



**Work-Life
Balance initiative**

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**EUROPEAN
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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



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

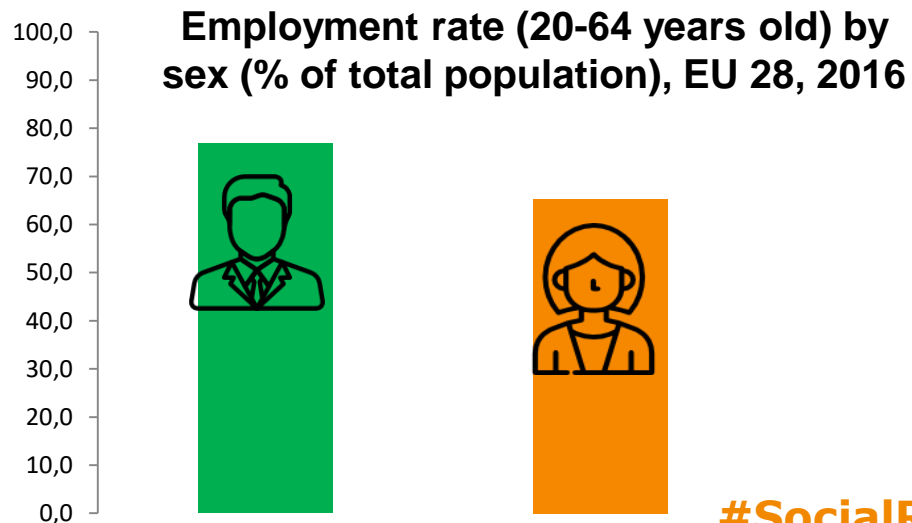
Adequate and sustainable social protection

- **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

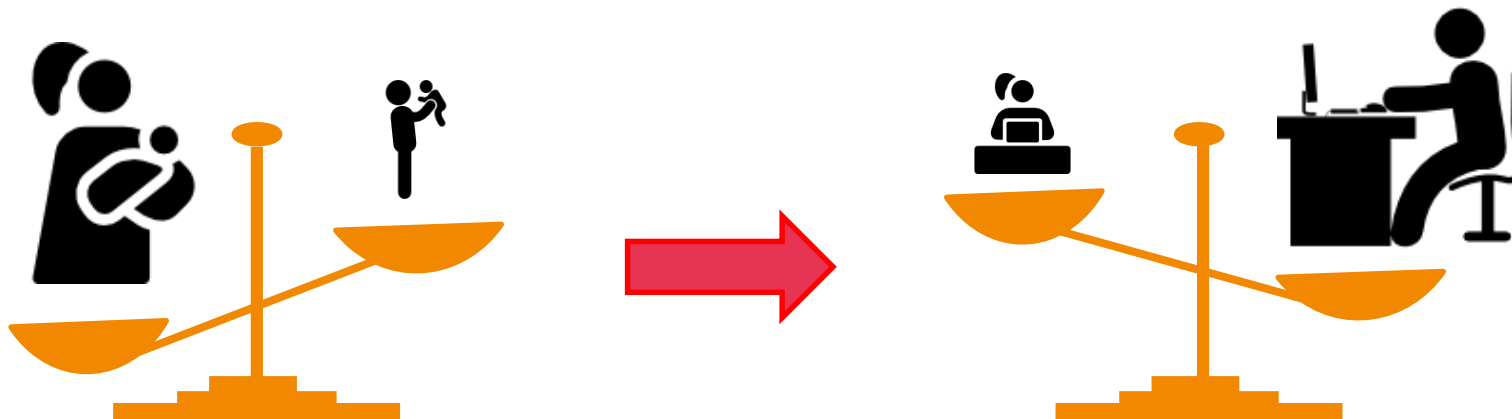
Gender gaps in the labour market





2. Challenges

Unequal sharing of caring responsibilities





2. Challenges

Inadequate family leaves



Care

Employment



Employment

Care

Employment

Care



+ Inadequate flexible working arrangements



Care

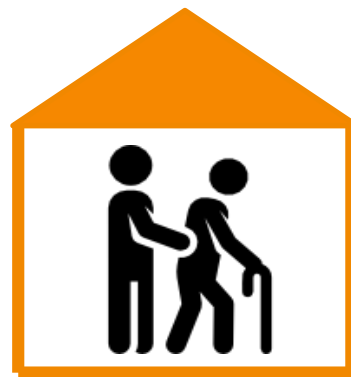
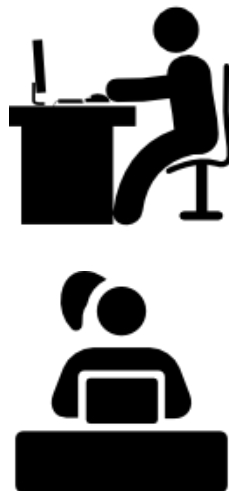
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2. Challenges

