### Principle 9: Work-Life Balance

#### Work-Life Balance Directive

Parents and people with caring responsibilities have the right to suitable leave, flexible working arrangements and access to care services. Women and men shall have equal access to...

---

#### What are the demands of Social Platform & its Members?

1. **Fully implement the Work-Life Balance Directive** and **strive to go beyond the minimum requirements** established in the Directive;

2. **Provide for adequate remuneration levels for all types of leave** to avoid non-take-up. We fully support the European Parliament's proposal for a 78% threshold for the income replacement rate;

3. **Widen the definition of a relative to other categories** such as grandparents and siblings to avoid the risk of informal and unpaid care work;

4. **Use EU funds** for the development of quality early childhood education and care and long-term care, as well as for services supporting informal carers;

5. **Make use of infringement procedures** if Member States do not comply with the provisions in the Directive.

---

#### Why do we make these demands?

1. **Women face a disproportionate burden of family and care related responsibilities**;

2. Fathers spend an average of about 20 hours a week on caregiving - mothers twice as many hours;

3. Women of working age are 18% less likely to have a full-time job;

4. The COVID-19 pandemic increased already existing inequalities.

#### How should they be implemented at EU level?

1. **Systematically monitor the performance of Member States in the European Semester process**;

2. **Set concrete targets and benchmarks for monitoring**;

3. **Provide guidance on adequate pay levels for different leaves and opportunities for the sharing of good practices and peer learning**;

4. Increase people's awareness of the rights contained in the Directive to encourage better take-up.

---

Read more about principle 9 in our [full paper](#).