



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

A modern agenda for work-life balance

Reconciliation of work and private life

Brussels

Tuesday, 16 October 2018

#worklifebalance #workingconditions @eurofound



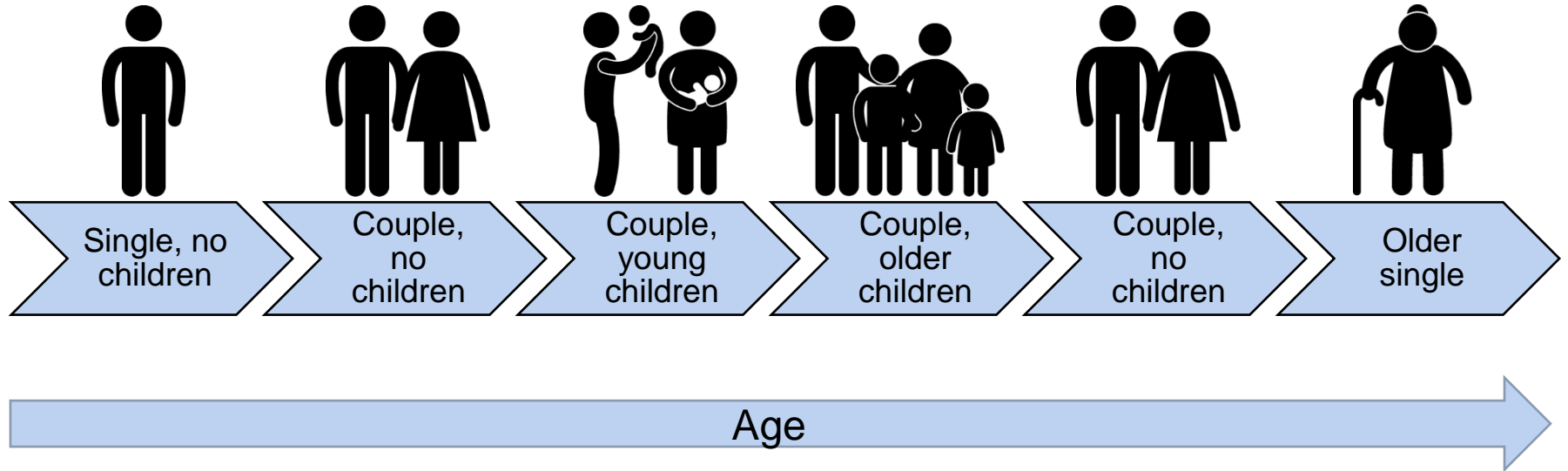
Welcome and opening

- **Juan Menéndez-Valdés**, Director, Eurofound
- **Inge Bernaerts**, Head of Cabinet of Commissioner Marianne Thyssen, Employment, Social Affairs, Skills and Labour Mobility, European Commission

Opening session : Familiar topics – new perspectives

- **Mathijn Wilkens**, Research Officer, Working Life Unit
- **Christine Aumayr-Pintar**, Research Manager, Working Life Unit
- **Anna Ludwinek**, Research Manager, Social Policies Unit

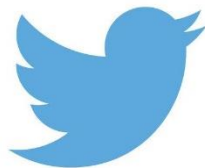
Work-life balance: A life course perspective



What is work-life balance?



Twitter



women trying know
finding
make need hard
really great business take
school
us love working home
important get time people
just day
join good can like personal
think one tips find team
social job
want better family help
best career via achieve
week healthy new today
employees hours
experience happy

Twitter



 **Shopee Shipee**
@joyjoseph_arjoy

Flickr/nigelpopper

Follow

The term "work-life balance" highlights a flaw in our thinking — it puts "work" before "life."



Mala Manku
@mala_manku

Follow



Is work-life balance an unhealthy myth?
Whether all of us can or should aim to attain this elusive middling state is unclear – maybe not if we want to be great at anything

Academic literature

Work-life conflict, work-life enrichment, work-family balance, work non-work balance, role balance, reconciling work and private life, work-life integration, work-life fit, work-life interference, work-family interface, spill-over, work-life integration



“I like the phrase ‘work-life harmony.’ Balance implies there’s a strict trade-off. Being a productive member of a team at work makes me better at home. If I’m happy at home, it makes me a better employee, a better boss.”

Jeff Bezos, CEO

amazon

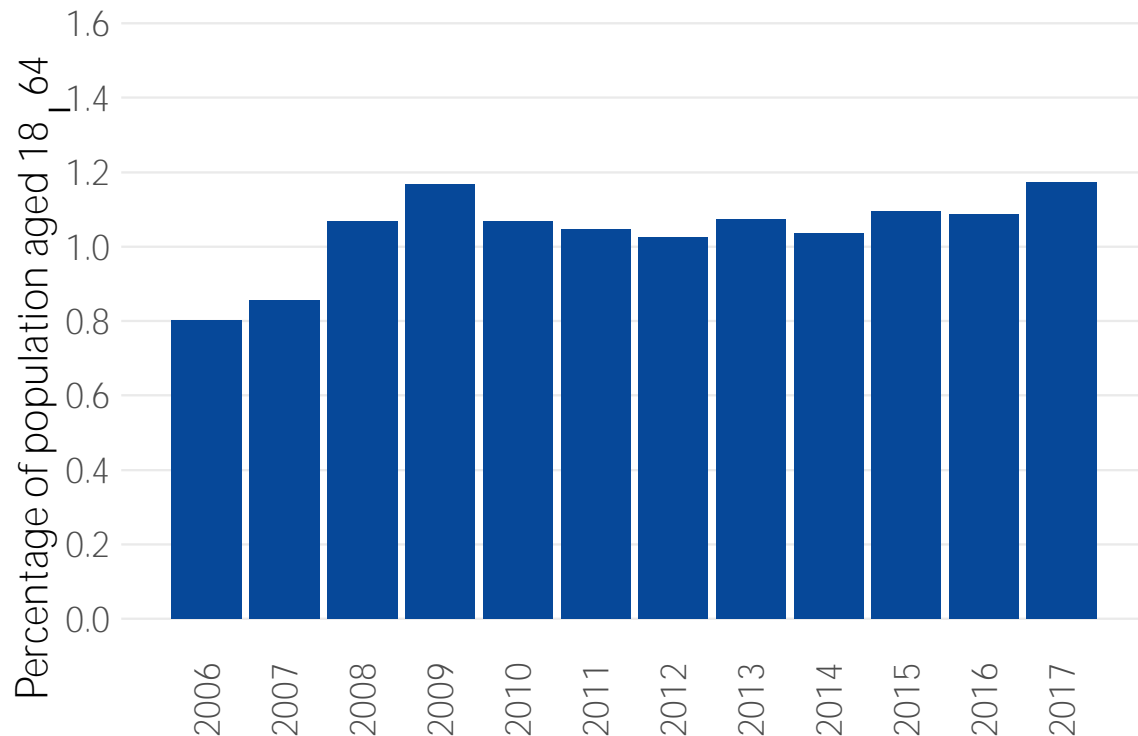


Why is work-life balance important?

