



Work-Life Balance Initiative

**COFACE Conference "Families on the
Move"**

12 May 2017

The European Pillar of Social Rights

Consequences
of the crisis

Divergence
within the
euro area

An ageing
Europe

Changing
world of work

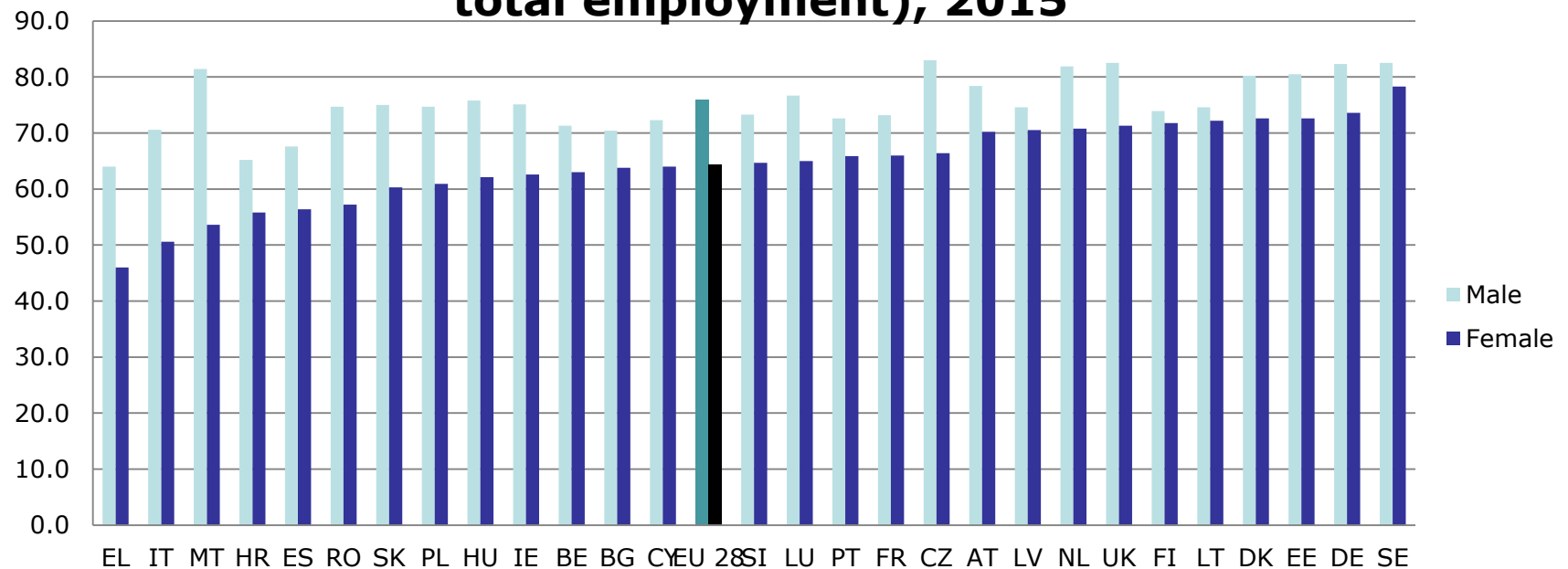
Gender equality in the European Pillar of Social Rights principles

Principle 3: Equal opportunities: "Regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation, everyone has the right to equal treatment and opportunities regarding employment, social protection, education, and access to goods and services available to the public. Equal opportunities of under-represented groups shall be fostered."

