

Work-life-balance for women and men

EU-framework and implementation

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EU-Pillar on Social Rights:

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.

Directive (EU) 2019/1158 on work-life balance for parents and carers:

- Introduction of **paternity leave**. Fathers/equivalent second parents will be able to take at least **10 working days** of paternity leave around the time of child birth
- Strengthening of the existing right of **parental leave**, inter alia by **making 2 months non-transferable** from a parent to another
- Introduction of the right on **carers' leave** for workers **5 working days per year**
- Extension of the existing right to request **flexible working arrangements** for caring purposes

Directive 2006/54/EC on the implementation of the principle of equal opportunities / equal treatment of men and women in matters of employment and occupation

Art. 21:

- **Member States shall (...) take adequate measures** to promote social dialogue between the social partners with a view to fostering equal treatment, including, for example, through the monitoring of practices in the workplace, in access to employment, vocational training and promotion, as well as through the monitoring of collective agreements, codes of conduct, research or exchange of experience and good practice.

Directive 2006/54/EC

Art. 21:

➤ Member States shall encourage

- **social partners** (...), to promote equality between men and women, and flexible working arrangements, with the aim of facilitating the reconciliation of work and private life, and to conclude (...) agreements laying down antidiscrimination rules
- **employers** to promote equal treatment for men and women in a planned and systematic way in the workplace, in access to employment, vocational training and promotion and shall provide employees / their representatives with appropriate information

Directive 2006/54/EC

Art. 26: Effective measures to prevent discrimination

Member States shall encourage, in accordance with national law, collective agreements or practice,

employers (...) to take effective measures to prevent all forms of discrimination on grounds of sex, in particular harassment and sexual harassment in the workplace, in access to employment, vocational training and promotion.

Directive 2006/54/EC, old Directive 2010/18/EU, new Directive (EU) 2019/1158

Member States shall

- ensure effective remedies
- establish support structures (ombudspersons etc.)
- shall lay down rules on penalties, applicable to infringements of national provisions adopted pursuant to these Directives, which must be effective, proportionate and dissuasive

Directive 2006/54/EC, implementation in AT

- Obligatory income report for companies with more than 150 employees broken down by gender (but no reporting obligation on work-life balance measures)
- Promotion plan for women in the public sector
- Collective agreements consider increasingly work-life balance issues
- Leave management tools for companies: <http://abzaustria.at/english>
- High economic risk to go to court in case of discrimination, there are no sanctions in case of gender based discrimination on wages
- No explicit Work-life balance target in legislation, no systematic monitoring

EIGE-Gender Equality Index indicators on employment / care (2019)

- **FTE employment rate in EU:** W: 40 %, M: 56 %
- **Duration of working life (years):** W: 33 , M: 38
- **People caring for and educating their children or grandchildren, elderly or people with disabilities, every day:** W: 37 %, M: 25 %
- **People doing cooking and/or household, every day:** W: 78 %, M: 32 %

EUROFOUND-European Quality of Live Survey

Work-life balance and care responsibilities in EU-MS



- Work-life balance stress indicators worsened in last 10 years (6,3 to 5,8)
- Work-life balance challenges are reported especially for women from 35-49, for blue-collar workers and families with more children
- Reconciliation of work and family is less problematic in continental and Nordic countries, more difficult in eastern and southern Europe
- Polarisation across EU-MS on limited/substantial problems on reconciliation
- Women are carrying the burden of (informal) care, increased during covid-19 crises substantially

Macro-economic coordination in EU European Semester

- Monitoring of EU-Member States' performance under the European pillar of social rights
- Social Scoreboard in the context of European Semester foresees an indicator on the Gender employment gap but not an indicator on Gender-care-gap (such an additional indicator seems necessary to be established at EU-level)
- Country specific recommendations on work-life balance / better reconciliation of work and family (still limited impact)

Monitoring Work-life balance in EU

- **Work-life balance indicators** established (EUROSTAT):
 - Employment rate of fathers/mothers
 - Possibility to work at home/commuting time
 - Percentage of persons taking-up care/parental leave
 - Percentage of employed parents using child care services
 - Long-working hours, night/evening/weekend work, flexible work schedules
 - Care for incapacitated relatives
 - Subjective assessment of work-life balance