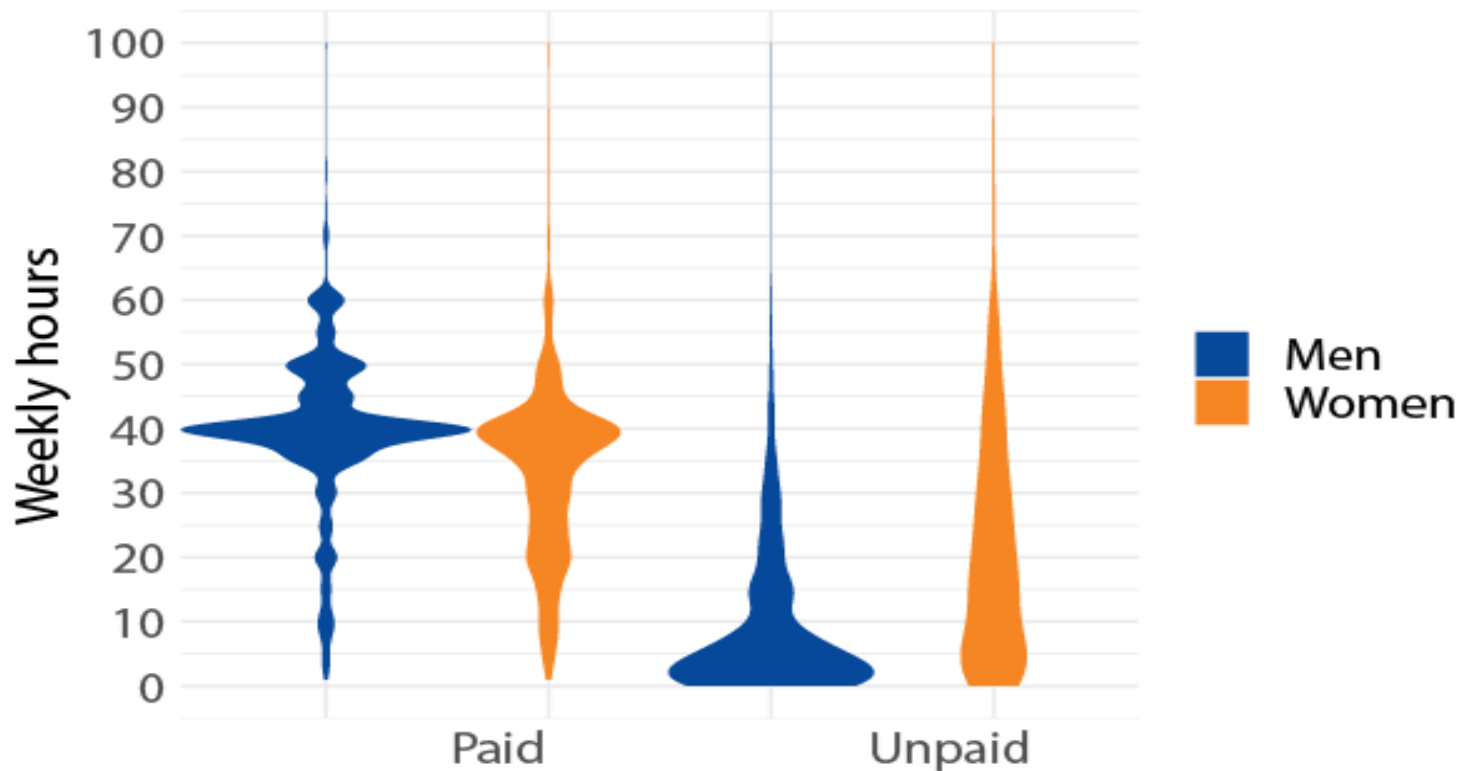


A barrier to work?

Not working, or not working fulltime because of lack of **available** or **affordable** care services
EU28



Is work shared equally?

