions will be carried out including:

- *Implementing the **Network Fertility Plan** to generate a common wait list in all public centers in the Community of Madrid. Notwithstanding the foregoing, guaranteeing the free choice of hospital where the treatment can be performed.*
- *Establishing the average delay for normal priority patients at 60 days, and providing urgent care in cases where required.*
- *Strengthening and developing the portfolio of services in existing units and evaluating the opening of new units..*

## 12. new

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### **Starting up Madrid Ovocyte Bank and strengthening the Embryo Bank of the Community of Madrid guaranteeing embryo custody without a time limit.**

The Community of Madrid will reactivate the Ovocyte Bank located in the Príncipe de Asturias Hospital in Alcalá de Henares, which will allow the preservation of ovules in optimal conditions.

In addition, the operation of the Embryo Bank of the Community of Madrid will be promoted, guaranteeing embryo custody without a time limit. It will also assure preservation of surplus good-quality embryos from couples who have undergone assisted reproductive treatment. This is being done with the objective of using the embryos in a new attempt if the pregnancy does not occur with the transfer. The embryos can also be utilized in the future in order to expand the family.

## 13. in progress

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### **Support program for foster families.**

From the Community of Madrid we will guarantee the right of foster families to receive the financial support that corresponds to them with amounts of up to 15,500 euros and we will reinforce the resources and support programs aimed at these families.

## 14. in progress

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### **Free telephone line for maternity care.**

This measure will offer free telephone service with psychological guidance and information on the resources available to pregnant women and mothers.

A specialized multidisciplinary team of psychologists and social workers will be available to provide this service. The service will operate from Monday to Friday between the hours of 8:00 a.m. to 10:00 p.m., and on Saturdays and Sundays from 9:00 a.m. to 3:00 p.m.

The aim is to offer pregnant women or mothers a free care, information, accompaniment and psychological support service.

## 15. in progress

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### **Support for the life of the unborn, giving alternatives to pregnant mothers.**

All necessary measures will be adopted to support the life of the unborn. Alternatives to pregnant mothers can include information on existing aid. Or, measures could encompass connecting people who cannot find children for adoption or foster care.



The objective is to eliminate from the outset all existing obstacles, allowing families to have all the children they may want.

## 16. *in progress*

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### **Support for the maternity centers network to offer resources to mothers at risk.**

The network of centers striving to give temporary shelter to young people and pregnant adult women or mothers with dependent children (generally under three years of age) who are in a situation of risk or social exclusion, will be strengthened. This will promote learning processes regarding their motherhood and encourage the acquisition of habits aimed at their full integration.

Its purpose is to provide mothers at risk of exclusion with temporary accommodation, maintenance and an individualized intervention plan.

## 17. *in progress*

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### **Implementation of a new program of home visits for maternity care from birth until the baby is two years old.**

The new program consists of carrying out a monthly home visit by specialized personnel from birth to two years of age of the boy or girl. Visits will include

assistance in areas such as diet, breastfeeding, safety, parenting skills, or mental health. The program will be aimed at families in a vulnerable socioeconomic situation, and especially at first-time mothers.

The following objectives are pursued through this program:

- *Providing both families and children with the necessary resources that contribute to their subsequent well-being.*
- *Improving maternal and newborn health, reducing accidents or harmful behavior, increasing school performance and learning, improving family autonomy and dependence on support programs, as well as optimizing relationships between different members of the family.*

## 18. *in progress*

---

### **New protocol to help pregnant women in vulnerable situations.**

A new protocol will be approved to help pregnant women in vulnerable situations. It will coordinate the actions of all the Administrations involved in their protection.

To this end, the communication and cooperation criteria between the Autonomous Administration and the Local Corporations are defined for

the referral of pregnant women and/or mothers with children (up to three years of age), who may be awarded a residential place in one of the Maternity Residences of the Community of Madrid.

## 19. *in progress*

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### ***Collection of babies to avoid their abandonment by dialing 112 and 012, guaranteeing the protection of the mother's identity.***

The Community of Madrid offers help and protection to both the mother and the baby, when the parent cannot care for the child. She can opt to surrender the baby responsibly and with the maximum of safety guarantees for minors.

Mothers can deliver the babies freely and safely, without committing a crime such as abandonment, by making a free and totally confidential call at 112 and the new 012.

The objective of this action is:

- *To prevent child abandonment.*
- *To offer help and protection both to mothers who decide to give their children up for adoption and to babies.*
- *To guarantee security and confidentiality in the process.*

## 20. *in progress*

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### ***Specialized intervention program with young offenders who, being mothers of children under 3 years of age and/or pregnant, are serving a judicial internment measure.***

This is a specific and detailed intervention program aimed at minors and young people who are serving a judicial internment order and have children under three years of age or who are pregnant.

The objective is to provide them with the necessary skills for childcare, and to give them psychological support. Also, assumption of responsibilities will be encouraged. They will be given the necessary knowledge and skills so that, once the imposed internment measure has been completed, they can normalize their social and work situation, thus reducing chances of falling back into crime.

## 21. *in progress*

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### ***Support to entities that work with pregnant women without resources and/or mothers with children from zero to three years old.***

These are grants aimed at non-profit entities to carry out projects aimed at assisting pregnant women. Special



attention will be given to adolescents, and mothers without resources with children from zero to three years of age. The maintenance of a support network will be provided.

The following actions are eligible:

- *Housing for pregnant women or mothers without resources with children from zero to three years old.*
- *Socio-labour programs addressed to pregnant women and mothers without resources with children from zero to three years of age, aimed at guaranteeing their personal and patrimonial autonomy in situations of vulnerability or social exclusion.*
- *Services for immediate care and attention for children from zero to three years old and their mothers.*
- *Psychological support and legal advice.*

## 22. new

### **Expansion of the Early Care Network of the Community of Madrid, to reduce the wait list for treatments.**

During the years 2022 and 2023, the early care network of the Community of Madrid will be expanded with the incorporation of 1,500 new places.

This action will reduce the wait list to receive outpatient rehabilitative treatment for early care.

## 23. in progress

### **Enabling Breastfeeding Rooms in public administration buildings.**

Breast-feeding rooms for shared use with restrooms in work centers for 50 plus employees will be incorporated into each of the new implementations that are planned.

In the case of public employees, the objective is to guarantee them optimal conditions in terms of their job. This includes improving and promoting family reconciliation and motherhood/ fatherhood development.

In the case of employees, the concept for these "breast-feeding rooms" (which also provide public access) is to provide comfortable and adequate spaces to facilitate reconciliation and the task of raising children. The rooms will also aid in the exercise of their professional functions and, in the case of the rest of the citizens, in their interactions with the public administration.



3

### LINE OF ACTION

## Measures to promote access to labor market stability and to facilitate reconciliation



### The opinion of Madrid's residents participating in the survey:

47% of men and women identify lack of job stability as one of the main obstacles to motherhood/fatherhood.

For 66% of men and 65% of women surveyed, the difficulty in reconciling work and family life constitutes the main obstacle to motherhood/fatherhood.

Once data from research into the demographic situation in the Community of Madrid has been analyzed along with information obtained after two discussion groups with women, plus the survey carried out, the following MEASURES in the field of employment **will be reinforced or implemented**. Three of these measures - 24, 25 and 26 - include the actions of the Madrid Strategy for Employment 2021-2023, which was approved in September 2021, after the agreement was reached with the social partners.



### 3.1 ACTIONS TO STABLY PROMOTE ACCESS TO THE LABOR MARKET

The Madrid Strategy for Employment 2021-2023 includes a total of 86 measures to facilitate: access to employment, improvement of worker employability, optimization of labor intermediation and support of entrepreneurs.

## 24. *in progress*

***Actions to facilitate access to employment: aid for hiring and improving labor intermediation services carried out by Employment Offices.***

Incentives of up to 9,500 euros for indefinite hiring are being contemplated to stimulate stable hiring within the framework of the Madrid for Employment Strategy. Special attention will be paid to those with greater difficulties in accessing employment. Young people are amongst the population groups with the highest hiring incentives.

Likewise, measures will be included to improve operation of the Network of Employment Offices, adapting them to meet the current needs of both job seekers and companies when managing their job offers.

## 25. *in progress*

***Actions to improve employability and to strengthen the region's productive fabric.***

The Madrid for Employment Strategy is also considering actions to improve employability through vocational training for employment, both for employed and unemployed people, especially the less qualified.

The objective is to facilitate job opportunities for those who are unemployed and to favor professional promotion in the case of workers who are already employed, so that they can improve their working conditions.

In addition, programs will be promoted to strengthen the productive fabric of the region, prioritizing sectors with the capacity to generate employment and digital competence training.



## 26. new

### **Actions to support entrepreneurs: extension of the Flat Rate for self-employed women returning to their activity after motherhood.**

To promote entrepreneurship, not only as an alternative to unemployment, but also as a way of developing talent, and to support those who have already started a business, the Madrid for Employment Strategy includes different measures aimed at the self-employed and the Social Economy.

Included amongst the measures is the improvement of the Flat Rate of 50 euros in the Social Security contribution for self-employed women who return to activity after maternity. This guarantees that they can enjoy support for 24 months.

The objective is to facilitate the return to work for self-employed women deciding to become mothers.

## 27. in progress

### **Actions to facilitate access to employment for people furthest from the labor market and young people.**

With the aim of facilitating access to employment for those population groups with the greatest difficulties, the Madrid for Employment Strategy



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includes different specific programs for the long-term unemployed, people with disabilities, or those at risk of social exclusion.

Amongst these programs are: mixed training and employment programs for the long-term unemployed, labor integration through insertion companies, or programs aimed at favoring labor insertion of those with disabilities (either through the sheltered employment in Special Employment Centers or within the ordinary labor market.)