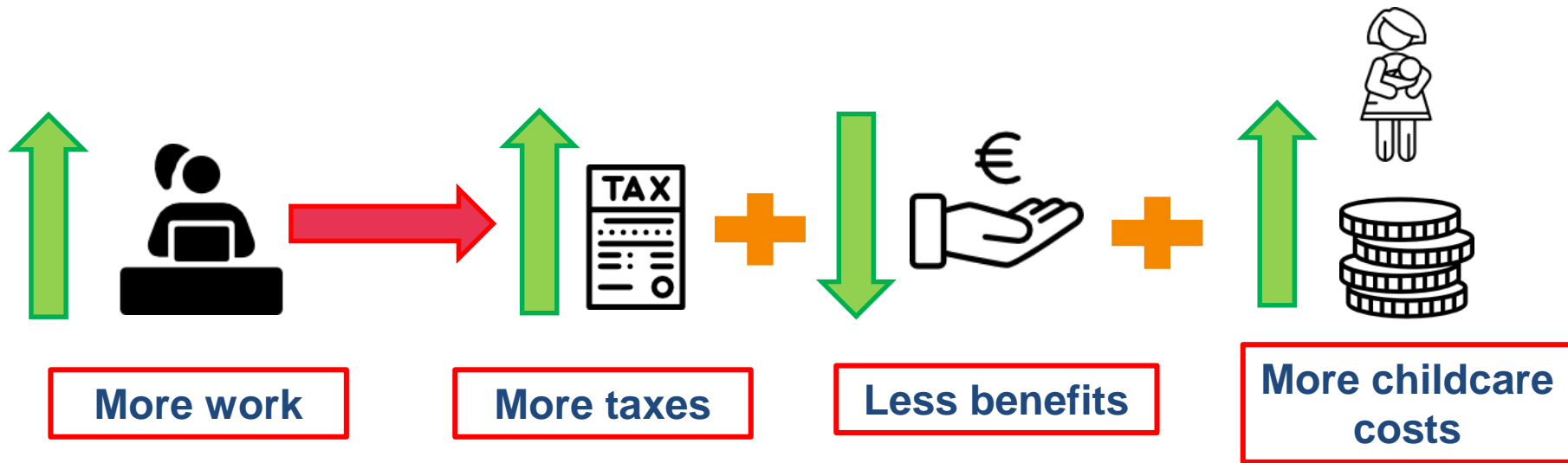
Inadequate formal care services





2. Challenges

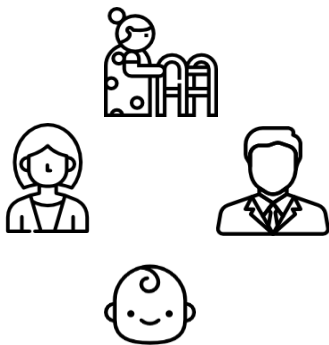
Economic disincentives



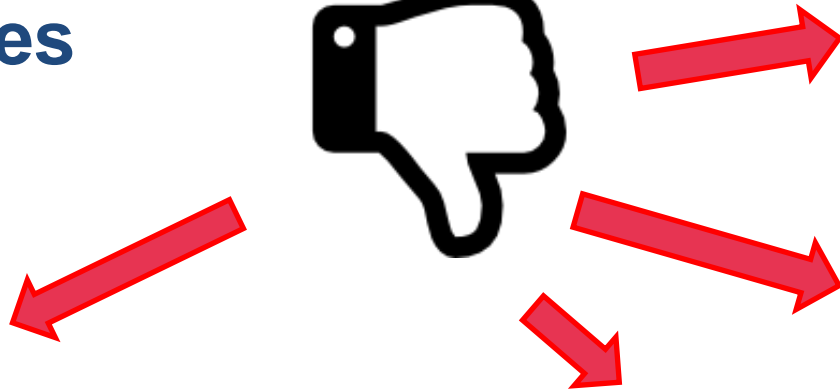


2. Challenges

Costs



Citizens



€ 370 billion per year



Economy



Public budgets



Businesses



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



Current EU Legislation	Proposal for a Directive
No EU legislation	10 days
	Compensated at sick pay level
	Around the time of birth of the child



4. The Proposal for a Directive

Parental Leave



Current EU Legislation	Proposal for a Directive
4 months	4 months
1 month non-transferable	4 months non-transferable
No minimum compensation level	Compensated at sick pay level
Until child is 8	Until child is 12



4. The Proposal for a Directive

Carers' Leave



Current EU Legislation	Proposal for a Directive
No EU legislation (except 'force majeure')	5 days/year
	Compensated at sick pay level
	To care for dependent relative with serious illness, serious medical condition or disability



4. The Proposal for a Directive

Flexible working arrangements



Current EU Legislation	Proposal for a Directive
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
Right to request part-time work for all workers	



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 !