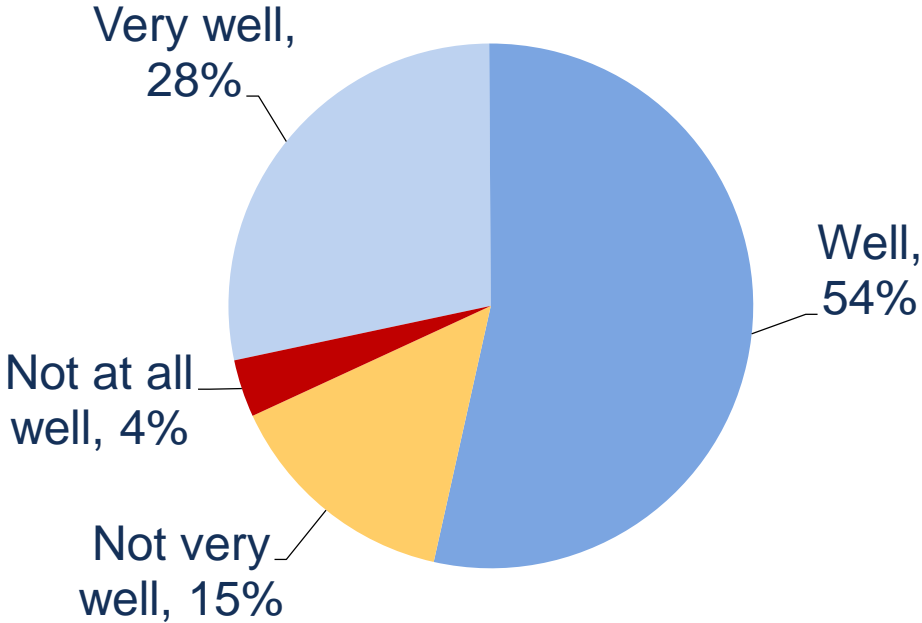


Wider benefits of work-life balance



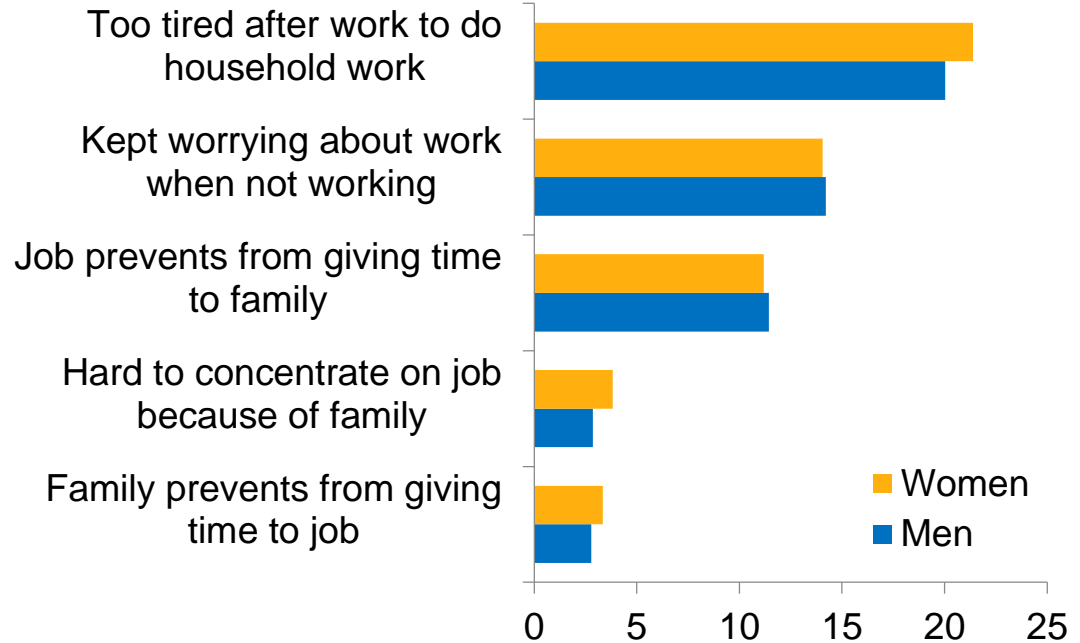
Work-life balance indicators

“How do your working hours **fit** in with your family or social commitments outside work?”

