Work-Life Balance initiative
Manuela Geleng, DG EMPL
1. Work-life balance in the EPSR
2. Challenges
3. The Work-Life Balance Initiative
4. The Proposal for a Directive
5. The Commission Communication
# Social Rights

## 1. Work-Life Balance in the ESPR

### Equal opportunities and access to the labour market
- Education, training and life-long learning
- Gender equality
- Equal opportunities
- Active support to employment

### Fair working conditions
- Secure and adaptable employment
- Wages
- Information about employment conditions and protection in case of dismissals
- Social dialogue and involvement of workers
- Work-life balance
- Healthy, safe and well-adapted work environment

### Adequate and sustainable social protection
- Childcare and support to children
- Social Protection
- Unemployment benefits
- Minimum income
- Old age income and pensions
- Health care
- Inclusion of people with disabilities
- Long-term care
- Housing and assistance for the homeless
- Access to essential services
2. Challenges

Gender gaps in the labour market

Employment rate (20-64 years old) by sex (% of total population), EU 28, 2016
2. Challenges

Unequal sharing of caring responsibilities
2. Challenges

Inadequate family leaves

+ Inadequate flexible working arrangements
2. Challenges

Inadequate formal care services
2. Challenges

Economic disincentives

More work → More taxes + Less benefits + More childcare costs
2. Challenges

Costs

Citizens

Economy

Public budgets

Businesses

€ 370 billion per year
3. The Work-Life Balance initiative

**Context:** Going beyond the revision of the Maternity Leave Directive

**Objective:** Address women's underrepresentation in the labour market

**Combination of tools:**
- Proposal for a Directive (including repeal Directive 2010/18/EU)
- Commission Communication
4. The Proposal for a Directive

Paternity Leave

<table>
<thead>
<tr>
<th>Current EU Legislation</th>
<th>Proposal for a Directive</th>
</tr>
</thead>
<tbody>
<tr>
<td>No EU legislation</td>
<td>10 days</td>
</tr>
<tr>
<td></td>
<td>Compensated at sick pay level</td>
</tr>
<tr>
<td></td>
<td>Around the time of birth of the child</td>
</tr>
</tbody>
</table>
4. The Proposal for a Directive

Parental Leave

<table>
<thead>
<tr>
<th>Current EU Legislation</th>
<th>Proposal for a Directive</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 months</td>
<td>4 months</td>
</tr>
<tr>
<td>1 month non-transferable</td>
<td>4 months non-transferable</td>
</tr>
<tr>
<td>No minimum compensation level</td>
<td>Compensated at sick pay level</td>
</tr>
<tr>
<td>Until child is 8</td>
<td>Until child is 12</td>
</tr>
</tbody>
</table>
4. The Proposal for a Directive

**Carers' Leave**

<table>
<thead>
<tr>
<th>Current EU Legislation</th>
<th>Proposal for a Directive</th>
</tr>
</thead>
<tbody>
<tr>
<td>No EU legislation (except 'force majeure')</td>
<td>5 days/year</td>
</tr>
<tr>
<td></td>
<td>Compensated at sick pay level</td>
</tr>
<tr>
<td></td>
<td>To care for dependent relative with serious illness, serious medical condition or disability</td>
</tr>
</tbody>
</table>
#4. The Proposal for a Directive

Flexible working arrangements

<table>
<thead>
<tr>
<th>Current EU Legislation</th>
<th>Proposal for a Directive</th>
</tr>
</thead>
<tbody>
<tr>
<td>Right to request reduced and flexible working hours upon return from parental leave</td>
<td>All parents of children up to 12 and carers can request:</td>
</tr>
<tr>
<td></td>
<td>- Reduced working hours</td>
</tr>
<tr>
<td></td>
<td>- Flexible working hours</td>
</tr>
<tr>
<td></td>
<td>- Flexibility on the place of work</td>
</tr>
<tr>
<td>Right to request part-time work for all workers</td>
<td></td>
</tr>
</tbody>
</table>
5. Commission Communication

3 POLICY AREAS

1. Gender-balanced leaves and FWA
2. Improving access to care services
3. Addressing economic disincentives

A COMBINATION OF TOOLS TO SUPPORT MEMBER STATES

- Support enforcement of current legislation (dismissal protection)
- Better EU-level data, monitoring guidance (European Semester), and benchmarks
- Encourage sharing of good practices
- Funding (EaSI, ESIF, EFSI)
Thank you for your attention!