To facilitate access of the youngest to employment, the Strategy includes, amongst others, actions to promote training contracts and the My First Job program (whose objective is to facilitate the first work experience).



## 28. new

### **Reduction of the company's Social Security contribution for workers who join their company after maternity or paternity leave.**

The Community of Madrid will urge the Government of Spain to reduce the company's Social Security contribution for workers who join their company after maternity or paternity leave.

The duration of the incentive would last for at least one year after the incorporation of the mother and/or father into their respective companies. It would complement the current bonuses of the quota that employers already receive when the worker is replaced by another during periods of leave (due to maternity/paternity, risk in pregnancy or breast-feeding needs).

▼ see measure 30

**Aid of up to 2,000 euros will be launched for the hiring of domestic workers for childcare,** for other family members with disabilities, or in a situation where they become dependent on the interested party.

### **3.2 ACTIONS TO PROMOTE RECONCILIATION**

A total of 66% of men and 65% of women in Madrid identify the difficulty of reconciling work and family life as the main obstacle to motherhood/fatherhood.

To address this barrier and advance in this area, the following actions are proposed:

## 29. in progress

### **Support for the promotion of teleworking and flexibility of the working day.**

Financial support for promotion of teleworking and flexibility of the working day in companies and organizations will be maintained.

The intention is to promote effective reconciliation of workers in their workplace, and to keep this in balance with the organizational needs of the company.

In addition, the national government will be urged to implement incentives and tax benefits for companies making work hours more flexible, especially for parents with children under 10 years of age.

## 30<sup>new</sup>

### **Implementation of incentives for hiring domestic workers to reconcile work and family life.**

Incentives of up to 2,000 euros will be launched for the hiring of domestic

workers for childcare, for other family members with disabilities, or in a situation where they become dependent on the interested party, providing all reside at the same address.

The purpose of this action is to promote reconciliation of work and family life for working people in the Community of Madrid.

It is an aid that will favor the promotion of employment and will contribute to the fight against an underground economy and irregular employment. It is compatible with the deduction of personal income tax due to the Social Security contribution expenses applying to people employed as domestic care workers assisting children under three years of age.





## 31. new

### **Promotion of reconciliation of family and personal life for students with minor children.**

Pregnant non-university or university students will have preference when there is the possibility of choosing the morning or afternoon shift in the studies they are undertaking from the fifth month of pregnancy until the child is three years of age.

Likewise, non-university or university students with children up to three years of age may change the date of exams provided they are not ordinary or extraordinary final exams.

Also, vocational training students in the educational field with children up to three years of age will have preference in choosing shifts and schedules in order to carry out the training module in work centers.

## 32. new

### **Extension of the deduction for the care of children under three years of age and extension to elderly care in dependency or disability situations.**

The deduction for childcare related to children under the age of three will be extended. This will also apply to elderly care in dependency or recognized

disability situations. The deduction from 20 to 25 percent of the contributions made to Social Security for hiring people for these purposes and the deduction limit of 400 to 450 euros annually will be increased.

In the case of holders of large families, the deduction percentage will increase from 30 to 40 percent as well as the deduction limit, which will rise from 500 to 600 euros per year.

## 33. in progress

### ***Counseling addressed to companies and freelancers for preparation and implementation of actions in favor of reconciliation and co-responsibility.***

All information, advice and training services will be made available to companies and organizations (especially SMEs) for people and companies regarding support for childbirth, maternity protection and reconciliation of work, family and personal life.

Likewise, technical assistance will be provided to SMEs for the diagnosis and design of their Equality Plans and complementary training in the field of employment and female leadership.

## 34. new

### **Actions to spread the culture of reconciliation in Madrid companies in collaboration with business organizations.**

In collaboration with business organizations and specialized organizations, actions will be launched that contribute to the knowledge and adoption of measures and strategies promoting reconciliation and co-responsibility by Madrid companies.

Assistance and support will also be provided to those companies interested in obtaining certification that accredits their good management in terms of reconciliation.

Likewise, in collaboration with business organizations, the establishment of nursery schools will be promoted in work environments allowing it.

## 35. new

### **Aid for unemployed workers to reconcile training and care for minors and dependent people.**

Reconciliation support for unemployed workers participating in vocational employment training actions managed by the General Directorate of Training will be implemented.

This measure aims to encourage the attendance of unemployed workers to training, enabling their qualification or requalification, by assisting with care issues of children under 12 years of age or dependent family members up to the second degree.

## 36. new

### **Promotion of work-family balance for women researchers and university professors with minor children.**

The Community of Madrid will implement actions helping to ensure that motherhood does not impede women's professional careers.

In this context, in order for women researchers not to be penalized for being mothers, the execution times of research projects will be rendered more flexible during maternity leave. Reduced working hours will be offered to facilitate childcare for highly dependent children or those under 12 years of age.

On their part, university professors will be able to choose the time they teach classes when taking advantage of a reduced work day due to childcare obligations.



## 37. in progress

### **Monitoring of collective negotiation instruments to avoid inclusion of clauses or agreements contrary to the reconciliation of personal, family and work life.**

The General Directorate of Labour, in its capacity as Labor Authority, reviews collective agreements and equality plans as a prerequisite for their deposit and registration.

The objective is to avoid the inclusion of pacts or clauses in collective agreements or in equality plans that, directly or indirectly, may create obstacles to reconciling personal, family and work life.

In its capacity as Labor Authority, the General Directorate of Labor will process sanctioning proceedings arising from non-compliance with labor regulations found in this matter by the Labor and Social Security Inspectorate in the Community of Madrid.

The ultimate goal is to demand responsibility for non-compliance with labor regulations in regards to measures established for reconciliation of personal, family and work life.

## 38. new

### **Digital training plan for workers to facilitate access to or continuance in the labor market.**

A specific program within the framework of the General Plan for Digital Training of citizens of the Community of Madrid will be carried out with the aim of bringing workers closer to the new digital reality. This will help them acquire digital skills and abilities, allowing them to access employment, improve their employment situation or, where appropriate, telecommute, thus improving reconciliation of work, family and personal life.

It is a training program that includes the use of digital tools to facilitate labor intermediation.

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*Due to their direct impact in this area, education measures related to expansion of places in early childhood education, reinforcement of the nursery check and extension of non-teaching hours in schools should be added to these specific actions regarding reconciliation. The measures aimed at extending and favoring telecommuting for public employees also have a positive impact on work-life balance. So do actions that humanize justice, and, when carried out, they will make it possible for parents to relate to one another and the justice administration more easily.*

### 3.3 PUBLIC EMPLOYEES OF THE COMMUNITY OF MADRID

## 39. new

#### Fee exemption for large families and support for maternity in selective processes for accessing the teaching career

A partial modification of the Legislative Decree 1/2002 of October 24th will be carried out in order to achieve equalization of members of large families in cases of fee exemption for examination rights (established for the selection of personnel at the service of the Community of Madrid for processes of selection of teaching personnel.) The law of rates and public prices of the Community of Madrid is approved in this Decree, in which the following will also be established:

- *100% exemption for members of special category families.*
- *50% exemption for members of general category families.*

To ensure that pregnancy or childbirth will have no ramifications upon the selection process for a teaching career (when birth is expected to coincide with testing dates due to circumstances of advanced pregnancy or, later, in the first days of puerperium), postponement of a test may be requested.

If any of the women applicants cannot complete the selection process due to

childbirth, duly accredited, their situation will be conditioned to its completion and to overcoming phases that have been postponed.

In the process of taking tests, both this circumstance and the breast-feeding period will be taken into account to facilitate timely adaptation in test development, as well as in individual calls.

## 40. in progress

#### Maternity support measures for female trainee teaching staff.

A postponement may be granted for a maximum period of one year, due to maternity, or care for children under three years of age, in order to guarantee that the internship or training courses (subsequent to the selection process) can be carried out by candidates who have passed the different tests. Duration of teaching services during the internship period can be reduced from six to four and a half months.

The training course for trainees can be taken online in situations of maternity leave, accumulated lactation leave, risk of pregnancy or lactation issues.



## 41. new

### **Extension of teaching staff leave for own affairs after maternity leave.**

Teaching staff may request leave for personal days during the third term (as long as they are on maternity leave) after the last day of their leave, providing it has a minimum duration of one month.

## 42. in progress

### **Protection and maternity support for temporary teaching staff**

It is expected that temporary civil servants can qualify for childcare leave to care for children under three years of age in order to guarantee all their rights of protection and maternity assistance. They will be able to request temporary leave in the lists before being assigned or summoned (in instances where they did not have a valid appointment, or before the end of their birth permit) if they had a valid appointment. This will allow their reincorporation into the lists whenever they consider it appropriate.

During the period of obligatory uninterrupted maternity leave, the temporary civil servant may opt for a vacancy reservation until the end of the corresponding period.

Opting for a vacancy reservation can also apply to those who have completed the mandatory period, but do not meet the requirements or do not wish to split the voluntary period of the permit. They may split the voluntary part of the permit coinciding with the start of the course.

Female temporary civil servants, who terminate their employment relationship having generated, but not concluded, the right to maternity leave, will be entitled to receive the corresponding Social Security subsidy (amounting to 100% of the regulatory base).

## 43. in progress

### **Teleworking regulation and implementation in the Community of Madrid.**

Teleworking regulation for administration civil servants and employees has been included in Decree 79/2020, of September 16, of the Governing Council.

