



Work-Life Balance initiative

Efi Anastasiou,
DG EMPL – Social Investment Strategy

**EUROPEAN
PILLAR OF
SOCIAL RIGHTS**
#SocialRights



1. Work-life balance in the EPSR
2. Challenges
3. The Work-Life Balance Initiative
4. The Directive
5. The Commission Communication



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



1. Work-Life Balance in the ESPR

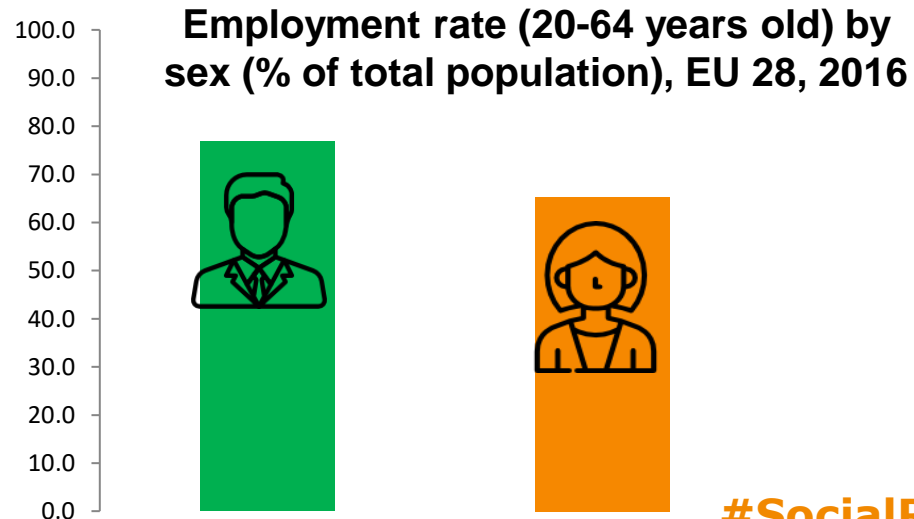
Long-term care

Everyone has the right to affordable long-term care services of good quality, in particular home-care and community-based services.



2. Challenges

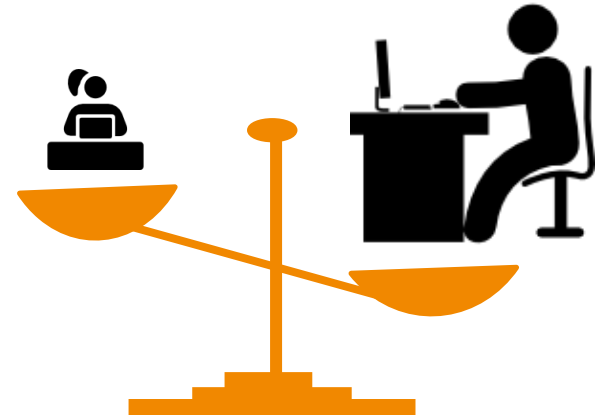
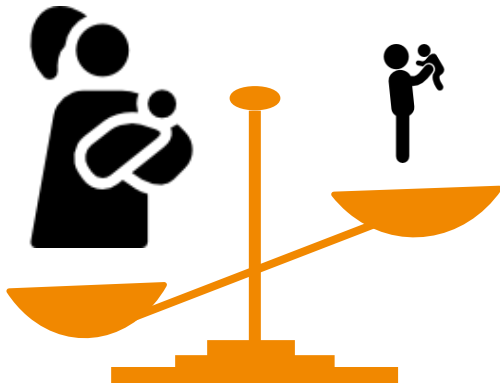
Gender gaps in the labour market





