



European Union
European Social Fund
Operational Programme Employment

Work-Life Balance: equality perspective

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Equinet Mission

‘Equinet promotes equality in Europe through supporting and enabling the work of national equality bodies. It supports equality bodies to be independent and effective as valuable catalysts for more equal societies’



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Equinet

- **Network of national equality bodies**
(46 members from 34 European countries)
- Equality bodies on the basis of **EU Equal Treatment Directives**
(2000/43/EC; 2004/113/EC; 2006/54/EC)
- **Diversity** among national equality bodies in terms of size, mandate, grounds, structure and experience



Work Life Balance

- Benefits *all carers* to
 - Combine career and family/private life
 - Return to paid employment
 - Be protected from discrimination
- For equality bodies, often addressed in their work on grounds of
 - Gender
 - Family status



EIGE's Gender Equality Index (2005-2015)

- Greatest improvement in decision-making
 - Corporate boards
 - Women 21.7 %
 - Men 78.3 %
- But time is **less equal**
 - Persons cooking/housework daily
 - Women 78.8 %
 - Men 33.7 %



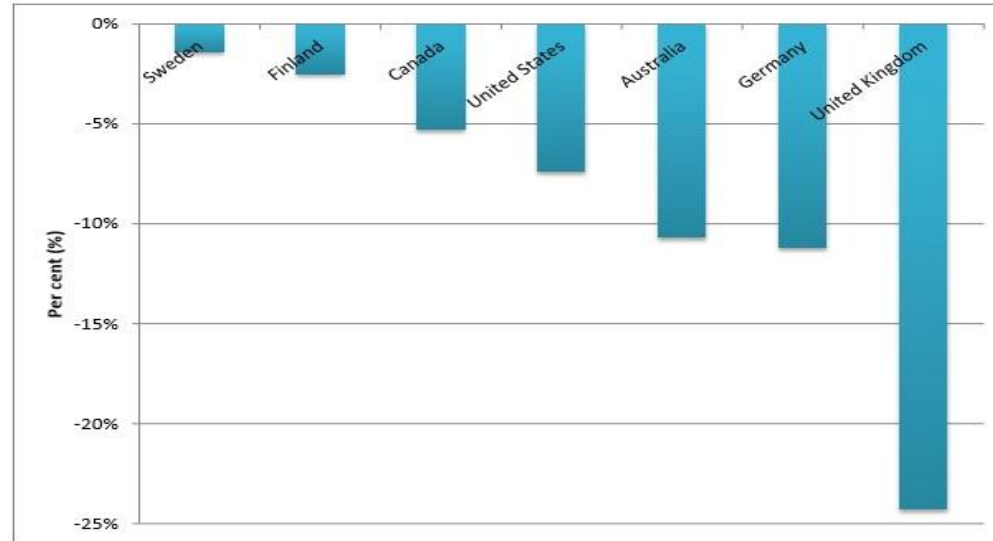
Equal treatment

- “to **reconcile family and professional life**, everyone shall have the right to **protection** from dismissal for a reason connected with maternity and the right to paid maternity leave and to parental leave following the birth or adoption of a child.”
 - Article 33, Charter of Fundamental Rights
- Definition of discrimination, Article 2(2)(c) includes “any **less favourable treatment** of a woman related to pregnancy or maternity”
 - Gender (Recast) Directive 2006/54/EC



Motherhood penalties

Figure 2.2. Adjusted wage penalty effect of two children on women's wages, selected countries



Equality in practice

- Work Life Balance and equal access to
 - Family/private life
 - Employment
 - Promotion
 - Equal pay
 - Decision-making



Relevant EU legislation

- (Gender Recast) Directive 2006/54/EC
- (Maternity Leave) Directive 92/85/EEC
- (Parental Leave) Directive 2010/18/EU (under amendment)

Proposed Directives:

- (Women on Boards) Directive, 2012/0299 (COD)
- (Work-Life Balance) Directive, 2017/0085 (COD) (amending parental leave Directive)



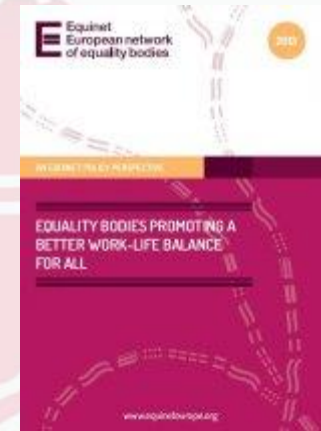
Work-Life Balance: general challenges

- Equinet members highlight
 - Discrimination related to pregnancy and maternity
 - Discrimination in taking up flexible work arrangements and leave
 - Negative impact of gender stereotypes on equality (horizontal and vertical gender segregation)
 - Pay transparency and transparent procedures



Learning from equality bodies

- Combining preventive and reactive approaches
- Combat gender stereotypes
 - Workplace cultures (flexibility, men's roles)
 - Inequality in care responsibilities
- Care infrastructure





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**Thank you for your
attention!**

Any questions?



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