The objectives of this action regarding measures promoting the reconciliation of work, family and personal life are:

- *To complete the existing instruments for reconciling work, personal and family responsibilities.*
- *To allow a more efficient incorporation into the work environment of public employees during the gestation period.*



#### LINE OF ACTION

## Measures to facilitate access to housing



### The opinion of Madrid's residents participating in the survey:

Difficulty in accessing housing is one of the main barriers to motherhood/fatherhood for 39% of women and 42% of men.

38% of women and 41% of men believe that motherhood would be encouraged by more flexible conditions when accessing housing.

Once data from research into the demographic situation in the Community of Madrid has been analyzed along with information obtained after two discussion groups with women, plus the survey carried out regarding housing, **the following MEASURES will be reinforced or implemented:**



## 44. *in progress*

### **Young Rent Plan: insurance extension for unpaid rents up to two years for people under 35.**

Young people under the age of 35 who rent a home will have non-payment insurance for two years instead of one. In addition, they will have legal assistance through an intermediation plan.

The objectives of this action are:

- *To promote anticipation in the age of emancipation.*
- *To encourage the creation of new homes.*
- *To stimulate birth rate.*

## 45. *new*

### **New housing construction on public land to lower rent (Plan Vive).**

Homes will be built on public land at no cost to the Community within the framework of the "Vive Madrid" Plan. The aim is to achieve lower rental prices through public-private collaboration concessions.

Housing reservations will be established for certain groups, including those groups under 35 years of age, pregnant

women and families with children (especially large and single-parent families.)

The objectives of this action are:

- *To promote anticipation in the age of emancipation.*
- *To encourage the creation of new homes.*
- *To stimulate the birth rate.*

A quota is also being considered for large families within the framework of this Plan.

## 46. *new*

### **Promotion of the My First Home program with purchase aid for young people under 35.**

Financial entities usually grant a home buyer financing that does not exceed 80% of its value. Within the framework of the program, "My First Home," (aimed at young solvent people who do not have enough savings to pay the entire remaining 20%) access to mortgage financing of up to 95% will be facilitated with a guarantee of insurance up to 15% of the value of the property.

## 47. new

### **Extension from 1,000 to 1,200 euros of the deduction for renting the habitual residence.**

To facilitate access to rental housing for those under age 35 residing in the Community of Madrid and those under 40 who are unemployed and have family responsibilities, the maximum amount of income tax deduction will be increased from 1,000 to 1,200 euros annually in order to rent a habitual residence.

The deduction applies to taxpayers under age 35, as well as those over that

age yet under 40 who are unemployed (longer than 183 days of the tax period) and have family responsibilities (two or more descendants or dependent ascendants).

## 48. new

### **New deduction in home-buying loan interests applied to people under 30 years of age.**

A new income tax deduction of 25 percent of the interest paid on mortgage loans (obtained for purchase of the habitual residence by minors under age





30) will be approved to facilitate housing access for young residents in the Community of Madrid.

The annual deduction limit is 1,000 euros.

## 49. new

### **New home purchase deduction due to childbirth or adoption.**

A 10% income tax deduction on the purchase price of a new home, prorated over 10 years, with an annual deduction limit of 700 euros, will be applied in order to promote and favor birth rate and facilitate the purchase of a house for expansion of the family.

This housing change must occur within three years after childbirth or adoption.

## 50. in progress

### **Discounting the gradual quota of Tax on Property Transfers and Documented Legal Acts (within the modality of Documented Legal Acts for notary documents formalizing a house purchase by large families).**

A bonus of 95 percent of the gradual quota of Tax on Property Transfers and Documented Legal Acts will be maintained in the modality of Documented Legal Acts for notary documents formalizing real estate

purchase by holders of a large family (who will live in the habitual family residence).

In case the family owns a previous home, it is required that it be transferred within a maximum period of two years from the purchase of the new one, except when the houses are adjoining properties and physically joined.

## 51. in progress

### **Lien rate reduction of the Tax on Property Transfers and Documented Legal Acts in the Onerous Patrimonial Transfers modality for house purchase by large families.**

A reduced tax rate of four percent of the Tax on Property Transfers and Documented Legal Acts will be maintained in the Onerous Property Transfers modality for real estate purchase by large family holders (who will reside in the habitual family home).

In the event that the family owns a previous home, it is required that it be transferred within a maximum period of two years from purchase of the new one (except when the houses are adjoining properties and physically joined).



## LINE OF ACTION

# Family support



### The opinion of Madrid's residents participating in the survey:

Citizens express the **need for an increase in the number of public places in schools and nursery schools.**

Access to nursery schools is one of the most important factors taken into account when having children. On a scale of 0 to 10, women rate the

importance at 8.2 points and men an eight.

Amongst the actions they request is **giving support to facilitate domestic service hiring, affordable after-school programs or aid to access public services.**

Once data from research into the demographic situation in the Community of Madrid has been analyzed along with information obtained after two discussion groups with women, plus the survey carried out, **the following MEASURES will be reinforced or implemented:**



## 5.1 MEASURES IN THE EDUCATION FIELD

# 52.<sup>new</sup>

### **Expansion of almost 5,400 places in public-funded schools in stage zero to three years.**

Throughout the validity of the strategy, the supply of public places for early childhood education from zero to three years will be increased by almost 5,400, reaching 54,064, representing an 11% growth over the current number.

Therefore, access to nursery schools for children under three years of age will be facilitated to help contribute to their physical, affective, social and intellectual development. Annual compensation for early child deficiencies due to social, cultural or economic disadvantages will be offered.

In addition, free schooling will be maintained in the Nursery Schools and in the Children's Houses of the Community of Madrid network.

# 53.<sup>new</sup>

### **The amount of the education check for zero to three year-old children will be 2,658 euros annually and will include more than 33,000 families.**

The coverage of educational vouchers in the 0-3 years stage will be increased

by at least 17,000 beneficiaries to complement the public network of nursery schools during the period in which the strategy is in force. This will guarantee that all families with a per capita income of less than 35,913 euros will be granted access.

In this way, more than 33,000 families could benefit from a measure that also strengthens their ability to select the school best suiting their needs.

In addition, scholarships will double in the next four years, increasing from the current 1,146 euros annually to 2,658 euros per year.

# 54.<sup>in progress</sup>

### **Extension of non-teaching hours in primary schools and high schools to facilitate reconciliation and reduce school failure.**

The School Support and Reinforcement Program will be strengthened in public schools, from which 14,000 students benefit. This program takes place outside school hours and constitutes an element that, in addition to facilitating the reconciliation of school and family life, contributes to reducing school failure percentages.

High schools, in the process of their pedagogical autonomy, can incorporate into their educational studies the programming of extracurricular activities aimed at students wishing to reinforce

and complete their training in the school itself, outside of school hours.

The objectives pursued with the extension of school hours are:

- *To reduce the training deficit that students may present in aspects including: the learning process of basic instrumental areas, the absence of work habits, the lack of study motivation, delays in the process of personal maturation, or lack of integration into the group and school.*
- *To reduce the percentage of school failure.*
- *To facilitate the reconciliation of work and family life.*

## 55. new

### **Adaptation of criteria for admission of students in public-funded schools based upon different family situations.**

In order to facilitate family reconciliation, the admission processes for students in public-funded schools will be adapted, awarding scores to different family situations: large families, multiple births, single-parent families, foster care, and consideration of the unborn child for purposes of obtaining scores in the large family section.

## 56. new

### **Increase in school canteen support for infant and primary school students (up to 100,000 students).**

Subsidies for dining services in public-funded schools will be increased to almost 100,000 students at the end of validity of this Strategy.

The families of students enrolled in nursery and primary education schools may benefit from these grants.

### **5.2 GENERAL MEASURES TO SUPPORT FAMILIES**

## 57. in progress

### **Consideration of the conceived as born and as an additional member of the family unit.**

The conceived child will be considered as born and an additional member of the family unit for all purposes beneficial to the child or children not yet born, or the family unit into which both are absorbed.

Starting from this premise, this Strategy will facilitate:

- *Access for families to different benefits existing within the Community of Madrid (in which entitlement access depends upon*



*the number of members in the family unit).*

- *Support and promotion of birth rate, removing all existing obstacles, so that families have the children they may wish.*

## 58. new

### **Support for adoptive families and simplification of procedures they face.**

The Community of Madrid will implement, throughout the validity of the Strategy, training actions, advice, plus other resources aimed at adoptive families, both in the phase prior to child arrival, and in the initial three years of family coexistence.

Likewise, we will urge the central government to launch the coordination mechanism between autonomous communities searching for adoptive families of adoptable minors who cannot find a family in the respective regional registries. Also, current procedures adoptive families face will be addressed and simplified without undermining the necessary guarantee of the process.

## 59. new

### **Recognition of single-parent families by the Community of Madrid and issuance of the supporting certificate.**

The Community of Madrid will regulate the procedure for recognition and



accreditation of single-parent families within the framework of state regulations and according to the definition made therein.

Likewise, the procedure for the issuance of the accrediting certificate will be established.

## 60. new

### **Extending benefits to large and single-parent families.**

Within the framework of the new regulation of the Government of Spain regarding large families and single parents, we will improve the benefits to which they are entitled in the Community of Madrid and we will urge the Government of Spain to do so within the framework of their competencies.

## 61. new

### **Maintenance and renewal of large and single-parent family status recognition.**

We will maintain the special large family status until the last child meets the requirements set forth in the law.

Likewise, we will renew the large family certificate for four years when the child continues his/her studies. This certificate will be valid provided it meets requirements giving the right to

this extension through a responsible declaration.

Subsequently, the Community of Madrid will establish procedures for the recognition and maintenance of the single-parent family status certificate within the framework of state regulations and according to the definition included.