2. Challenges

Unequal sharing of caring responsibilities





2. Challenges

Inadequate family leaves



Care

Employment

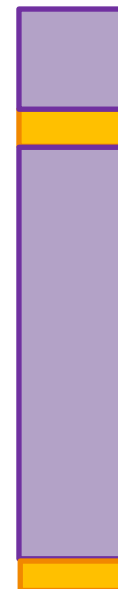


Employment

Care

Employment

Care



+ Inadequate flexible working arrangements



Care

#SocialRights



2. Challenges

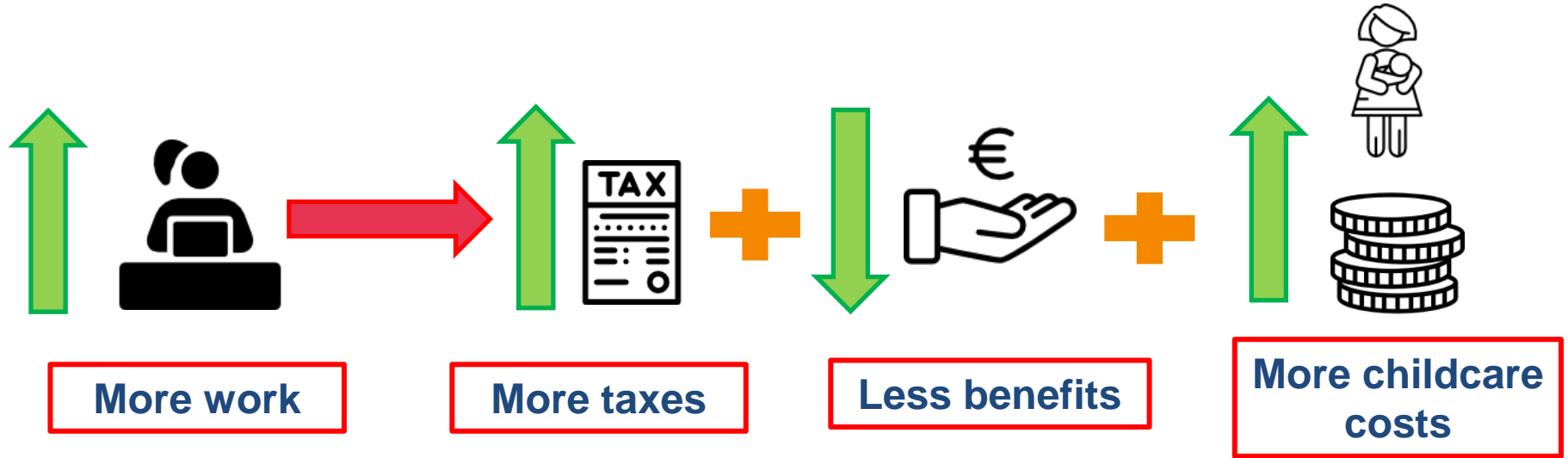
Inadequate formal care services





2. Challenges

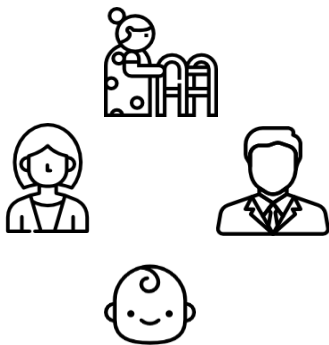
Economic disincentives



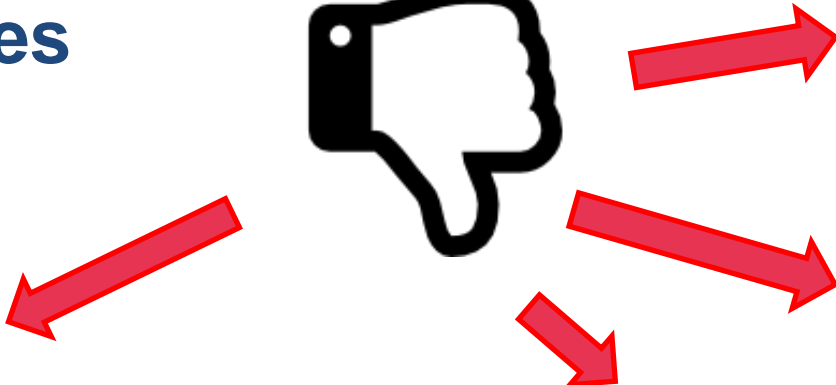


2. Challenges

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 Directive: agreement reached!

Provision of the Directive	Current EU law	Provisional agreement between EP and Council
<i>Paternity leave</i>	No minimum standards at EU level	10 working days of paternity leave for fathers. Remunerated at least at the level of sick-pay.
<i>Parental leave</i>	4 months per parent, out of which 1 month is non-transferable between parents. No minimum standards on allowance/payment.	4 months per parent, out of which 2 months are non-transferable between parents and remunerated at adequate level set by Member States.
<i>Carers leave</i>	No minimum standards at EU level	At least 5 working days per year per worker, with additional flexibility on how to allocate them. No provisions on remuneration.
<i>Flexible working arrangements</i>	Right to request reduced and flexible working hours by parents upon return from parental leave. Right to request part-time work for all workers.	Right to request by parent of children up to at least 8 years old and carers the following flexible working arrangements: reduced working hours, flexible working hours, tele-work.



4. The Directive

Paternity Leave



Current EU Legislation	Proposal for a Directive	Agreement
No EU legislation	10 working days	10 working days for fathers or equivalent second parent (if recognised under national law).
	Compensated at sick pay level	Remunerated at least at sick-pay level. The right to the remuneration can be subject to a length of service of max. 6 months.



4. The Directive

Parental Leave



Current EU Legislation	Proposal for a Directive	Agreement
4 months	4 months	4 months
1 month non-transferable	4 months non-transferable	2 months non-transferable
No minimum compensation level	Compensated at sick pay level	2 non-transferable months remunerated at adequate level set by Member States.



4. The Directive

Carers' Leave



Current EU Legislation	Proposal for a Directive	Agreement
No EU legislation (except 'force majeure')	5 days/year/worker	5 working days/year/worker with flexibility on how to allocate them
	Compensated at sick pay level	-
	To care for dependent relative with serious illness, serious medical condition or disability	For relatives and persons living in the same household



4. The Directive

Flexible working arrangements



Current EU Legislation	Proposal for a Directive	Agreement
Right to request reduced and flexible working hours upon return from parental leave	All parents of children up to 12 and carers can request: <ul style="list-style-type: none"> - Reduced working hours - Flexible working hours - Flexibility on the place of work 	All parents of children up to 8 and carers can request: <ul style="list-style-type: none"> - Reduced working hours - Flexible working hours - Flexibility on the place of work The right may be subject to a qualification period of max. 6 months.
Right to request part-time work for all workers		



4. The Directive

Force majeure



Current EU Legislation	Proposal for a Directive	Agreement
Right to time off work for urgent family reasons in cases of sickness or accident making the immediate presence of the worker indispensable	Right to time off work for urgent family reasons in cases of sickness or accident making the immediate presence of the worker indispensable	Right to time off work for urgent family reasons in cases of sickness or accident making the immediate presence of the worker indispensable



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 !

