



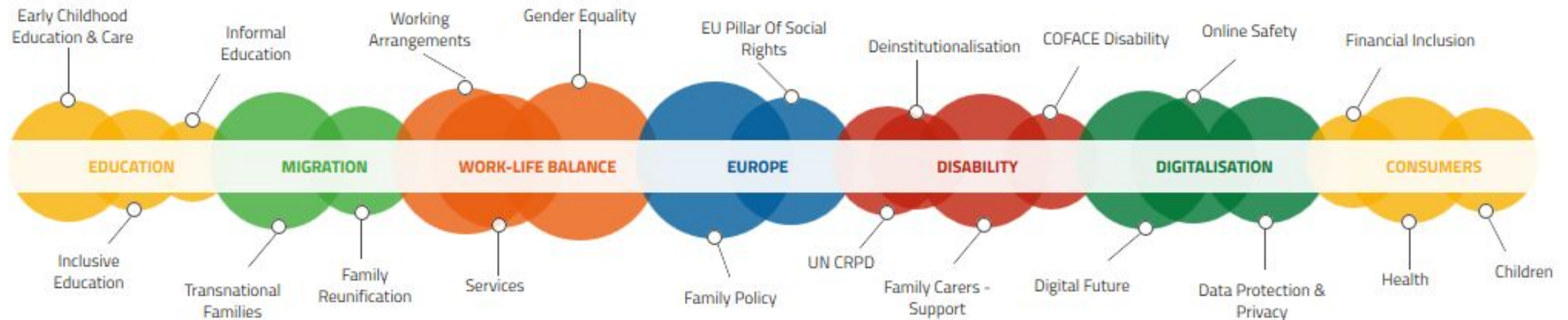
EU Work-life Balance Directive: Impacts & Implications

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5th December 2023

COFACE Families Europe

- Pluralistic NGO (58 organisations in 23 EU Member States)
- Values: Non-discrimination, Human rights, Social inclusion etc.
- Represent, advocate for the rights and interest of **all types of families**
- Monitor EU initiatives, build the capacity of COFACE network



EU Work-life Balance Directive

The [EU Work-life Balance Directive \(Directive \(EU\) 2019/1158\)](#) was adopted on 24th January 2019. It's the **first legislative initiative** that follows the launch of the **European Pillar of Social Rights**.

It facilitates the reconciliation of work and family life for workers who are **parents**, or **carers**.

It covers aspects of:

- **Time** by providing minimum standards on family leaves and flexible working arrangements
- **Resources** through the adequate payment for certain leaves
- And paves the way for future action on access to **Services (ECEC and LTC)**

□ 2nd August 2022 was the deadline of transposition for Member States

Key elements of the Directive

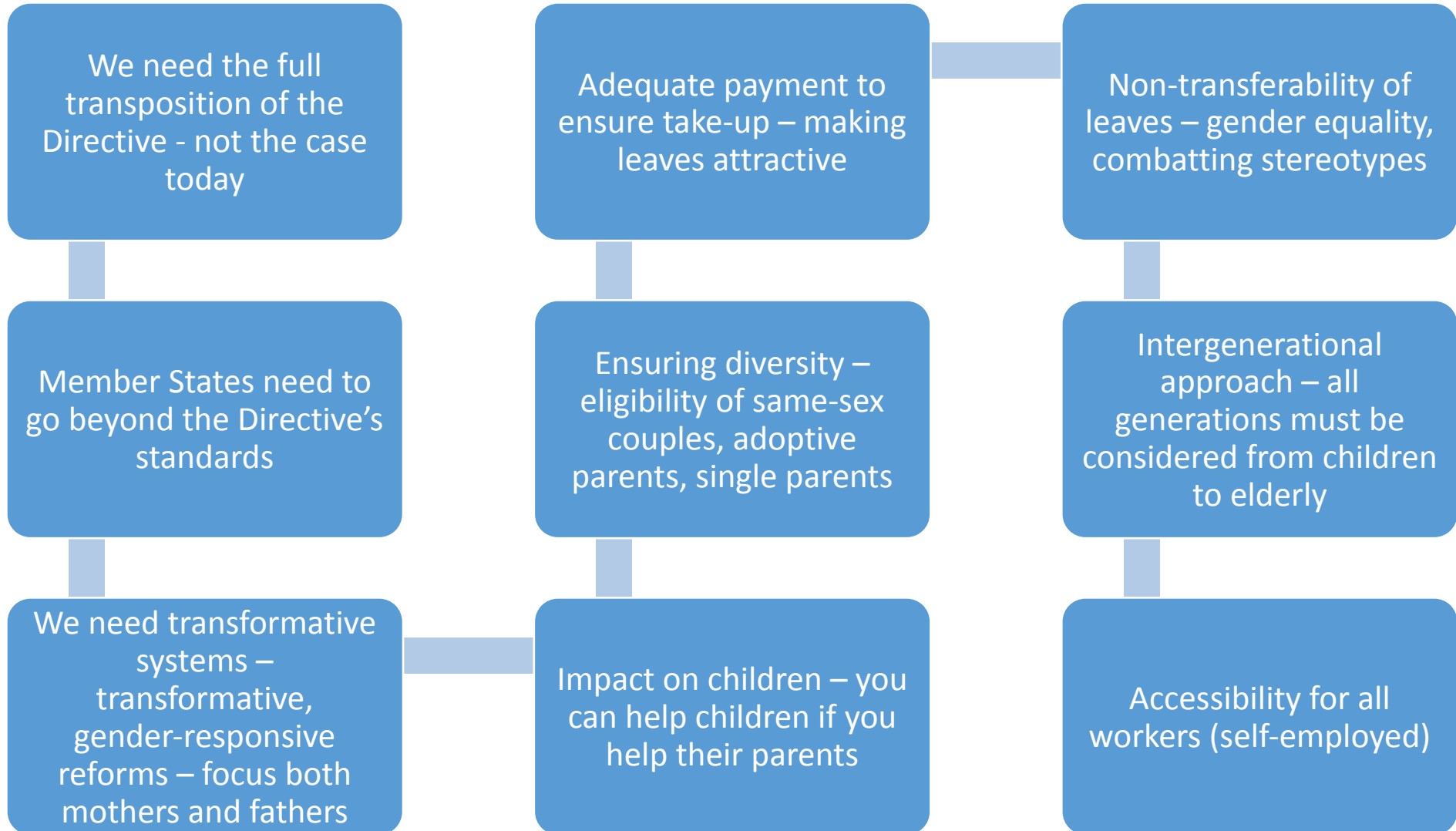
The Directive provides for individual rights related to the following:

