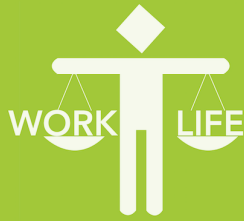


# Principle 9: Work-Life Balance

## 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... ”

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

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

**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;

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

**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;

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

### 2 Why do we make these demands?

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

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

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

The COVID-19 pandemic increased already existing inequalities.

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

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

Set concrete targets and benchmarks for monitoring;

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

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](#).



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