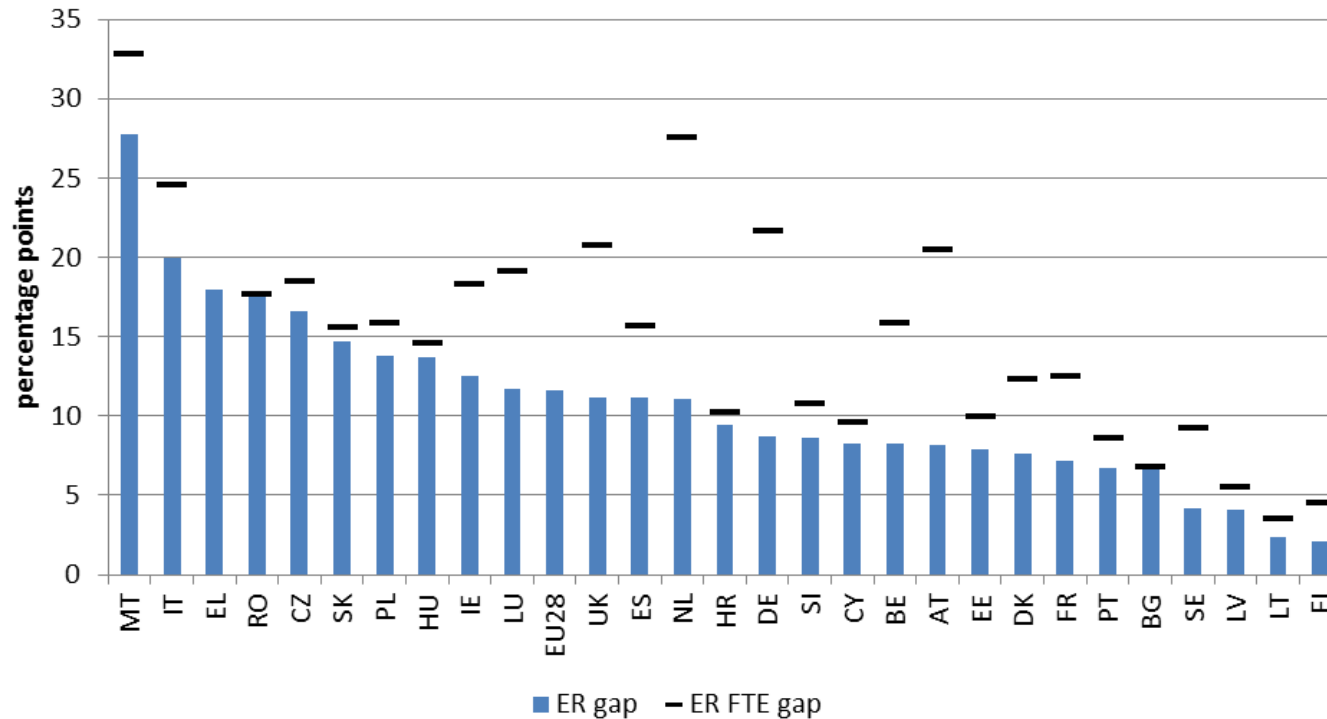
Principle 2: Gender equality: "Equality of treatment and opportunities between women and men must be ensured and fostered in all areas, including regarding participation in the labour market, terms and conditions of employment and career progression. Women and men have the right to equal pay for work of equal value."

Principle 9: Work-life balance: "*Parents and people with caring responsibilities have the right to suitable leave, flexible working arrangements and access to care services. Women and men shall have equal access to special leaves of absence in order to fulfil their caring responsibilities and be encouraged to use them in a balanced way.*"

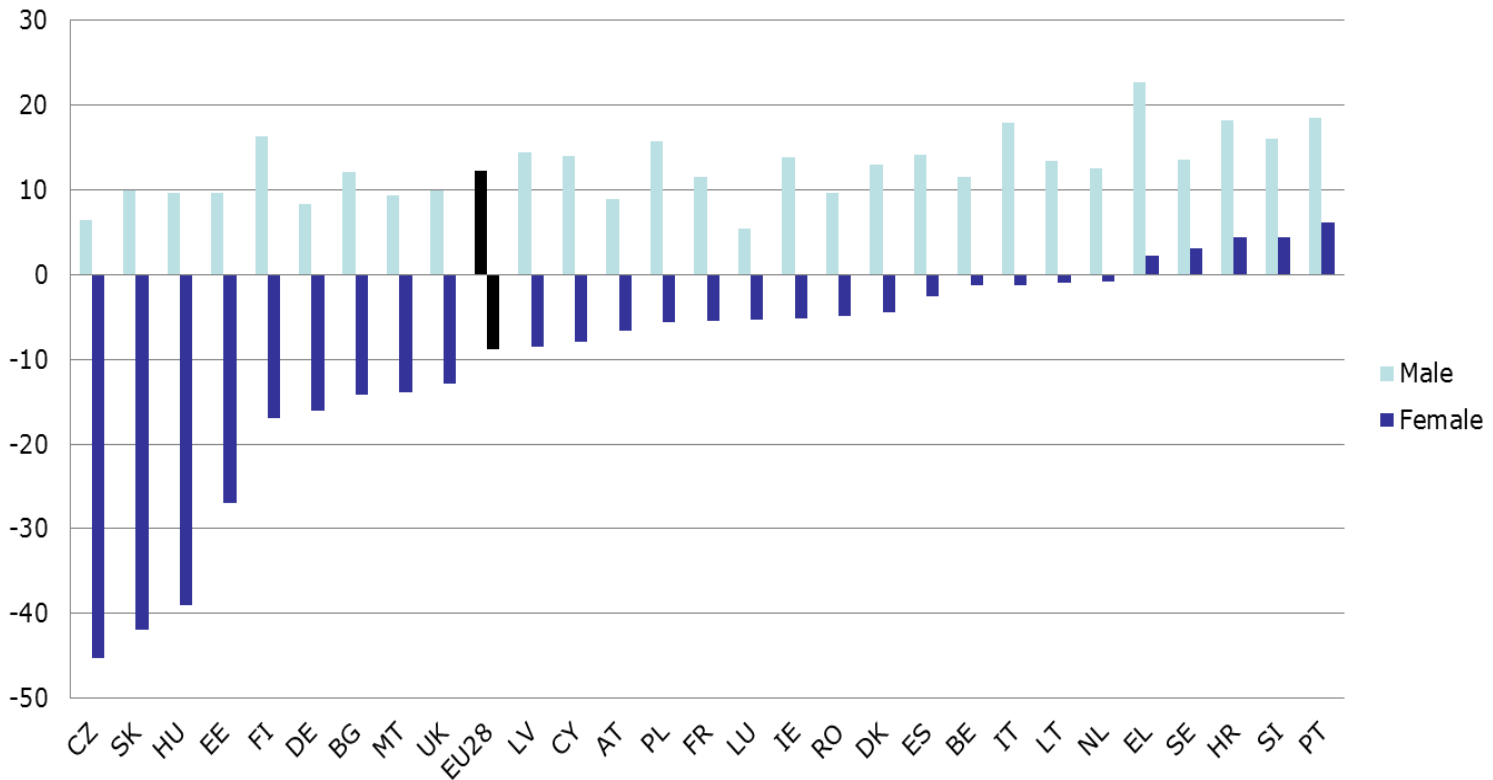
Employment rate (20-64 years old) by sex (% of total employment), 2015