- **Monitoring, assessment and peer reviews** in the context of the open method of coordination for social protection and social inclusion in EU-MS (SPC, EMCO, EPSCO)

EU-Project „Better reconciliation of work and family for men“

- Case studies at company level to identify challenges and good practices for better reconciliation of work and family
- Case studies at partner level on decision processes concerning share of child care between parents
- Development of a household income calculator to support decisions for more equal share of child care and paid employment between parents
- Austrian-wide on-line-media and print-media awareness and information campaign
- International information exchange events / 2 Ministers press conferences



EU-Project „Better reconciliation of work and family for men“

Case studies at company level, challenges on work-life-balance for men:

- Take-up by men on parental leave/ part-time and on change of working time due to child care obligations is still limited, also its duration
- Traditional gender role perceptions still prevail, a positive picture / communication of the reconciliation issue also for men is important
- “Hidden”, not pronounced reconciliation wishes of men, when mentioned, there is still limited understanding and support, in general limited awareness
- “Reconciliation role models” from management, colleagues, in the public are vital



EU-Project „Better reconciliation of work and family for men“

Case studies at company level, challenges on work-life-balance:

- There exist good practice examples on work-life balance measures at company level, but mainly due to individual engagement of managers / shop stewards
- There are missing reconciliation strategies/action plans at collective agreements/ company level
- The use of leave/work-life balance management tools in companies would help to promote equal treatment at the workplace in a planned and systematic way
- Lack of information about rights/obligations as regards paternity leave, parental leave, parental part-time work and reconciliation of work and private life



EU-Project „Better reconciliation of work and family for men“

Good practice examples on measures to promote work-life balance:

- **IS/NO/SE:** father quota on parental leave
- **DK/HR/LU/SL/PT:** non-transferable parts on parental leave
- **BE/IT/PT:** obligatory take-up for fathers (of parts) of paternity leave
- **EE,FIN,LT,SL:** high compensation of income during paternity leave
- **AT/DE/FR/IT/SWE:** incentives for better share of child care between parents
- **DE/NL:** flexible working-time arrangements in collective agreements



Work-life balance in Austria: situation and challenges

- 90% of mothers, only 3% of fathers interrupt their employment due to care
- 19,9 % of fathers interrupt employment due to child care (2018)
- Estimated 1.500 of fathers take up parental leave 2021 (mainly two – three months)
- Take-up rate of fathers on child care allowance: 16,80 % (av. duration: 79 days)
- Part-time employment (4th quarter 2021): women: 50,3 %, men: 12,1 %
- Take-up-rate of paternity/partner leave (compensation for 31 days: 700 €): 5,8 %
- Take-up of partnership-bonus (1.000,- €) for a more equal share of take-up of child care allowance by parents (50:50 to 60:40): 1,3 % of parents

Policy options for substantial change on Work-life balance

- Principle 9 on work-life balance of EU-Pillar on social rights needs to be implemented into national legislation of EU-MS as concrete policy target
- Screening of transposition of relevant EU-legislation (Art. 21 of Directive 2006/54/EC etc.) into national law and enforcement of implementation
- Systematic analyses/monitoring of work-life balance at EU and national level + comprehensive support programs/actions to improve work-life balance for w/m
- Imposing a reporting obligation for employers on the implementation of Art. 21 of Directive 2006/54/EC concerning work-life-balance measures
- Improve legal framework („use it or lose it“- provisions, higher compensation etc.)
- Systematic considering of work-life balance in collective/company agreements

Advertisement of a company: Work-life-sleep-balance



“We always have in mind how much has to be done during the day. No wonder we have problems sleeping in bed at night. Apparently we have completely forgotten how important sleep is for us. So it's time to pay attention to the sleep s/he deserves. That's why we're committed to a balanced work-life-sleep balance. Are you in? Then discover our guide and find out what is good for your sleep.”

Thanks for your attention!

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CARING MASCULINITIES AT WORK: COMPANIES' SUPPORT FOR MEN'S WORK-LIFE BALANCE

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