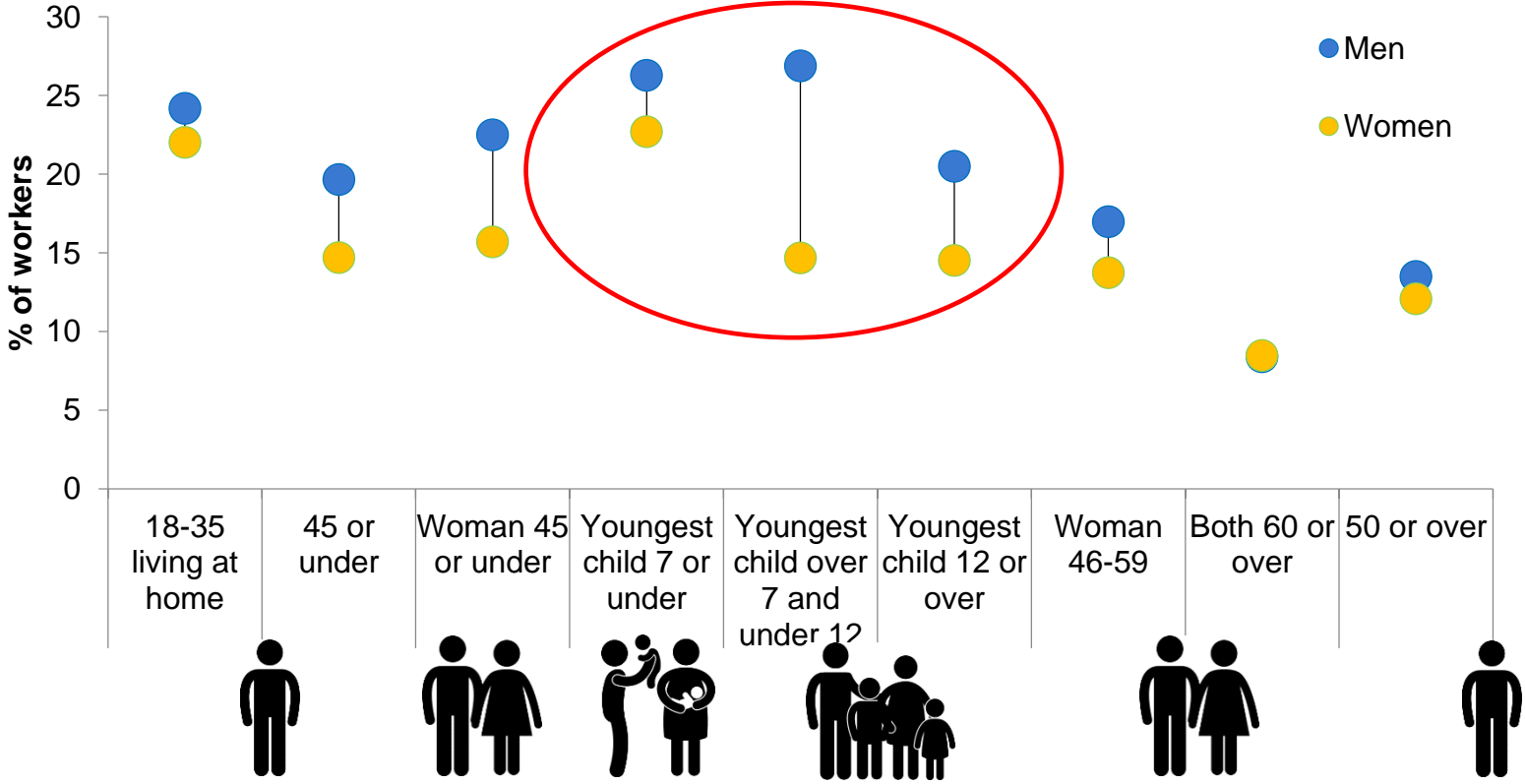


Source: European Working Conditions Survey 2015

Work-life balance indicators

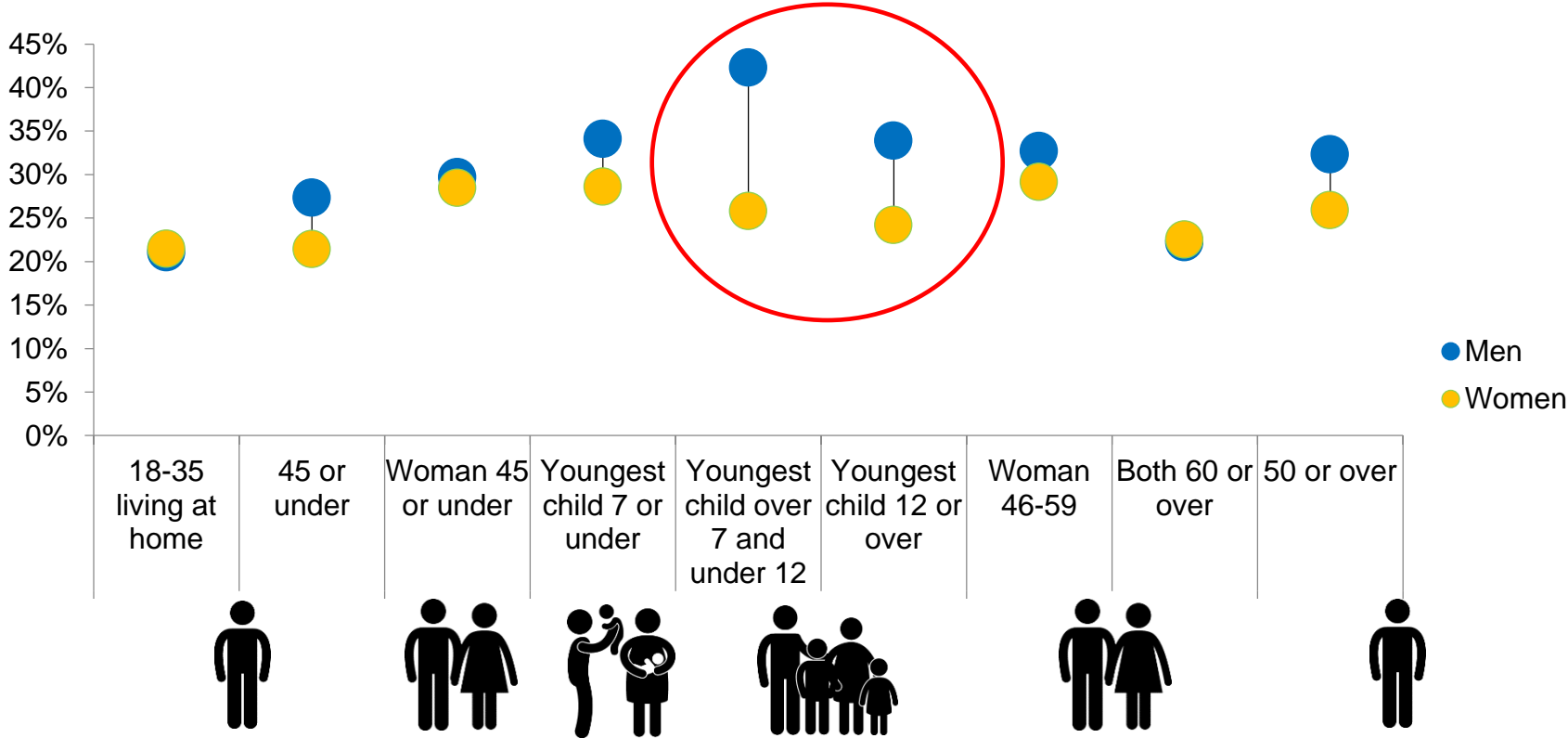


Poor work-life balance across the life course



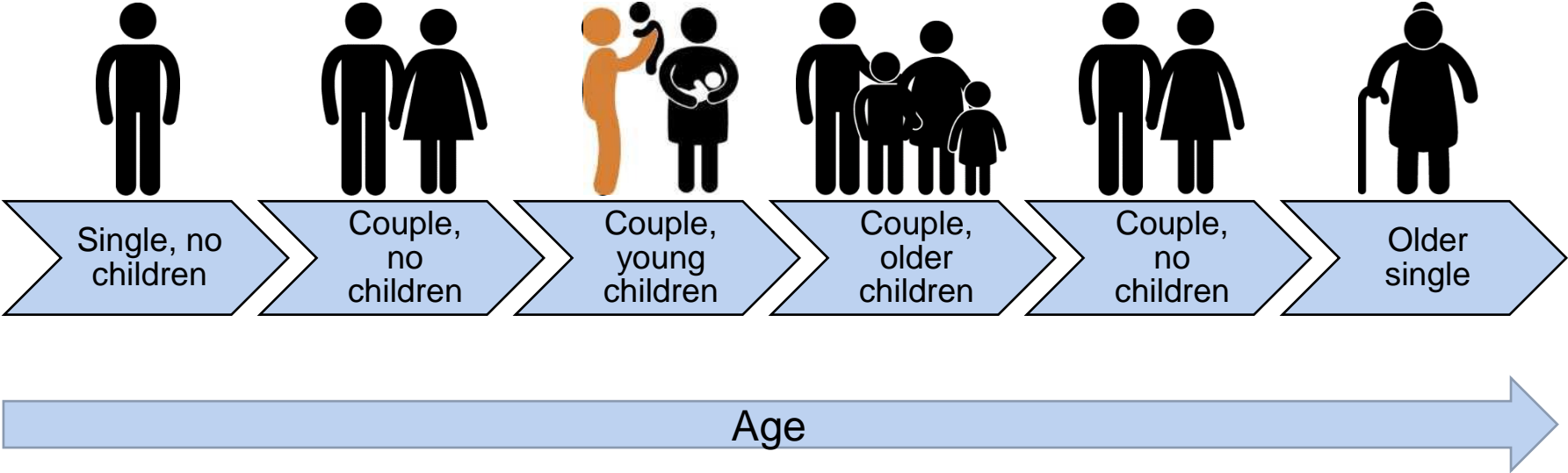
Source: European Working Conditions Survey 2015

Preference to work less



Source: European Working Conditions Survey 2015

Life course perspective



Parental and paternity leave in the EU: Uptake by fathers



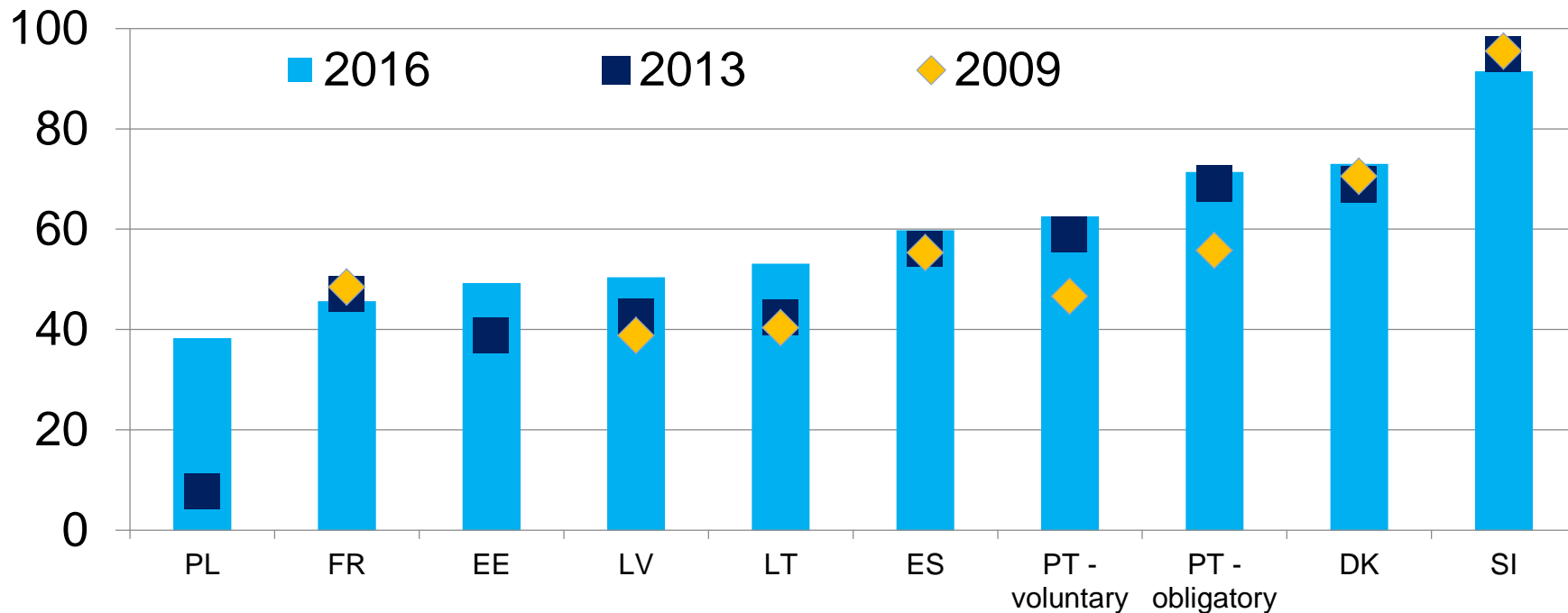
Paternity leave in the EU:

Duration and compensation

	< = 1 week	1 – 2 weeks	+ 2 weeks
High compensation rate <i>80-100% of pay</i>	Greece Hungary Italy Malta Netherlands Romania	Belgium Denmark Estonia Luxembourg Latvia Poland	Bulgaria Spain Lithuania Portugal Romania Slovenia
Medium compensation rate <i>50-70% of pay</i>	Czech Republic	Cyprus	Finland
Flat rate		France Ireland United Kingdom	

Father's uptake of paternity leave

Per 100 live births

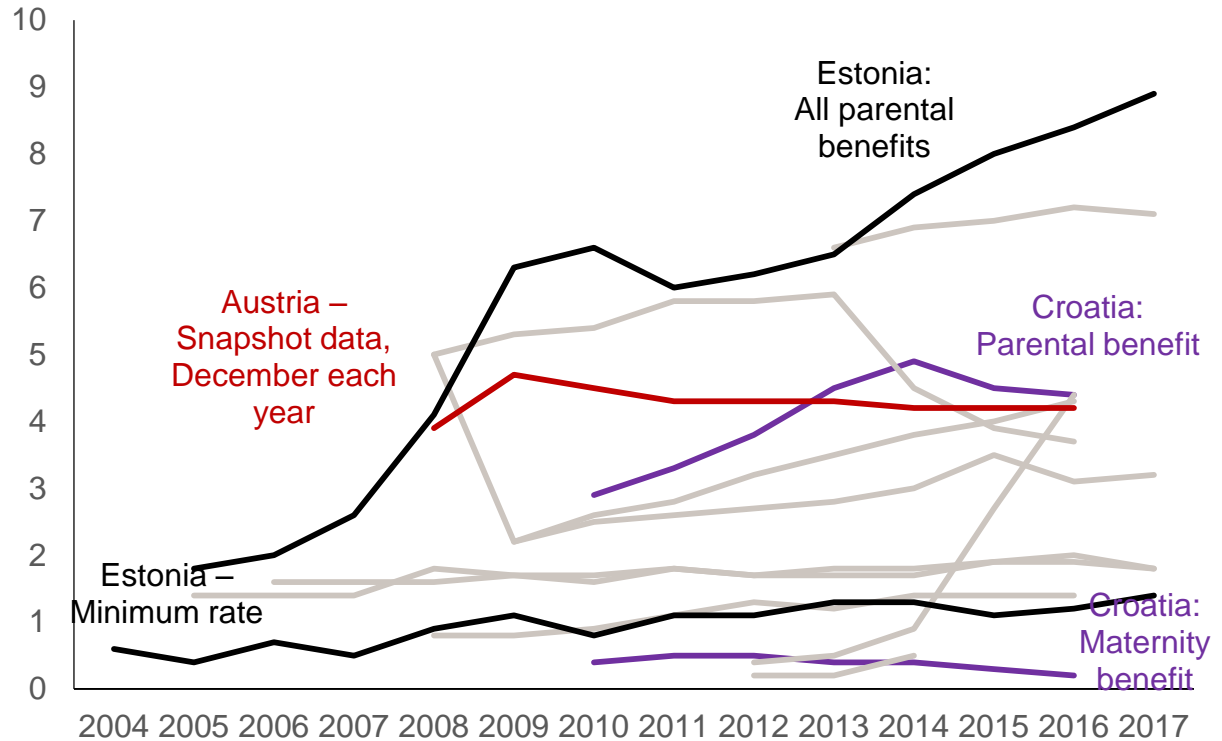


Source:

Dad shirts



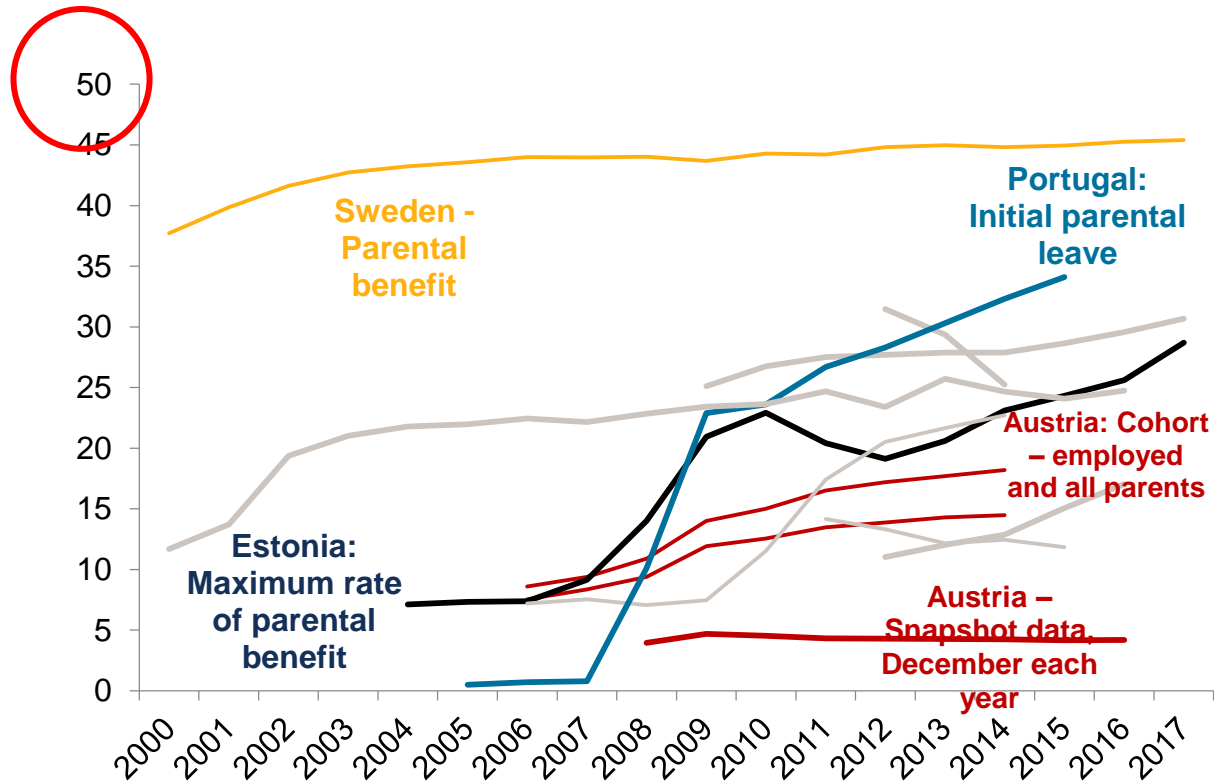
Father's share in parental benefits often remains below 10%...



