



European
Commission



A NEW START TO SUPPORT WORK-LIFE BALANCE FOR PARENTS AND CARERS

Audrey Neveu, legal and policy assistant, DG Justice and Consumers, Gender Equality Unit

Background

- Adopted in 2019.
- Member States had until 2nd of August 2022 to transpose the Directive into national law.
- Reasoned opinion sent to nine Member States for non-communication of transposition measures – April 2023,
- Commission currently assessing Member States compliance.

Work-life balance directive 2019/1158

Objective

- To improve the situation of women in the labour market
- Through a better and more equally shared WLB measures

Main novelties

- Specific focus on fathers' rights and effective incentives for fathers to take leave
- Life-cycle approach

Overview of measures

Personal scope: all employees

Material scope

- Paternity leave (new) 10 working days paid at least sick pay level
- Parental leave (strengthened) 4 months, 2 non-transferable + adequately paid
- Carers' leave (new) 5 working days, unpaid.
- Right to request FWA (strengthened), reduced working hours, flexible working schedule, flexibility of place of work

Overview of measures (cont.)

Legal protection

- Maintenance of previous employment rights and job
- Protection against discrimination and dismissal
- Penalties, protection against retaliation

Benefits of work-life balance

- Better share of caring responsibilities between men and women
- Parents keep their link to labour market avoiding career breaks - minimises risk of poverty, social exclusion for children and dependant relatives.
- Give a choice to parents on how to balance work and family life.
- Increased labour market participation of women, steadier income, better pension minimising risk of poverty
- Stronger family bonds for fathers with their children and partners.
- Wider talent pool for companies, higher productivity and less absenteeism thanks to flexible working arrangements

Good practices

- Parents@work project (1 September 2019 – 31 August 2021)
- funded by the EU Rights, Equality and Citizenship Programme (2014-2020).
- <https://volinik.ee/wp-content/uploads/2021/11/2021-Guide-with-good-practices-EN.pdf>
- Guide – 40 good practices on work-life balance gathered from Belgium, Estonia and Portugal.

Thank you for your attention!

Audrey.neveu@ec.europa.eu