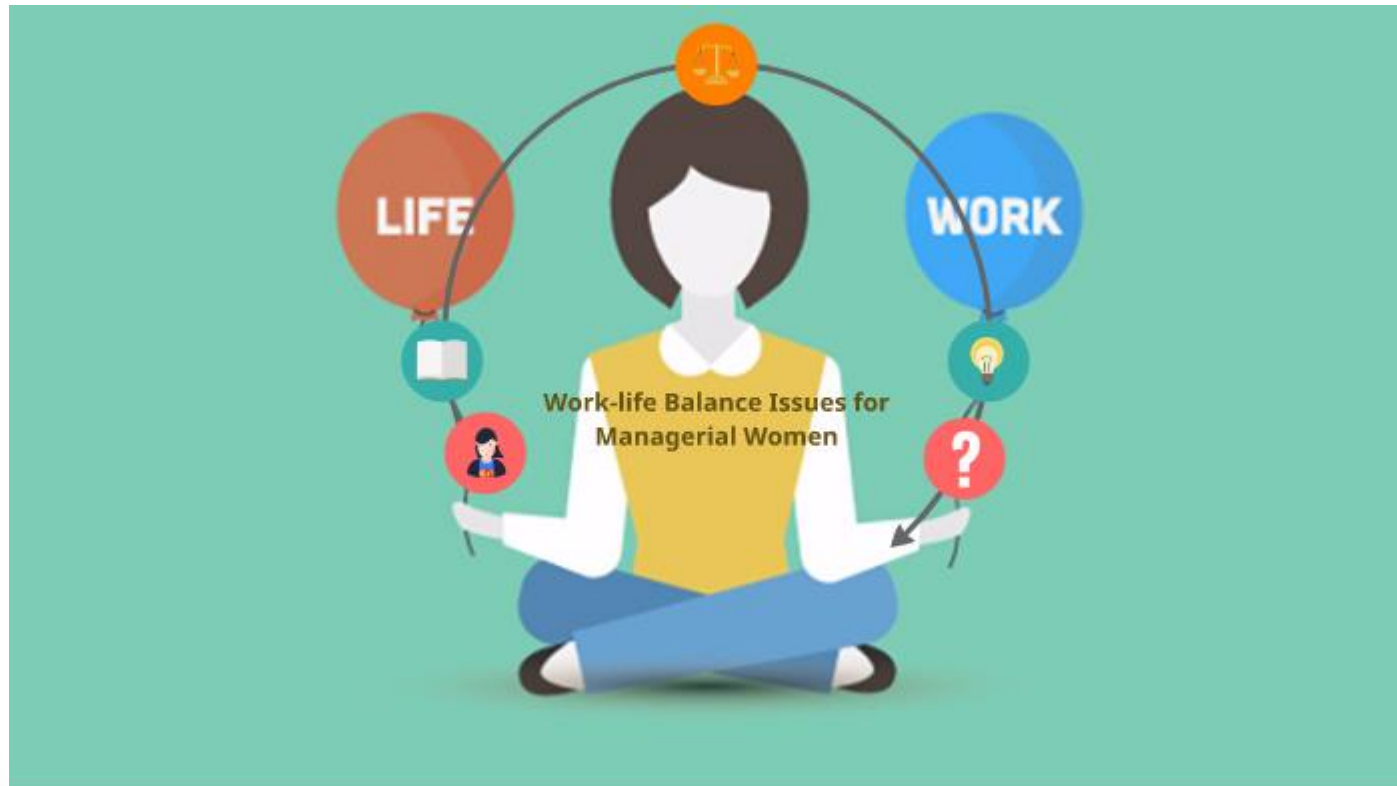


A gender-equal economy

Balance of personal and work life





A gender-equal economy

Work plays an important role in the lives of most people. The work payed or unpaid helps people to shape their identity, to have a purpose to their existence, give them a useful way to spend their time or days, to have contact with other people etc;

Work life balance is the ability to experience a sense of control and to stay productive and competitive at work while maintaining a happy healthy home life with sufficient leisure.

The right balance among work and life is different when an individue is single or married, if have children or not, or if it starts a new carrier or a new job. And it is different among woman and men.

For woman it is more difficult to find a right work life balance



A gender-equal economy

According with the Gender Equality Index elaborate from the European Institute (EIGE) for measuring the level of gender equality it is necessary to analyze also the index of work –life balance.

The work-life balance scoreboard covers three broad areas: paid work, unpaid work (care) and education and training.

The quest for a work-life balance has become a topic of discussion. The dizzying speed of change in the world of work, propelled by a digital revolution and economic crises, has swept away demarcation lines between the professional and the personal. These have brought socioeconomic costs that have impacted gender equality across different domains of life.

A gender-equal economy

The work-life balance has had a large changes in the last years, the factors that has determined these changes are:

- Transformation of family relationships
- Demographic changes
- Female participation in the market of work
- Use of time: differences between gender

Work-life balance is the relationship between the work and the other important things in your life, like your family, sport and social life, household chores, volunteer commitments and so on. If you feel like you have enough time for all of these things in your life, you probably have a good work-life balance.