### **5.3 TAX BENEFITS FOR FAMILIES**

## 62. new

### **New deduction for the acquisition of general or special large family status for three years.**

A new deduction will be applied to the income tax for the acquisition of the condition of general or special large family status:

- *During the first three years after acquiring the status of large family holder in the special category, a deduction of 100 percent of the regional income tax quota will be applied with a maximum limit of 12,000 euros if it is an individual declaration or that of 24,000 euros if it is a joint declaration.*
- *During the first three years after acquisition of the status of large family holder in the general category, a deduction of 50 percent of the regional income*



*tax quota will be applied with a maximum limit of 6,000 euros if it is an individual declaration or that of 12,000 euros if it is a joint declaration.*

portion attributable to said quota of the state deduction is made).

The objective of the deduction is to alleviate the tax burden of families with children and limited economic resources.

## 63. in progress

### **Deduction for low-income families with two or more descendants.**

Taxpayers who have two or more descendants for whom the minimum per descendant is applied and in which the sum of the tax bases does not exceed 24,000 euros, counting both parents of the descendants and the descendants themselves, may continue to benefit from a deduction of 10 percent of the full regional quota (after application of the rest of the regional deductions and the

## 64. in progress

### **Extension of the minimum amount per descendant applicable to the income tax.**

The minimum amount applicable from the third descendant has been increased to the maximum allowed by the tax transfer regulations (10 percent of the amount set by state tax regulations).

The amounts applicable in the Community of Madrid will be:

▼ see measure 67

## **Establishing tax benefits and protection measures for single-parent families.**

The extension of maternity or paternity leave will be put forward, bringing it closer to that enjoyed jointly by families with two parents.

- 4,400 euros per year for the taxpayer's third descendant (state regulations establish 4,000 euros).
- 4,950 euros for the fourth and subsequent descendants (state regulations establish 4,500 euros).

## 65. new

### Equation of the fostered minors with children and the descending straight line for the purpose of applying the Inheritance and Gift Tax discount.

Minors entered into foster care will be equated with the children and descending straight line of the deceased/donor for the purposes of applying the 99 percent discount on the inheritance and donation tax quota (applicable in the Community of Madrid to inheritances and donations from parents to children and other descendants).

## 66. new

### Improvement of income tax deductions and advantages for families with children.

The Community of Madrid will ask the Government of Spain to improve tax benefits for families with children. Specifically, it will propose:

- To improve the minimum personal and family tax-exemptions,

especially in the case of large and single-parent families.

- To extend the deduction for maternity (from which working mothers registered with Social Security can benefit from the age of three, when that deduction currently ends, up to the age of six years for the minor).
- Double the deduction for large families, single parents with two children or children with disabilities, going from 100 to 200 euros per month.

## 67. new

### Establishment of tax benefits and protection measures for single-parent families.

The Community of Madrid will ask the Government of Spain to implement new





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benefits and protection measures for single-parent families.

Between them, they will propose that maternity or paternity leave be extended to at least 26 weeks, bringing it closer to that enjoyed jointly by families with two parents.

#### **5.4 MEASURES IN THE FIELD OF PUBLIC TRANSPORT**

## **68.** *in progress*

### ***Maintenance of the child public transport card, free up to the age of seven.***

The Children's Public Transport Card will be maintained free for the

population until they are seven years old. With it, children can use all public transport services in the Community of Madrid.

## **69.** *in progress*

### ***Maintenance of the youth subscription up to 26 years of age and for just 20 euros for all fare zones.***

The Community of Madrid makes the pass available to young people at a cost of 20 euros for up to age 26 to promote the use of public transport.

The 30-day Youth Season Ticket has a single rate of 20 euros for all fare zones (one can travel from zone A to E2) and it is valid until one's 26th birthday.

## 70. in progress

### **Transport ticket for large families with a discount of up to 50%.**

The Community of Madrid will continue to make a specific transport pass available to large families at reduced rates:

- *Large Family of General Status: 20% discount*
- *Large Family of Special Status: 50% discount.*

## 71. in progress

### **Free School Transportation for students enrolled outside of their municipality.**

Students in Early Childhood, Primary, Secondary and Special Education in the Community of Madrid who attend school outside the municipality of their residence will continue to benefit from a free school transport service.

This action intends:

- *To provide transportation to students attending Special Education Centers.*
- *Grant support to students enrolled in the second phase of Nursery Education and in the stages of compulsory education who cannot*

*use school transport routes contracted by the Ministry (so that they must provide and finance their own travel to school, in a city other than where they reside).*

To make this service effective, around 700 routes must be contracted annually.

## 5.5 MEASURES FROM OTHER AREAS

## 72. in progress

### **Expansion of compatibility between services and benefits of the dependency care catalog.**

To improve support and care, the same person can simultaneously receive different services and even economic benefits from the dependency system.

Therefore, the following supports at home will be compatible: the economic benefit for care in the family environment, telecare service and economic services or benefits promoting personal autonomy, especially for early care of minors.

## 73. in progress

### **Actions for Justice humanization in the field of reconciliation.**

The Community of Madrid has launched different actions for justice humanization



including those aimed at facilitating reconciliation of motherhood through participation in the Justice Administration service.

To delve into this aspect:

- *Diaper changing stations have been installed in all courthouses.*
- *Rest/nursing rooms are being installed in the new judicial buildings for women who work in the offices or have access to them.*

In addition, a project for the protection and care of minors coming to courthouses will be launched. People attending the courts of Violence against Women, either as complainants, defendants or witnesses, who are accompanied by their minor children, can leave them in the care of a third party at a playroom integrated into the headquarters. This can continue as long as the judicial action requires.

## **74.** *in progress*

### ***Discounts on enrollment in classes held at sports facilities and swimming pools for large families in the Community of Madrid.***

The Community of Madrid will apply 30% discounts on registration for classes held at its own sports facilities with the following objectives:

- *To mitigate the economic cost that sports activities entail for large families.*
- *To make sport a habit in the daily life of young people and adults.*
- *To encourage the practice of different sports.*
- *To promote family reconciliation.*

## **75.** *in progress*

### ***Economic support for municipalities at risk of depopulation to improve services and prevent exodus of the youngest***

This is an aid program to mitigate the loss of population in 43 municipalities with less than 2,500 inhabitants. This action will assist regional government in guaranteeing regular operation and effective development of all public services provided in these municipalities.

The objective is to encourage and facilitate population roots in rural localities and improve their quality of life. This measure will guarantee equal rights and opportunities for their inhabitants paying special attention to the younger population.



6

### LINE OF ACTION

## Instrumental measures



### The opinion of Madrid's residents participating in the survey:

4% of men and 41% of women consider regional administration to be responsible for developing policies promoting birth rate.

CAalmost 60% of women agree that society does not acknowledge the importance of having children and that positive conversations

surrounding motherhood, family and children must be encouraged.

There is little knowledge of aid to promote birth and protect motherhood/fatherhood. This emphasizes the need to reinforce information on these topics.

Once data from research into the demographic situation in the Community of Madrid has been analyzed along with information obtained from two discussion groups with women, plus the survey carried out, **the following MEASURES will be reinforced or implemented:**



## 76. new

### Information on actions, aid and procedures of the Community of Madrid to support birth rates, maternity protection and reconciliation through 012 customer service.

Comprehensive information will be offered on actions, aid and procedures to support birth, maternity protection and reconciliation of work, family and personal life. This will provide more direct, personalized information, plus disseminate actions and measures included in this Strategy through the citizen service channels available to the Community of Madrid.

Specifically, information will be provided through the following channels (from Monday to Friday from 8:00 a.m. to 10:00 p.m., Saturdays, Sundays and holidays from 10:00 a.m. to 10:00 p.m.):

- *Telephone no. 012*  
(*typified including categories required*)
- *Email:*  
  
*atencionalciudadano@012.madrid.org*
- *Chat 012*
- *Alert services.* *Subscription service to calls and procedures through the application, which will be classified according to subject, including a new category, "Maternity, birth and reconciliation".*

▼ see measure 80

**The interdepartmental commission will carry out permanent monitoring tasks** aimed at supervising planning, the degree of progress and compliance with each of the measures proposed, as well as implementing, where appropriate, new actions.



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## 77. new

**Implementation of a telematic tool to consult services and aid available to the Community of Madrid supporting birth rates, motherhood/fatherhood and reconciliation.**

In the field of citizen care services, a telematic tool will be designed and launched. It will inform citizens on how to get information (from any device) on the services and aid available to the

Community of Madrid promoting birth rate and supporting families.

The objective is to facilitate access to these resources and make the whole of the population more knowledgeable about them.

## 78. new

**We will urge municipal governments to meet the needs of families in the development of projects in public spaces and urban design.**

The Community of Madrid will propose that the needs of families be prioritized when developing urban projects. This would also apply during the planning phase of implementing facilities and services (such as parking spaces) and when organizing activities or public events aimed at all age groups to make them more child and family friendly.

Likewise, we will continue to meet the needs of families through the Regional Transport Consortium to improve their mobility on public transport.

## 79. new

**Initiatives aimed at conveying a positive view of motherhood and fatherhood.**

Actions will be promoted from the public sphere aimed at conveying a positive



vision of motherhood, fatherhood and family through educational, cultural, artistic and leisure events, as well as through media.

**80.** new

**The Interdepartmental Commission for monitoring and development of policies to promote birth rate and support for motherhood and fatherhood will be granted a permanent character.**

The Interdepartmental Commission for protection of motherhood, promotion of birth rates and reconciliation of personal, family and work life of the Community of Madrid (which comprises all departments of the regional government) will be in charge of ensuring the development of the measures in this document.