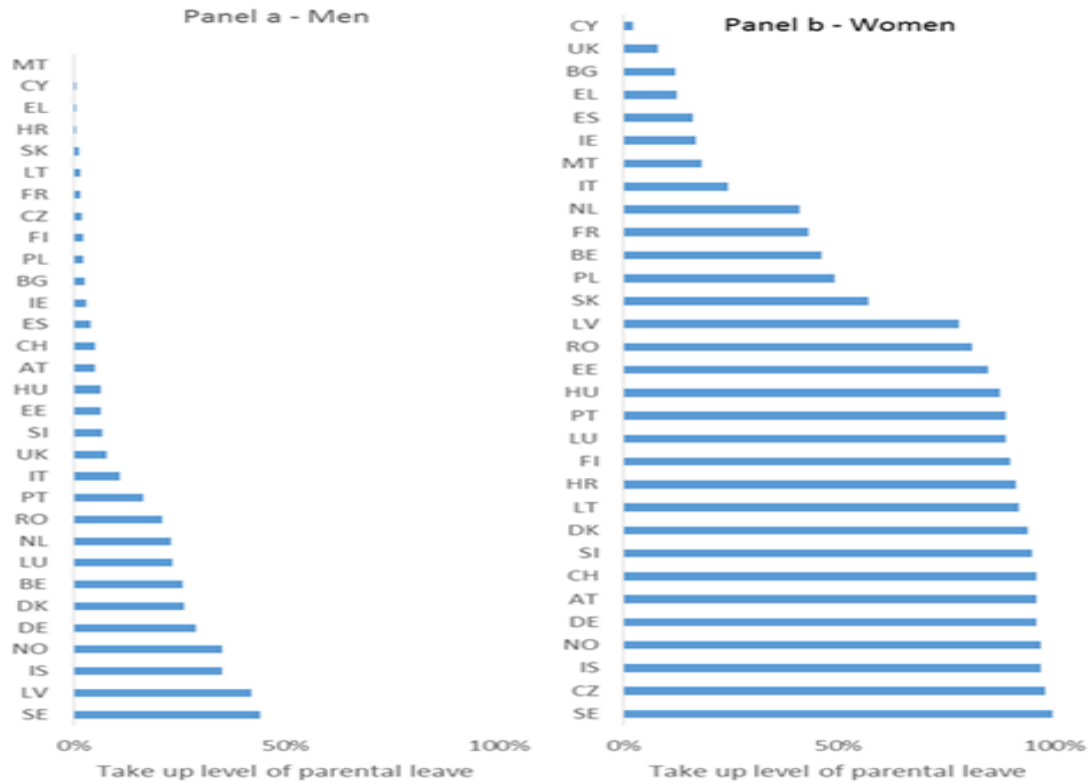
Gaps in employment rate (20-64) and between male and female full-time equivalent employment rate, 2015



Employment Impact of Parenthood for one child under 6 in 2015



Take-up of parental leave by men and women



The Work-Life Balance initiative

A concrete deliverable of the European Pillar of Social Rights

Objective: addressing the obstacles to women's labour market participation through:

Better reconciliation of work and family responsibilities

A more equitable use of work-life balance arrangements between women and men

Taking a broad approach, considering a complementary mix of different policies needed for greater work-life balance and female labour market participation

Proposal for a Directive

- **Paternity leave:** 10 working days, compensated at sick pay level
- **Parental leave:** 4 months, non-transferable among parents, compensated at sick pay level, flexible uptake until the child is 12
- **Carers' leave:** 5 days/year/worker, to care of seriously ill or dependant relative, compensated at sick pay level
- **Flexible working arrangements** – right to request by parents of children up to 12 and carers
- **Dismissal protection** – for workers making use of leave and flexible working arrangements



Commission Communication

- Protection against discrimination and dismissal of pregnant women and women returning from maternity leave
- Policy guidance on a gender-balanced use of family leave and flexible working arrangements
- The European Semester – CSRs and benchmarks (e.g. on tax disincentives)
- Making better use of EU financial support to improve childcare and long-term care services



Thank you for your attention !