Source: Various national – information collected through Eurofound's Network of correspondents (NEC)

... but progress has been made

Are we looking at the right indicator?



Moving from counting 'incidences' of men's participation to 'sharing equally'

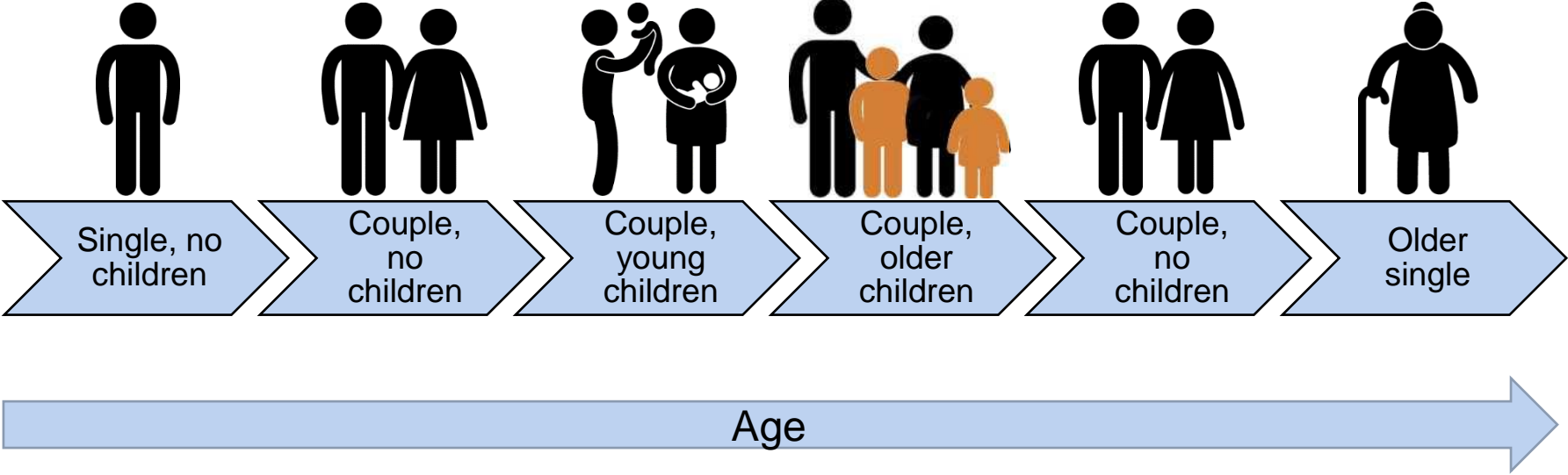
But only **14%**
of families
in Sweden take
up this
opportunity

Father participation increases when:

- Adequate household income
- Compensation ratios are high
- Mother has relatively high income
- Father has secure job position
- Parents well-educated
- Administrative hurdles for benefits low
- Companies supportive/role models among superiors and peers
- Social environment supportive



Life course perspective



What do we know about out-of-school care?

**Eurofound
looking at:
drivers, types
of care and
barriers in EU
28 + Norway**

Definition

Out-of-school care
After-school care
School-age care
Wraparound care

Drivers

Child development
and well-being - not
work-life balance -
is driver

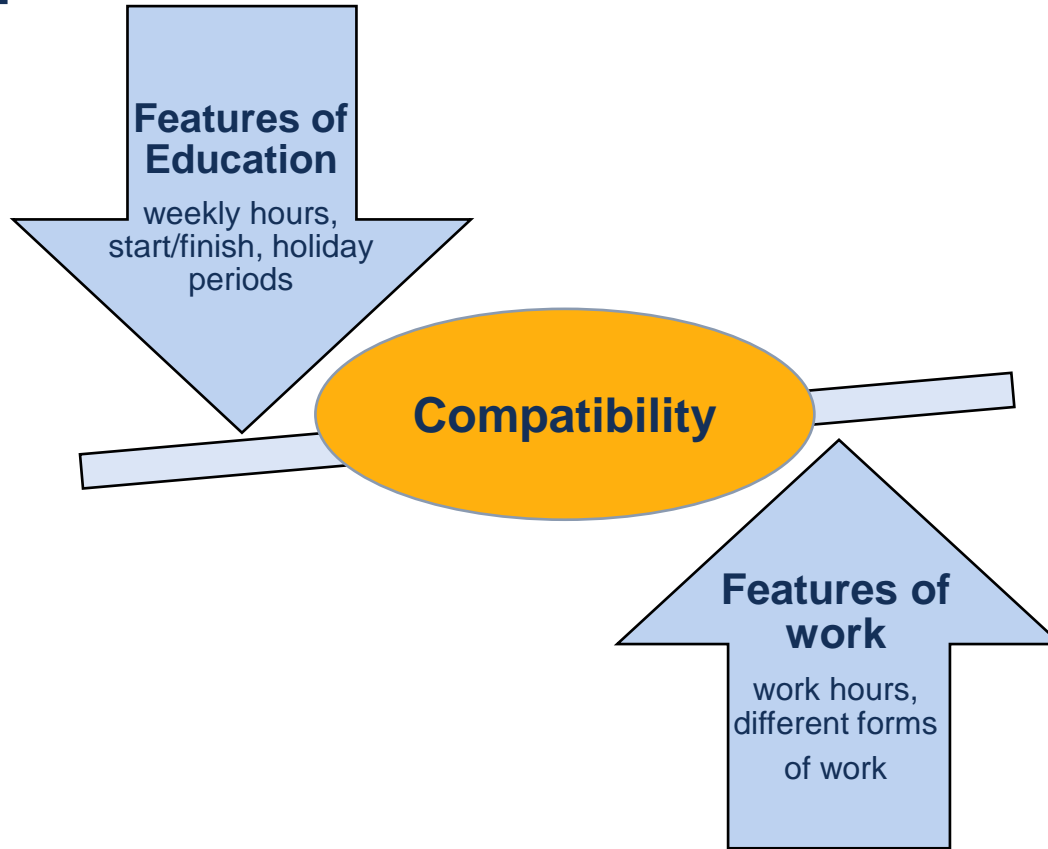
Types

Formal/informal
Leisure, educational
in a supervised
environment – link
with schools