Therefore, it will be granted a permanent nature to carry out monitoring tasks aimed at supervising the planning, the degree of progress and fulfillment of each of the measures proposed. Also, it will be devoted to implementing, where appropriate, new performances.

Amongst other actions, the Interdepartmental Commission will be in charge of coordinating the carrying out of monographic studies. It will also orchestrate participation by the Community of Madrid in conferences and seminars with themes related to birth rates, motherhood, fatherhood and reconciliation.

Likewise, the Vice-Ministry of the Presidency will coordinate the performance of a new demographic study at the end of this strategy's validity period. Study results will be taken into account with a view toward its possible extension.



# IV

## Measures and cost of the strategy





The cost of the **80 measures** amounts to almost **4,150 million euros** during its five years of validity (2022-2026). It turns out to be more than **4,800 million**

**euros** if the measures that also contain the **Madrid Strategy for Employment** (only in 2022 and 2023) are taken into account.

#### Cost table by strategic axes:

| STRATEGIC AXES                   | STRATEGY 2022-2026   |
|----------------------------------|----------------------|
| Birth support                    | 3.454.724.034        |
| Motherhood/fatherhood protection | 358.629.368          |
| Reconciliation                   | 323.030.000          |
| Instrumental measures            | 2.179.000            |
| <b>Total</b>                     | <b>4.138.562.402</b> |

#### Cost table by lines of action:

| LINES OF ACTION                                      | STRATEGY 2022-2026   |
|--|----------------------|
| Direct aid and tax benefits at childbirth            | 399.212.500          |
| Measures to protect motherhood and fatherhood        | 147.879.127          |
| Measures to promote access to labor market stability | 39.100.950           |
| Measures to facilitate access to housing             | 638.175.660          |
| Family support                                       | 2.912.015.165        |
| Instrumental measures                                | 2.179.000            |
| <b>Total</b>   | <b>4.138.562.402</b> |

**Note:** It is also necessary to take into account the cost of the measures included in the Madrid for Employment Strategy.

# V

## Scope, assessment and monitoring





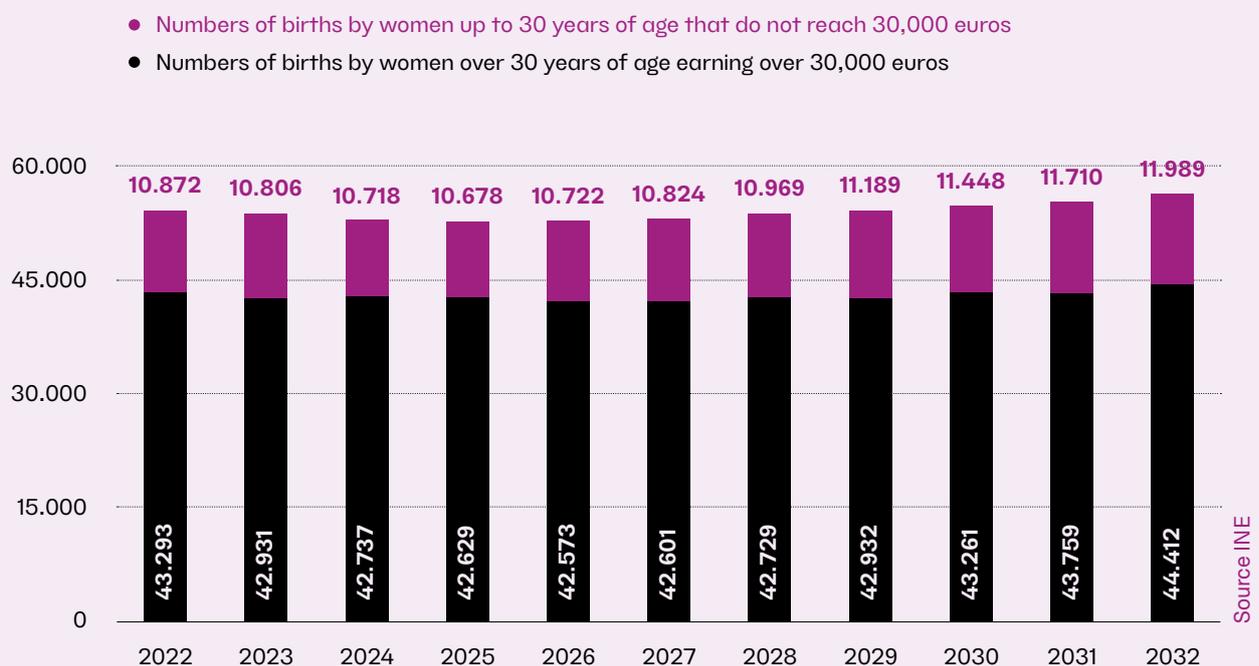
## STRATEGY SCOPE

The measures included in the Strategy have been designed to **deal with the different factors that Madrid's citizens themselves have identified as the main obstacles in deciding to become parents or increasing the number of children.**

Therefore, the ultimate objective of the Strategy is, first, to stop the decline in the number of births that, in general, has been recorded since 1976. Second, reversing

this trend is imperative so that the number of births gradually increases.

### Births projection. Community of Madrid.

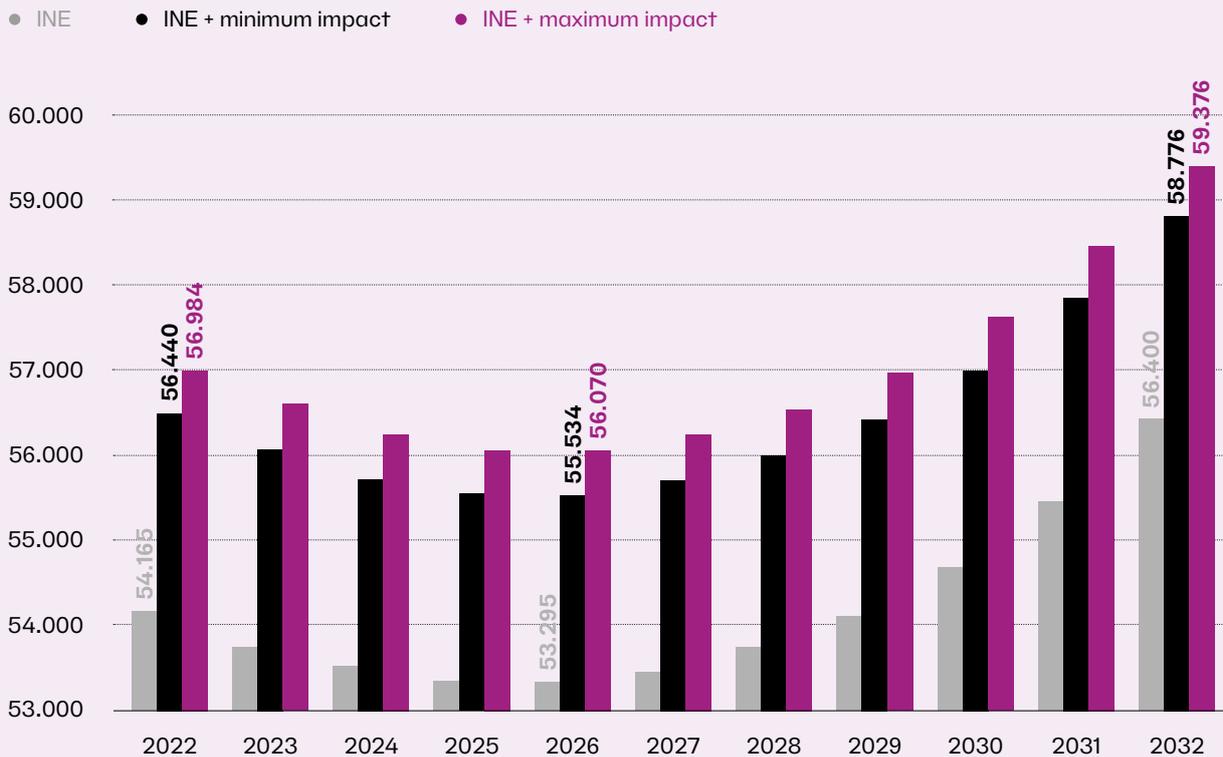


According to estimates made by the Statistical Institute of the Community of Madrid, implementation of the measures included in this document may lead to an increase in births over those already forecast, between 25,050 and 50,101 over the five years of validity of the strategy and its possible extension (2022-2032).

These are projections made from a base scenario in the evolution of the number of births in the Community of Madrid estimated by the INE [Spanish Statistical National Institute]. They are framed in two scenarios aiming to reflect the impact of birth rate and family support policies included in the present strategy

- In Scenario 1, the cautious scenario, it is predicted that application of the strategy's set of measures will give rise to a minimum of 25,050 and a maximum of 31,147 additional births over data projected by the INE throughout the period analyzed.

