

BBVA extends its work-life balance programs to all employees in Spain

BBVA offers a range of options for improving the work-life balance: the options are voluntary, remunerated and jobs are guaranteed at the end of any leave taken

- **In 2009, BBVA's employees in Spain can apply for 3- to 5-year leave to pursue personal or professional opportunities, greater facilities for study or childcare leave and increased flexibility to shorten their working days**

BBVA has launched new work-life balance measures for its Spain-based workforce, including the possibility of taking 3- to 5-year leave to pursue personal or professional opportunities, time off for post-graduate studies and shorter working days. These options are always voluntary and agreed between management and employees. The ultimate goal is to make progress on reconciling the demands of work and home life.

In recent months, BBVA has adopted a range of measures designed to help its employees to reconcile their professional and personal lives. To this end, just one month ago, BBVA rolled out a series of new measures for its Spain-based employees. In all instances the options are adopted by the employees and by the company on a voluntary basis.

The three new measures added are:

- The option to take 3- to 5-year leave to pursue personal or professional opportunities, with a guaranteed job at the end. To qualify for this option, the employee must have worked at BBVA for 8 years. Throughout the leave, employees earn the equivalent of 30% of their annual before-tax compensation, subject to a minimum of €12,000 (so long as this does not exceed 40% of annual pre-tax compensation), plus €3,600 in healthcare coverage. With this option, workers are free to pursue their ambitions, are guaranteed a job at the end, receiving a pay-check all the while.
- Shorter workdays with several options: a five-hour day, five days a week or a four-day week. Pay will be reduced in proportion to the reduction in working hours.
- Special leave situations to take care of personal matters such as the care of children or relatives or to pursue post-graduate studies. Employees opting for

study leave will be paid €6,000 a year. To qualify employees have to have worked at the bank for three years. The leave can last up to two years. Family leave is unpaid and requires having worked at BBVA for one year.

In sum, this raft of new measures is framed by the model fleshed out by the Group in recent years in search of new ways to give its employees increased flexibility. BBVA's work-life balance policies are at the forefront of one of the hottest trends in HR management.