



FEMM stakeholders' consultation

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Backed by major social NGO networks

- Life-cycle approach: WLB is not a benefit for your parents but a necessity for all.
- Realistic proposal: an acceptable compromise that would improve the life of many

What will make the difference?

Non-transferability AND high level income replacement.

All social rights are individual and non-transferable – parental leave is only exception: let's stop it.

To reduce the gender gap in employment and care: support men take-up (non-transferability) and support families keeping an income (pay level)

Make it achievable

- High level of flexibility in leave uptake (part-time, fractions, not only 4 months in a row or long periods) to reduce to the minimum business cycle disruption and get closer to individual needs
- MS to identify how technology can assist to reduce admin burden