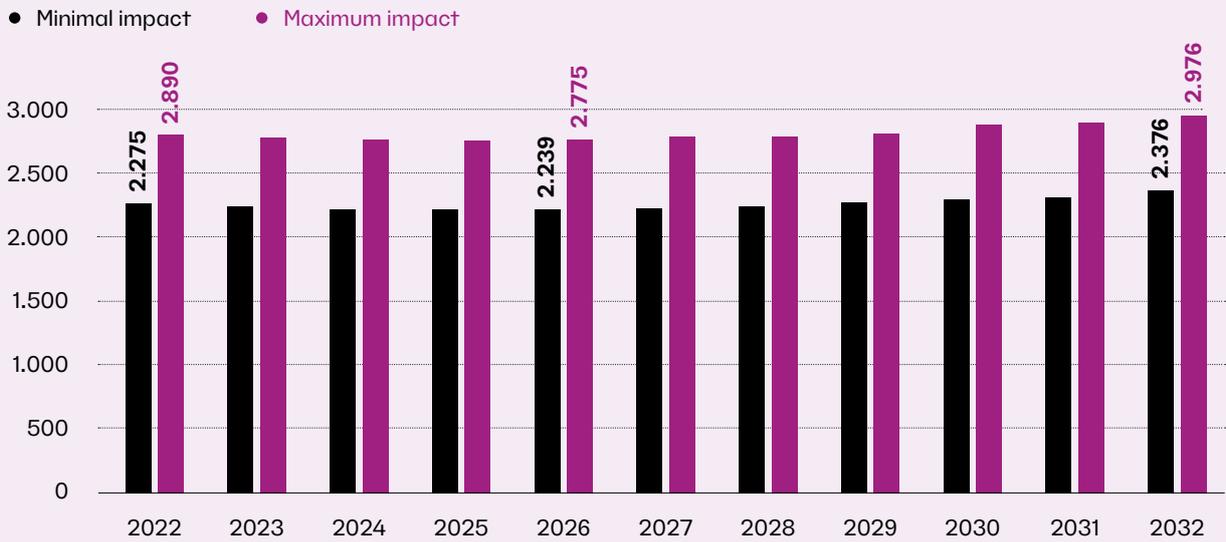
**Evolution of births. Cautious scenario.**



Source: Own elaboration based on INE

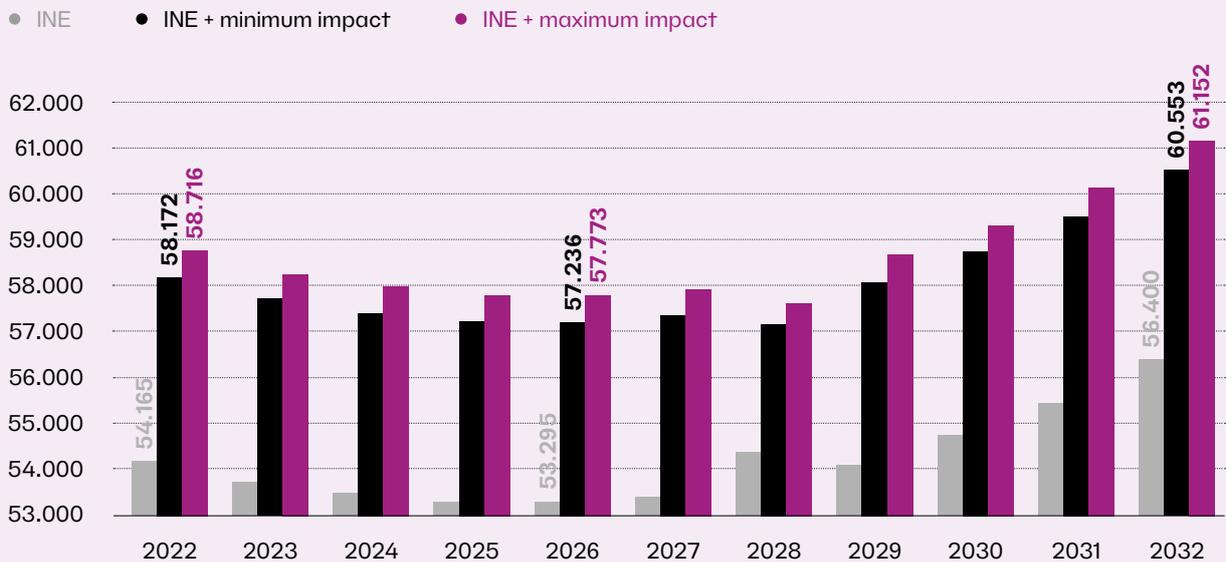


Annual excess of births. Cautious scenario.



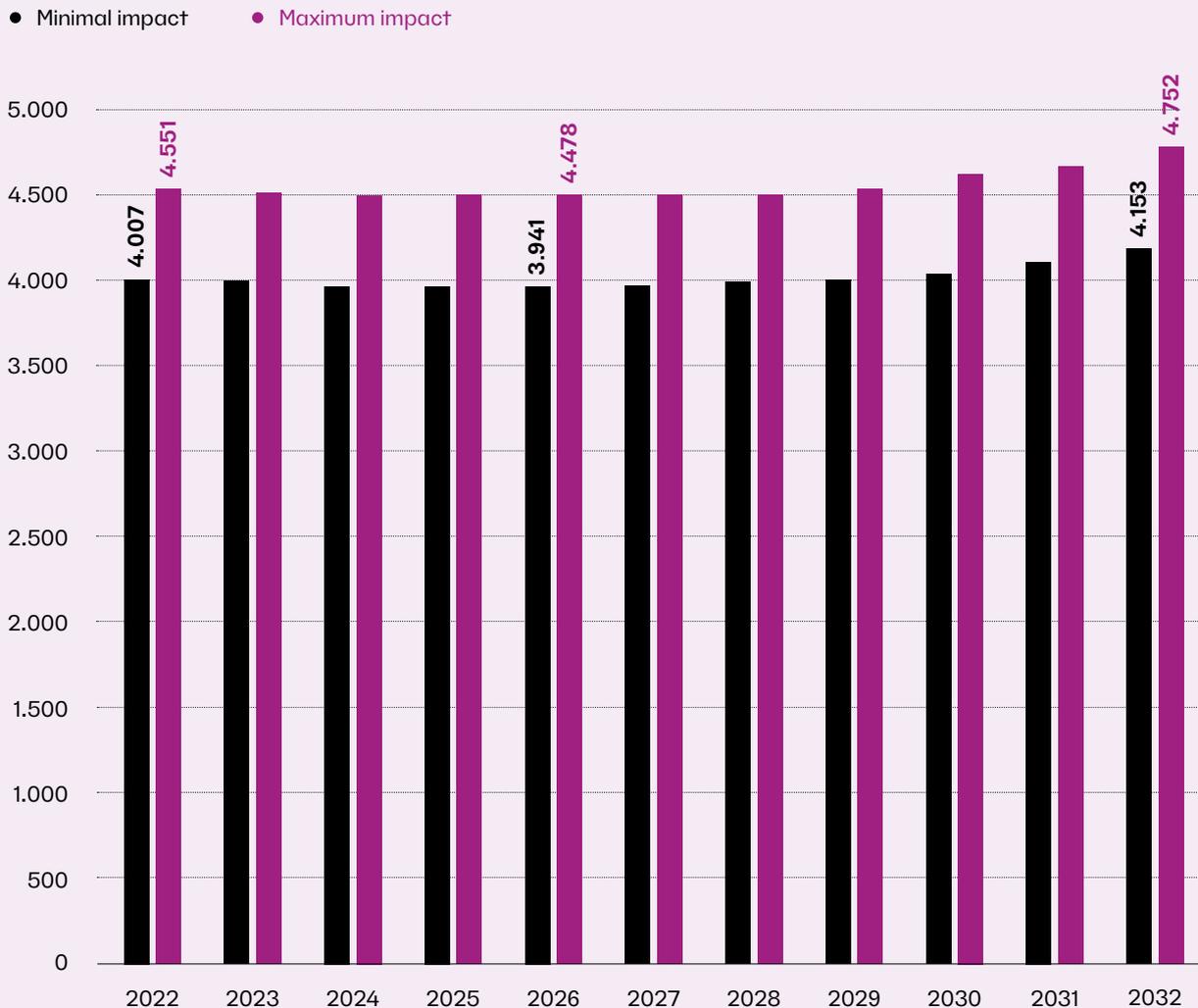
□ In Scenario 2, the optimistic scenario, it is predicted that application of the Strategy's set of measures will give rise to a minimum of 44,005 and a maximum of 50,101 additional births over data projected by the INE throughout the period analyzed.

Birth evolution. Optimistic scenario.



Source: Own elaboration based on INE

### Annual excess of births. Optimistic scenario.



Source: Own elaboration based on INE

These projections could be more ambitious if the economic and social factors to which they are closely linked were favorable, if all public administrations and the whole of society were involved. In this context, it would be desirable to recover, at least, the figure of 75,000 births annually that were registered on average in the Community of Madrid between 2007 and 2011. This would mean an increase

of around 20,000 births annually, using the year 2019 as a reference.

That said, the ultimate societal goal to which we must aspire is reaching a level of births that guarantees generational replacement (2.1 children per woman.) This will assure, amongst other issues, stability of population figures and sustainability of the State of Well-being.



## EVALUATION AND MONITORING

The Interdepartmental Commission for protection of motherhood, promotion of birth rates and reconciliation of personal, family and work life of the Community of Madrid will be in charge of monitoring the development and fulfillment of each of the actions contained in this Strategy. They will also analyze its impact upon the evolution of demography in the Community of Madrid.

To accomplish all of this, specific tools will be utilized that will allow monitoring the development of each and every one of the actions separately, as well as determining the degree of progress of the Strategy as a whole.

Likewise, (given that the period of validity of the Strategy is five years and it is conceived as a living document, open to society) the Interdepartmental Commission also has the function of incorporating and/or modifying actions to adapt them to a changeable reality.

Once the period of validity of the Strategy ends (after evaluating compliance with the measures and their results) the Strategy may be extended for another five years. However, beforehand, a demographic study will be carried out. Results of the study will be taken into account when including new measures or eliminating, modifying or maintaining current ones.