Influencing factors

Availability
Affordability
Quality

Gap between work and school life

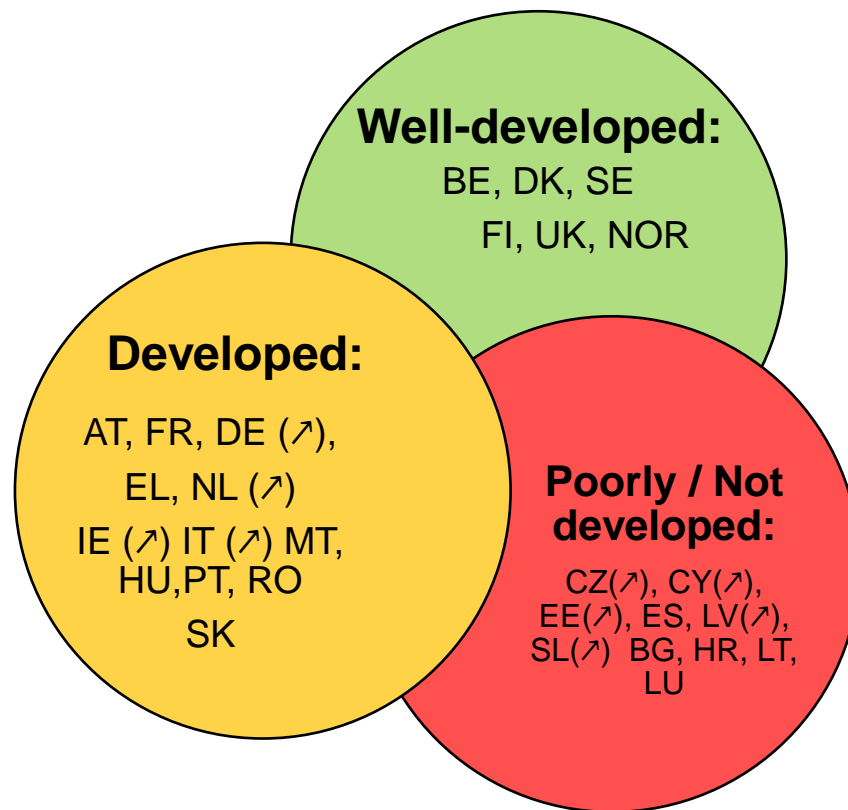


**Eurofound
research
highlights
gaps in
countries and
how gaps are
filled**

Provision of out-of-school care

- Country differences

- Policy debate often focuses on pre-school care provision
- Blurred lines: pre-school childcare/All-day school
- Out-of-school care increasingly on policy agendas



Organising out-of-school care

**Drivers
Work-life
balance
(BG, BE, ES,
CZ, IT, PL)**

**Target
groups
(Children,
staff)**

**Content
(Leisure,
educational)**

**Providers/
Location
(Local Govt
FI, SE;
NGOs EL,
LT)**

**Stake-
holders
(Trade
unions OSC
staff)**



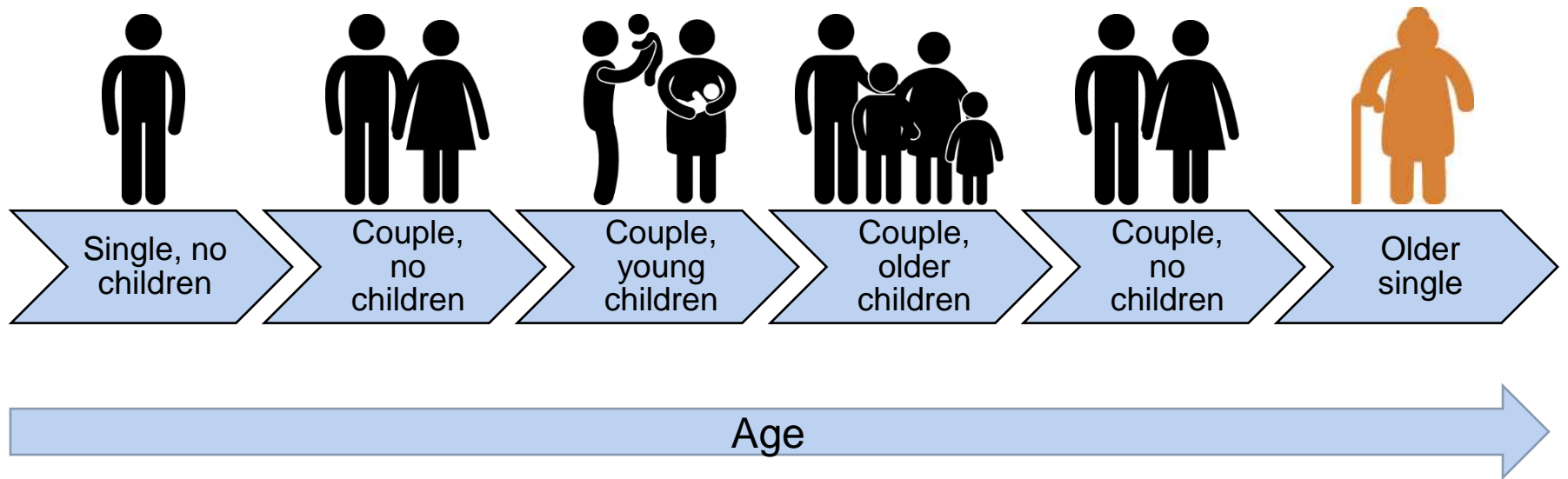
Barriers to out-of-school care



Eurofound
contribution on
take-up and
policies to
promote out-of-
school care

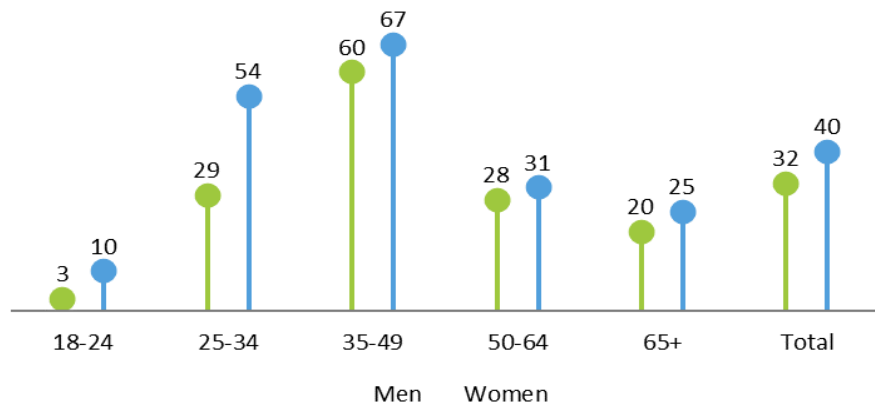
- **Lack of suitable provision (space, places for specific groups** –(AT, BE, HR, CZ, FI, UK, DE, HU, LU, NL, PL)
- **Eligibility criteria** (BE, SE, LT)
- **Regional differences** (AT, EE, SK, FR, DE, UK, NL)
- **Financial** (BE, BU, DK, FR, IE, IT, LT, MT)
- **Others** (FR, DE, LT, PL, PT, SL, SE)

