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

Single, no children
Couple, no children
Couple, young children
Couple, older children
Couple, no children
Older single

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

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 full-time because of lack of available or affordable care services EU28

Is work shared equally?

Source: European Working Conditions Survey 2015
Wider benefits of work-life balance

Source: European Working Conditions Survey 2015 and European Quality of Life Survey 2016
Work-life balance indicators

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

- Very well, 28%
- Well, 54%
- Not very well, 15%
- Not at all well, 4%

Source: European Working Conditions Survey 2015
**Work-life balance indicators**

- Too tired after work to do household work
- Kept worrying about work when not working
- Job prevents from giving time to family
- Hard to concentrate on job because of family
- Family prevents from giving time to job

**Source:** European Working Conditions Survey 2015
Poor work-life balance across the life course

% of workers

Source: European Working Conditions Survey 2015
Preference to work less

Source: European Working Conditions Survey 2015
Life course perspective

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Age
Parental and paternity leave in the EU: Uptake by fathers
# Paternity leave in the EU: Duration and compensation

<table>
<thead>
<tr>
<th></th>
<th>&lt; = 1 week</th>
<th>1 – 2 weeks</th>
<th>+ 2 weeks</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High compensation rate</strong></td>
<td>Greece, Hungary, Italy, Malta, Netherlands, Romania</td>
<td>Belgium, Denmark, Estonia, Luxembourg, Latvia, Poland</td>
<td>Bulgaria, Spain, Lithuania, Portugal, Romania, Slovenia</td>
</tr>
<tr>
<td><strong>Medium compensation rate</strong></td>
<td>Czech Republic</td>
<td>Cyprus</td>
<td>Finland</td>
</tr>
<tr>
<td><strong>Flat rate</strong></td>
<td></td>
<td>France, Ireland, United Kingdom</td>
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</tbody>
</table>
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?

Source: Various national – information collected through Eurofound’s Network of correspondents (NEC)
Moving from counting ‘incidences’ of men’s participation to ‘sharing equally’

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

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

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Age
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

Features of Education
- weekly hours, start/finish, holiday periods

Compatibility

Features of work
- work hours, different forms of work

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

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

Stakeholders
(Trade unions OSC staff)

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

Source: Various national – information collected through Eurofound’s Network of correspondents (NEC)
Life course perspective

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Age
Informal care

A: Carer for children or grandchildren

B: Carer for disabled or infirm relatives/friends

Source: European Quality of Life Survey 2016
What is the role of work?

<table>
<thead>
<tr>
<th>Variable</th>
<th>Positive</th>
<th>Mixed</th>
<th>Negative</th>
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<tbody>
<tr>
<td>Working time, commuting time</td>
<td></td>
<td></td>
<td>✔️</td>
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<tr>
<td>Working time regularity</td>
<td>✔️</td>
<td></td>
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<tr>
<td>Atypical working hours</td>
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<td></td>
<td>✔️</td>
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<tr>
<td>Job intensity</td>
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<tr>
<td>Support at work</td>
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<tr>
<td>Care responsibilities</td>
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<td>✔️</td>
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<tr>
<td>Flexibility of working hours</td>
<td></td>
<td></td>
<td>✔️</td>
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<tr>
<td>Working at home</td>
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<td>✔️</td>
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</tbody>
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Controlled for country, household characteristics, occupation and individual characteristics.

Source: European Working Conditions Survey 2015
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

Source: European Working Conditions Survey 2015
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**’

Source: European Working Conditions Survey 2015
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

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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

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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

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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

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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

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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

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