**VI**

## **Annexes**





## ANNEX I

### Summary of the measures and annualized cost

| N° | MEASURES  | Year I     | Year II    | Year III   | Year IV    | Year V     | Strategy cost 2022-2026 |
|----|---|------------|------------|------------|------------|------------|-------------------------|
| 1  | Direct aid of 14,500 euros to support motherhood for women under 30 years of age  | 19.950.000 | 39.900.000 | 48.212.500 | 48.212.500 | 48.212.500 | 204.487.500             |
| 2  | Extension of childbirth or adoption deduction   | 34.700.000 | 36.400.000 | 38.000.000 | 38.000.000 | 38.000.000 | 185.100.000             |
| 3  | Deduction for child international adoption  | 500.000    | 500.000    | 500.000    | 500.000    | 500.000    | 2.500.000               |
| 4  | Deduction of up to 900 euros for child foster care  | 1.300.000  | 1.300.000  | 1.300.000  | 1.300.000  | 1.300.000  | 6.500.000               |
| 5  | Aid of up to 1,100 euros on childbirth, adoption, permanent or temporary foster care for public employees                       | 125.000    | 125.000    | 125.000    | 125.000    | 125.000    | 625.000                 |
| 6  | Personalized advice and assistance plans for women during pregnancy, childbirth and puerperium                                  |            |            |            |            |            |                         |
| 7  | Reinforcement of initiatives for childbirth and breastfeeding care humanization   |            |            |            |            |            |                         |
| 8  | New regulation of assisted reproductive centers to improve the quality and safety of the services they offer                    |            |            |            |            |            |                         |
| 9  | Measures to improve early diagnosis of fertility problems and advance the start of treatment                                    | 1.937.218  | 1.937.218  | 1.937.218  | 1.937.218  | 1.937.218  | 9.686.090               |
| 10 | Relaxing and expanding criteria to access assisted reproductive treatments  | 13.342.332 | 13.342.332 | 13.342.332 | 13.342.332 | 13.342.332 | 66.711.660              |
| 11 | Reducing wait lists in assisted reproductive consultations and guaranteeing the free choice of hospital to carry out treatments | 990.000    | 990.000    | 990.000    | 990.000    | 990.000    | 4.950.000               |

| Nº | MEASURES   | Year I    | Year II   | Year III  | Year IV   | Year V    | Strategy cost 2022-2026 |
|----|--|-----------|-----------|-----------|-----------|-----------|-------------------------|
| 12 | Starting up Madrid Oocyte Bank and strengthening the Embryo Bank of the Community of Madrid  | 480.000   | 480.000   | 480.000   | 480.000   | 480.000   | 2.400.000               |
| 13 | Support program for foster families  | 9.320.678 | 9.320.678 | 9.320.678 | 9.320.678 | 9.320.678 | 46.603.390              |
| 14 | Free telephone line for maternity care   | 125.605   | 125.605   | 125.605   | 125.605   | 125.605   | 628.026                 |
| 15 | Support for the life of the unborn, giving alternatives to pregnant mothers  | 125.605   | 125.605   | 125.605   | 125.605   | 125.605   | 628.026                 |
| 16 | Support for the maternity centers network to offer resources to mothers at risk  | 478.062   | 478.062   | 478.062   | 478.062   | 478.062   | 2.390.311               |
| 17 | Program of home visits for maternity care from birth until the baby is two years old   | 223.125   | 223.125   | 223.125   | 223.125   | 223.125   | 1.115.625               |
| 18 | New protocol to help pregnant women in vulnerable situations   |           |           |           |           |           |                         |
| 19 | Collection of babies to avoid their abandonment by dialing 112 and 012, guaranteeing protection of the mother's identity   |           |           |           |           |           |                         |
| 20 | Specialized intervention program with young offenders who, being mothers of children under three years of age and/or pregnant, are serving a judicial internment measure | 600.000   | 600.000   | 600.000   | 600.000   | 600.000   | 3.000.000               |
| 21 | Support to entities working with pregnant women without resources and/or mothers with children from zero to three years old  | 500.000   | 500.000   | 500.000   | 500.000   | 500.000   | 2.500.000               |
| 22 | Expansion of the Early Care Network of the Community of Madrid, to reduce the wait list for treatments   | 3.500.000 | 3.500.000 |           |           |           | 7.000.000               |



| Nº | MEASURES   | Year I    | Year II   | Year III  | Year IV   | Year V    | Strategy cost 2022-2026 |
|----|--|-----------|-----------|-----------|-----------|-----------|-------------------------|
| 23 | Enabling Breastfeeding Rooms in public administration buildings  | 24.400    | 38.800    | 53.200    | 67.600    | 82.000    | 266.000                 |
| 24 | Actions to facilitate access to employment: aid for hiring and improving labor intermediation services carried out by Employment Offices                     |           |           |           |           |           |                         |
| 25 | Actions to improve employability and to strengthen the regions's productive fabric   |           |           |           |           |           |                         |
| 26 | Actions to support entrepreneurs: extension of the Flat Rate for self-employed women returning to their activity after motherhood                            |           |           |           |           |           |                         |
| 27 | Actions to facilitate access to employment for people furthest from the labor market and young people  |           |           |           |           |           |                         |
| 28 | Request that the Government of Spain reduce the company's Social Security contribution for workers who join their company after maternity or paternity leave |           |           |           |           |           |                         |
| 29 | Encouraging support for the promotion of teleworking and flexibility of the working day  | 2.000.000 | 2.000.000 | 2.000.000 | 2.000.000 |           | 8.000.000               |
| 30 | Incentive program for hiring domestic workers to reconcile work and family life  |           | 2.000.000 | 2.000.000 | 2.000.000 | 2.000.000 | 8.000.000               |
| 31 | Promotion of reconciliation of family and personal life for students with minor children   |           |           |           |           |           |                         |

| Nº | MEASURES  | Year I     | Year II    | Year III   | Year IV    | Year V     | Strategy cost 2022-2026 |
|----|---|------------|------------|------------|------------|------------|-------------------------|
| 32 | Extension of the deduction for the care of children under three years of age and extension for elderly care in dependency or disability situations            | 33.000.000 | 33.000.000 | 33.000.000 | 33.000.000 | 33.000.000 | 165.000.000             |
| 33 | Counseling addressed to companies and freelancers for preparation and implementation of actions in favor of equality, reconciliation and co-responsibility    | 490.000    |            |            |            |            | 490.000                 |
| 34 | Actions to spread the culture of reconciliation in Madrid companies in collaboration with business organizations  | 25.000     | 25.000     | 25.000     | 25.000     | 25.000     | 125.000                 |
| 35 | Aid for unemployed workers to reconcile training and care for minors and dependent people   | 2.000.000  | 2.000.000  | 2.000.000  | 2.000.000  | 2.000.000  | 10.000.000              |
| 36 | Promotion of work-family balance for women researchers and university professors with minor children  |            |            |            |            |            |                         |
| 37 | Monitoring of collective negotiation instruments to avoid inclusion of clauses or agreements contrary to the reconciliation of personal, family and work life |            |            |            |            |            |                         |
| 38 | Digital training plan for workers to facilitate their access to or continuance in the labor market and reconciliation   | 50.000     | 50.000     | 50.000     | 50.000     | 50.000     | 250.000                 |
| 39 | Fee exemption for large families and support for maternity in selective processes for accessing the teaching career   | 47.190     | 47.190     | 47.190     | 47.190     | 47.190     | 235.950                 |
| 40 | Maternity support measures for female trainee teaching staff  |            |            |            |            |            |                         |



| Nº | MEASURES  | Year I      | Year II     | Year III    | Year IV     | Year V      | Strategy cost 2022-2026 |
|----|---|-------------|-------------|-------------|-------------|-------------|-------------------------|
| 51 | Lien rate reduction of the Tax on Property Transfers and Documented Legal Acts in the Onerous Patrimonial Transfers modality for house purchase by large families | 18.750.000  | 18.750.000  | 18.750.000  | 18.750.000  | 18.750.000  | 93.750.000              |
| 52 | Increase in the number of places in public-funded schools in stage zero to three years (first phase of Nursery School)  | 162.228.844 | 174.420.741 | 175.025.261 | 168.984.139 | 168.984.139 | 849.643.124             |
| 53 | Increase in the amount of the education check in stage from zero to three years   | 43.277.312  | 50.630.087  | 56.757.399  | 62.884.711  | 69.012.023  | 282.561.532             |
| 54 | Extension of non-teaching hours in primary and high schools to facilitate reconciliation and reduce school failure  | 3.535.400   | 3.535.400   | 3.535.400   | 3.535.400   | 3.535.400   | 17.677.000              |
| 55 | Adaptation of criteria for admission of students in public-funded schools based upon different family situations  |             |             |             |             |             |                         |
| 56 | Increase in school canteen support for infant and primary school students   | 34.100.000  | 35.600.000  | 37.100.000  | 38.600.000  | 40.100.000  | 185.500.000             |
| 57 | Consideration of the conceived as born and as an additional member of the family unit   |             |             |             |             |             |                         |
| 58 | Support for adoptive families and simplification of procedures they face  |             |             |             |             |             |                         |
| 59 | Recognition of single-parent families by the Community of Madrid and issuance of the supporting certificate for these families                                    | 609.137     | 609.137     | 609.137     | 609.137     | 609.137     | 3.045.685               |
| 60 | Extending benefits to large and single-parent families  |             |             |             |             |             |                         |