Life course perspective

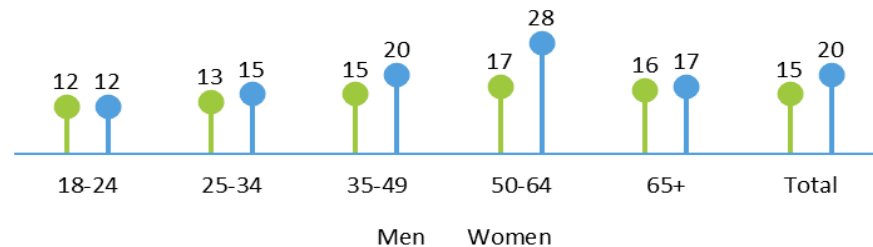


Informal care

A: Carer for children or grandchildren



B: Carer for disabled or infirm relatives/friends



● Men ● Women

What is the role of work?

Variable	Positive	Mixed	Negative
Working time, commuting time			✓
Working time regularity	✓		
Atypical working hours			✓
Job intensity			✓
Support at work	✓		
Care responsibilities			✓
Flexibility of working hours		✓	
Working at home		✓	

Controlled for country, household characteristics, occupation and individual characteristics.

Working time flexibility

Being able to take 1 or 2 hours off:

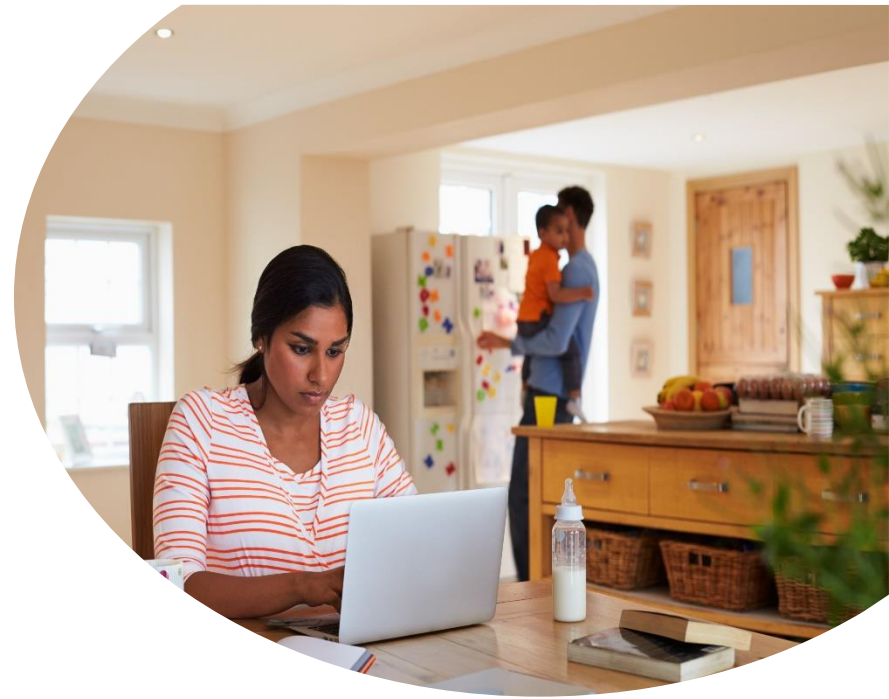
- Very positive effect
- More likely if flexible working arrangements are in place



Flexible working time arrangements  **Positive effect**
If these arrangements lead to actual flexibility, not just on paper

Working at home

- Working at home helps when it **substitutes** working hours spent at the employers location
- Working at home does not help when it **supplements**
- Working at home associated with **‘working in free time for work demands’**



Six take-aways:

1. Benefits of a better work-life balance are wide
2. Taking a life course perspective is key
3. Uptake of leave by fathers is low; more compensation and social support helps
4. Big gap between working time and schooling hours: emphasis should be on out of school care
5. Long-term care impacts work-life balance – even more in the future
6. Volume of work is crucial, but other factors at work can also improve work-life balance

Opening session : Familiar topics – new perspectives

- **Mathijn Wilkens**, Research Officer, Working Life Unit
- **Christine Aumayr-Pintar**, Research Manager, Working Life Unit
- **Anna Ludwinek**, Research Manager, Social Policies Unit

Discussion

Coffee Break

Please be back in 15 minutes



Panel debate 1: Business as usual?

Chair: Barbara Gerstenberger, Head of Working Life Unit, Eurofound

- **Barry Hughes**, Senior HR Business Partner, Indeed, Ireland
- **Dorthe Boe Danbjørg**, Nurse/Researcher, Odense University Hospital, Denmark
- **Klaus Hochreiter**, CEO and Co-founder, eMagnetix Online Marketing GmbH, Austria
- **Andreas Bodemer**, EU Liaison Officer, German Metalworkers' Union IG Metall

Discussion

Networking lunch



Panel debate 2: Life beyond work

- **Chair: Robert Anderson**, Head of Social Policies Unit, Eurofound
- **Jens van Tricht**, Director, Emancipator and Co-coordinator of MenEngage Europe, Netherlands
- **Jana Hainsworth**, President, Social Platform and Secretary General, Eurochild
- **Eugenia Caracciolo di Torella**, Associate Professor, Leicester Law School, UK
- **Giovanni Lamura**, Director, Centre for Socio-Economic Research on Ageing, (INRCA), Italy
- **Commentator: Per Eckefeldt**, Head of Sector - Age-related public expenditure, DG Economic and Financial Affairs, European Commission

Discussion

Panel debate 3: Looking to the future – Policies for work–life balance in an evolving workplace

- Chair: **Jerzy Ciechański**, Chief specialist, Department of International Cooperation, Ministry of Family, Labour and Social Policy, Poland and Eurofound Board member
- **Rebekah Smith**, Deputy Director, Social Affairs, BusinessEurope
- **Cinzia Sechi**, Senior Policy Adviser, Gender equality, ETUC
- **Diana Jakaite**, Vice-Chair, Social Protection Committee of the EU
- **Luk Zelderloo**, Secretary General, European Association of Service Providers for Persons with Disabilities

Discussion

Concluding comments

Chair: Juan Menéndez-Valdés, Director, Eurofound

- **Maria Arena**, Member of the European Parliament, S&D, Belgium
- **Karen Vandekerckhove**, Head of Gender Equality Unit, DG Justice, Consumers and Gender Equality, European Commission