- **Paternity leave:** individual right to 10 working days for fathers or equivalent second parents, irrespective of worker's qualification, length of service and marital status
- **Parental leave:** 4 months for each parent as an individual right, 2 months non-transferable, flexibility in take up
- **Carers' leave:** 5 working days a year, unpaid
- **Flexible working arrangements** for workers with children
- Promoting **equality** between women and men
- **Diversity** of families - "equivalent second parent"
- **Adequate payments** of paternity, parental and carers' leave

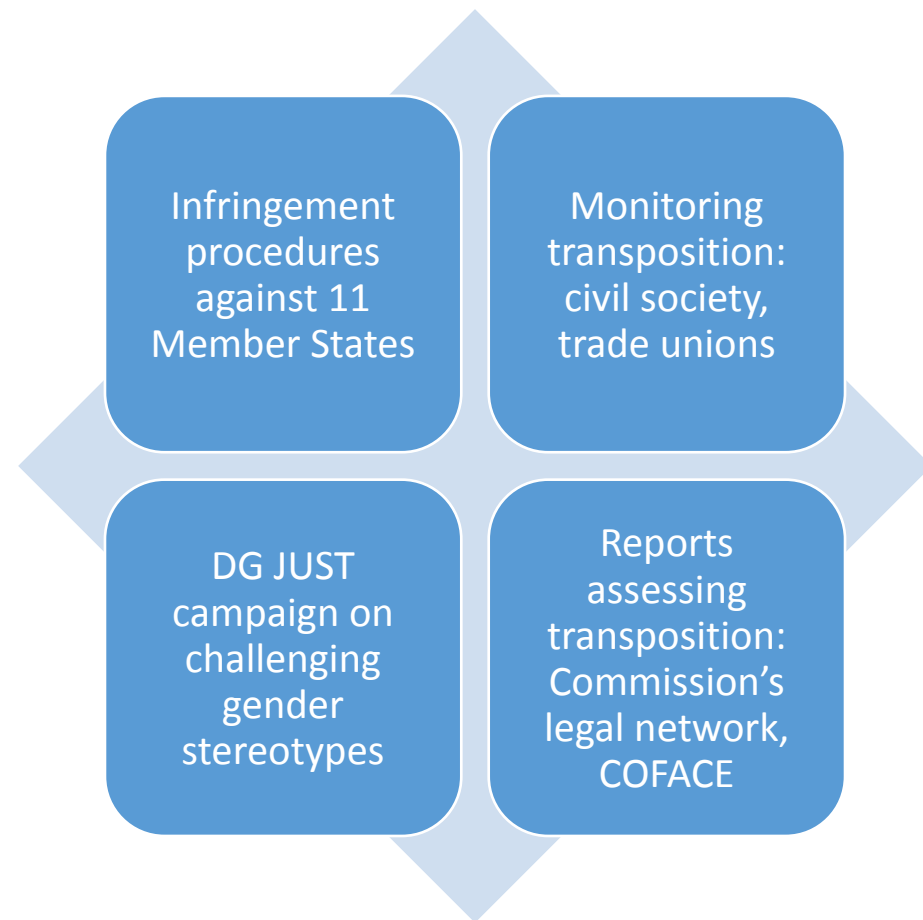
COFACE Report & Findings

- Transposition assessment by COFACE Families Europe: *A mixed picture - From non-compliance and basic minimum standards to ambitious reforms for modern gender-responsive family policies*
- 10 MS: BE, DE, ES, FI, FR, HU, HR, IT, LT, PL
- Paternity leave, parental leave and carers' leave
- Published in October 2022
- Some Member States went beyond the Directive's standards (e.g. ES paternity leave)
- Parental leave is low-paid in many countries (e.g. FR, BE, IT)
- Non-transferability (some min. 2 months, other BE 4 months)
- Majority of the Member States provide the opportunity to take up parental leave in a part-time, short-time and piecemeal way.
- Diversity – equivalent second parent, same-sex couples, adoption, single-parents are eligible but not everywhere

Challenges and Priorities



Future Implications



Thank you!

Questions?



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Co-funded by
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