Flexible working arrangements and work-life balance

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Informal Employment and Social Affairs Council (EPSCO) Estonian Presidency of the Council of the EU

Tallinn, 19 – 20 July 2017
Employment rates

Source: Eurostat 2016
Women still take on main caring responsibility

Proportion of men and women in different age groups providing care (at least once a week)

**Caring for children or grandchildren**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24</td>
<td>0.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>25-34</td>
<td>10.0%</td>
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<tr>
<td>50-64</td>
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**Caring for dependent family or friends**

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Source: Eurofound, European Quality of Life Survey 2016
Working time over the life course

Source: Eurofound, European Working Conditions Survey 2015
Gap between actual and preferred working time

Source: Eurofound, European Working Conditions Survey 2015
Different working arrangements for improved work-life balance

- Working time reduction
- Working time flexibility/autonomy
- Place of work
Autonomy and flexibility of working hours

Your working hours are entirely determined by yourself
You can adapt your working hours within certain limits (e.g. flextime)
You can choose between several fixed working schedules determined by the company/organisation
They are set by the company / organisation with no possibility for changes

Source: Eurofound, European Working Conditions Survey 2015
Possibility to take time off at short notice and work-life balance

Taking off time on short notice is…

- Easy
  - 90% say Good work-life balance

- Difficult
  - 35% say Poor work-life balance
Diversity across EU in telework and ICT mobile work

Source: Eurofound, European Working Conditions Survey 2015
Working remotely can increase working time autonomy

Percentage of employees with working time autonomy by type of T/ICTM

- **Always at employers premise**
  - Your working hours are entirely determined by yourself
- **Occasional T/ICTM**
  - You can adapt your working hours within certain limits (e.g. flextime)
- **Home based teleworker**
  - You can choose between several fixed working schedules determined by the company/organisation
- **High mobile T/ICTM**
  - They are set by the company / organisation with no possibility for changes

Source: Eurofound, European Working Conditions Survey 2015
But telework and ICT mobile work can also lead to working in free time

Percentage of employees reporting working in their free time to meet work demands daily and several times a week by type of T/ICTM, EU28

Source: Eurofound, European Working Conditions Survey 2015
Prevalence of work-life balance clauses in collective agreements

- Relatively widespread
- Existing in several (sectoral) agreements
- Existing but prevalence limited
- Existing but prevalence unknown
- No clauses
- No information

Source: Eurofound’s Network of European Correspondents
Thank you

For more information
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