A gender-equal economy

An European research puts in evidence that women are less satisfied with their career opportunities, with their job, and their work–life balance in general compared to their male colleagues, who report higher job and life satisfaction levels and lower work-related stress levels.

The Work-life balance crucial for gender equality and empowering women.

So it is necessary to explore how to face the challenge of creating a better work-life balance for women, ensure that family responsibilities can be better shared, improve gender equality and prevent gender-based discrimination.

A gender-equal economy

The promotion of better work–life balance for women and men is at the heart of EU policies, including the new [gender equality strategy 2020–2025](#).

When the workers have a good work life balance, there is a positive impact on the work's results, it is possible to observe:

- Higher professional performance and greater productivity
- Turnover increasing
- Reduced absenteeism and sick days
- Improvement of the corporate image as a whole
- Higher morale
- Less stress
- Improvement of the quality of life of the staff

A gender-equal economy

A reduction in working time could improve gender equality:

- By increasing the participation of women in the labour market
- By putting women on a more equal footing with men on the labour market
- By facilitating a redistribution of caring and household tasks
- Focus on the design of policies and the role of employers

The work life balance is one of the deliverables of the European Pillar of Social Rights which addresses the work-life balance challenges faced by working parents and carers.



A gender-equal economy

Which European countries have the best work-life balance?

The Netherlands rocked a high score of 9.5/10 for work-life balance. Their average working week is just 29.3 hours, making it one of the shortest workweeks in the world. The local government and employers place a lot of emphasis on employees being able to strike a healthy balance between getting enough work done, respecting and enjoying their personal commitments, parenting, taking care of their health and wellbeing, and more. According to the OECD, only 0.5% of those employed in the Netherlands work leaving their place of work later than they're supposed to.

A gender-equal economy

Which European countries have the best work-life balance?

In Italy there is a good score index of work life balance 9.4 . The employment rate across the country is quite high, with 67% of men and 49% of women being in full-time, paid employment. With family time being such an important aspect of Italian culture, the country has capped the number of hours you can be asked to work at 40.

The other countries that have a good score of work life balance are:
Denmark, Spain, France and Belgium.

A gender-equal economy

The European Union support the gender equality and the work life balance by:

- **Legislative actions** (The EU rights on Work-life balance set out minimum standards for paternity, parental and carers' leave and establish additional rights, such as the right to request flexible working arrangements. These rights complement existing maternity leave rights);

- **Non-legislative actions:**

The European Commission supports EU countries in various ways as programmes and initiatives to support the work life balance and the sharing of family responsibilities among women and men.

- **Monitoring the transposition of EU legislation**

Launching studies, such as the one on enforcement of dismissal protection and unfavourable treatment in EU countries. Organising seminars, such as the one on capacity building activities for equality bodies.



A gender-equal economy

The European Union support the gender equality and the work life balance by:

The European Commission set up the Mutual Learning Programme to share practices on:

- gender-balanced uptake of family leaves and flexible working arrangements.
- initiatives such as labels and certifications for employers with good work-life balance practices.
- smooth transition between leaves and employment (e.g. provision of breastfeeding facilities at the workplace).
- crediting of family-related leave periods in the pension system.



A gender-equal economy

For the European Union improving the work-life balance of workers is one of the ways of addressing the gender gaps in the labour market.

For this reason the European Union has approved the Directive (EU) 2019/1158 for Work-Life-Balance that introduces minimum standards for family leave and flexible working arrangements for workers, and promotes equal sharing of caring responsibilities between parents.

The Commission will ensure that Member States correctly transpose and implement this directive to enable men and women to equally thrive both personally and professionally, and calls upon the Member States to go beyond these minimum standards in reviewing their policies.

The European Commission in the Gender Equality Strategy 2020-2025 includes the work life balance as a priority for achieving a gender equality in Europe.



A gender-equal economy

In addition to these actions the Commission calls on Member States to:

- Transpose the Work-Life Balance Directive and properly implement EU gender equality and labour law;
- follow up on the Council conclusions of June 2019 “Closing the Gender Pay Gap: Key Policies and Measures”;
- ensure adequate investments in early childhood education, care services and longterm care services including from available EU funding;
- Implement the Ministerial declaration of commitment on “Women in Digital”.



A gender-equal economy

For facilitate the work life balance and the gender equality the European Commission proposed in the Multi-Annual Financial Framework (MFF) the integration of a gender dimension throughout the financial framework, and more specifically in various EU funding and budgetary guarantee instruments, in particular the European Social Fund Plus, the European Regional Development Fund, Creative Europe, the European Maritime and Fisheries Fund, the Cohesion Fund and the InvestEU Programme.

Funding will support actions to promote women's labour market participation and work-life balance, invest in care facilities, support female entrepreneurship, combat gender segregation in certain professions and address the imbalanced representation of girls and boys in some sectors of education and training.

A gender-equal economy

THANKS FOR ATTENTION