| Nº | MEASURES   | Year I             | Year II            | Year III           | Year IV            | Year V             | Strategy cost 2022-2026 |
|----|--|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------------|
| 72 | Compatibility between services and benefits of the dependency care catalog   |                    |                    |                    |                    |                    |                         |
| 73 | Actions for Justice humanization in the field of reconciliation  | 118.000            | 70.000             | 70.000             | 70.000             | 70.000             | 398.000                 |
| 74 | Discounts on enrollment in classes held at sports facilities and swimming pools for large families in the Community of Madrid  | 18.000             | 18.000             | 18.000             | 18.000             | 18.000             | 90.000                  |
| 75 | Economic support for municipalities at risk of depopulation to improve services and prevent exodus of the youngest   | 1.500.000          | 1.500.000          | 1.500.000          | 1.500.000          | 1.500.000          | 7.500.000               |
| 76 | Information on actions, aid and procedures of the Community of Madrid to support birth rates, maternity protection and reconciliation through 012 customer service       | 22.200             | 22.200             | 22.200             | 22.200             | 22.200             | 111.000                 |
| 77 | Implementation of a telematic tool to consult the services and aid available to the Community of Madrid supporting birth rates, motherhood/fatherhood and reconciliation | 50.000             |                    |                    |                    |                    | 50.000                  |
| 78 | We will urge municipal governments to meet needs of families in the development of projects in public spaces and urban design  |                    |                    |                    |                    |                    |                         |
| 79 | Initiatives aimed at conveying a positive view of motherhood and fatherhood will be launched   |                    | 500.000            | 500.000            | 500.000            | 500.000            | 2.000.000               |
| 80 | Permanent character of the Interdepartmental Commission (end of Strategy demoscopic study)   |                    |                    |                    |                    | 18.000             | 18.000                  |
|    | <b>TOTAL</b>   | <b>716.728.240</b> | <b>794.363.018</b> | <b>856.821.750</b> | <b>876.022.340</b> | <b>894.627.052</b> | <b>4.138.562.402</b>    |

Note: Taxes measures include the decrease in income that is expected to occur on the first five years of their effectiveness.



| Nº | MEASURES  | Year I                         | Year II    | Year III   | Year IV    | Year V     | Strategy cost 2022-2026 |  |
|----|---|--------------------------------|------------|------------|------------|------------|-------------------------|--|
| 12 | Start-up of the Madrid Oocyte Bank and strengthening the Embryo Bank of the Community of Madrid   | 480.000                        | 480.000    | 480.000    | 480.000    | 480.000    | 2.400.000               |  |
| 24 | Actions facilitating access to employment: aid for hiring and improving labor intermediation services carried out by the Employment Offices | Madrid Strategy for Employment |            |            |            |            |                         |  |
| 25 | Actions to improve employability and strengthen the productive fabric of the region   |                                |            |            |            |            |                         |  |
| 27 | Actions to facilitate access to employment for people furthest from the labor market and for young people                                   |                                |            |            |            |            |                         |  |
| 44 | Young Rent Plan: insurance extension for unpaid rents up to two years for those under 35 years of age                                       | 285.132                        | 285.132    | 285.132    | 285.132    | 285.132    | 1.425.660               |  |
| 45 | New housing construction on public land to lower rent (Plan Vive)   |                                |            |            |            |            |                         |  |
| 46 | Boosting the "My First Home program" with reinforced aid for pregnant women and those under 35 years of age                                 | 18.000.000                     |            |            |            |            | 18.000.000              |  |
| 47 | Increase from 1,000 to 1,200 euros of the deduction for renting a habitual residence  | 81.000.000                     | 81.000.000 | 81.000.000 | 81.000.000 | 81.000.000 | 405.000.000             |  |
| 48 | New interest deduction on loans for home purchase for people under 30 years of age  | 3.600.000                      | 3.600.000  | 3.600.000  | 3.600.000  | 3.600.000  | 18.000.000              |  |
| 49 | New deduction for home purchase due to childbirth or adoption   | 6.300.000                      | 12.600.000 | 18.900.000 | 25.200.000 | 31.500.000 | 94.500.000              |  |







| Nº | MEASURES   | Year I     | Year II    | Year III   | Year IV    | Year V | Strategy cost 2022-2026 |
|----|--|------------|------------|------------|------------|--------|-------------------------|
| 22 | The Community of Madrid Early Care Network will be expanded, until the treatment wait list is eliminated.  | 3.500.000  | 3.500.000  |            |            |        | 7.000.000               |
| 23 | Enabling Breastfeeding Rooms in public administration buildings  | 24.400     | 38.800     | 53.200     | 67.600     | 82.000 | 266.000                 |
| 26 | Actions to support entrepreneurs: extension of the Flat Rate for self-employed women returning to their activity after maternity                         |            |            |            |            |        |                         |
| 28 | Requesting the Government of Spain to reduce the company's Social Security contribution for workers returning to work after maternity or paternity leave |            |            |            |            |        |                         |
| 39 | Fee exemption for large families and support for maternity in selective processes for accessing the teaching career                                      | 47.190     | 47.190     | 47.190     | 47.190     | 47.190 | 235.950                 |
| 40 | Maternity support measures for female trainee teaching staff   |            |            |            |            |        |                         |
| 41 | Extension of teaching staff leave for own affairs after maternity leave  |            |            |            |            |        |                         |
| 42 | Promotion of maternity within temporary teaching staff   |            |            |            |            |        |                         |
| 53 | Increase in the amount of the education check in stage from zero to three years  | 39.742.000 | 46.484.000 | 53.226.000 | 59.968.000 |        | 199.420.000             |

| Nº | MEASURES   | Year I    | Year II   | Year III  | Year IV   | Year V    | Strategy cost 2022-2026 |
|----|--|-----------|-----------|-----------|-----------|-----------|-------------------------|
| 57 | Consideration of the conceived as born and as an additional member of the family unit  |           |           |           |           |           |                         |
| 58 | Support for adoptive families and simplification of procedures they face   |           |           |           |           |           |                         |
| 59 | Recognition of single-parent families by the Community of Madrid and issuance of the supporting certificate                                      | 609.137   | 609.137   | 609.137   | 609.137   | 609.137   | 3.045.685               |
| 60 | Extending benefits to large and single-parent families   |           |           |           |           |           |                         |
| 61 | Maintenance and renewal of large family status recognition   |           | 913.706   | 913.706   | 913.706   | 913.706   | 3.654.824               |
| 63 | Deduction for low-income families with two or more descendants   | 1.000.000 | 1.000.000 | 1.000.000 | 1.000.000 | 1.000.000 | 5.000.000               |
| 65 | Equation of the fostered minors with children and the descending straight line for the purpose of applying the Inheritance and Gift Tax discount |           |           |           |           |           |                         |
| 66 | Improvement of income tax deductions and advantages for families with children   |           |           |           |           |           |                         |
| 67 | Establishment of tax benefits and protection measures for single-parent families   |           |           |           |           |           |                         |



### Axis 3: Reconciliation

| Nº | MEASURES   | Year I     | Year II    | Year III   | Year IV    | Year V     | Strategy cost 2022-2026 |
|----|--|------------|------------|------------|------------|------------|-------------------------|
| 29 | Support for the promotion of teleworking and flexibility of the working day  | 2.000.000  | 2.000.000  | 2.000.000  | 2.000.000  |            | 8.000.000               |
| 30 | Incentive program for hiring domestic workers to reconcile work and family life  |            | 2.000.000  | 2.000.000  | 2.000.000  | 2.000.000  | 8.000.000               |
| 31 | Promotion of reconciliation of family and personal life for students with minor children   |            |            |            |            |            |                         |
| 32 | Extension of the deduction for care of children under three years of age and extension for elderly care in dependency or disability situations                 | 33.000.000 | 33.000.000 | 33.000.000 | 33.000.000 | 33.000.000 | 165.000.000             |
| 33 | Counseling addressed to companies and freelancers for the preparation and implementation of actions in favor of equality, reconciliation and co-responsibility | 490.000    |            |            |            |            | 490.000                 |
| 34 | Actions to spread the culture of reconciliation in Madrid companies in collaboration with business organizations   | 200.000    |            |            |            |            | 200.000                 |
| 35 | Support for unemployed workers to reconcile training and care for minors and dependents  | 2.000.000  | 2.000.000  | 2.000.000  | 2.000.000  | 2.000.000  | 10.000.000              |
| 36 | Promotion of work-family balance for women researchers and university professors with minor children   |            |            |            |            |            |                         |
| 37 | Monitoring of collective negotiation instruments to avoid inclusion of clauses or agreements contrary to the reconciliation of personal, family and work life  |            |            |            |            |            |                         |





## ANNEX III

### Fact sheet of the survey carried out by GAD3 prior to preparation of the Strategy

|   |  |
|---|--|
|    | <p><b>Universe</b><br/>Population between 18 and 45 years old residing in the Community of Madrid.</p>   |
|    | <p><b>Geographic scope</b><br/>Community of Madrid.</p>  |
|   | <p><b>Information collection procedure</b><br/>Online interview (CAWI).</p>  |
|  | <p><b>Sample size</b><br/>500 interviews with women and 300 interviews with men, both aged between 18 and 45 years old and residing in the Community of Madrid.</p>  |
|  | <p><b>Sample error</b><br/><math>\pm 4,5\%</math> (N=500); <math>\pm 5,8\%</math> (N=300); <math>\pm 3,5\%</math> (N=800) for a degree of confidence of 95.5% (two sigmas) and the most unfavorable hypothesis of <math>P=Q=0,5</math> under the assumption of simple random sampling.</p> |
|  | <p><b>Questionnaire</b><br/>Elaborated by GAD3 and validated by the client.</p>  |
|  | <p><b>Interview duration</b><br/>6-8 minutes approximately (31 closed questions).</p>  |
|  | <p><b>Fieldwork dates</b><br/>From October 25 to 29, 2021.</p>   |





**STRATEGY FOR THE PROTECTION OF MOTHERHOOD  
AND FATHERHOOD AND FOR THE PROMOTION  
OF BIRTH AND WORK-LIFE BALANCE | 2022-2026**



**Comunidad  
de Madrid**