



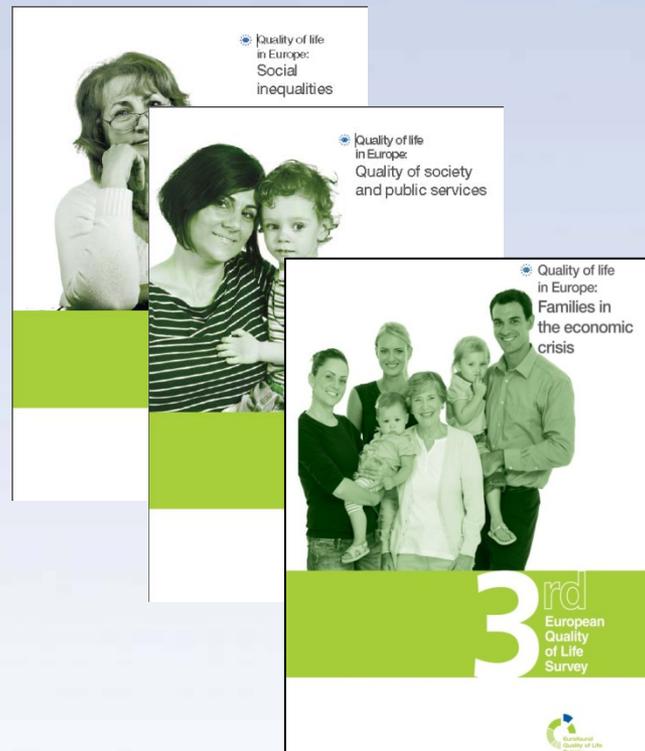
# Measures for reconciling work and family life – a European comparison

*Time for families?! Family time policy as a policy field  
AGF, Berlin 17 June 2014*

***Daphne Ahrendt***  
***Eurofound***



# What is Eurofound?



# Monitoring living and working conditions: Surveys and Network of observatories

## European Working Conditions Survey (EWCS)

1990/91; 1995/96; 2000; 2005; 2010; **2015**

## European Quality of Life Survey (EQLS)

2003; 2007; 2011/12; **2016**

## European Company Survey (ECS)

2004; 2009; 2013; **2017**



eironline  
european industrial relations observatory on-line



EWCO  
European Working Conditions Observatory



EMCC  
european monitoring centre on change



1

Increasing labour market participation and combating unemployment by creating jobs, improving labour market functioning and promoting integration.

2

Improving working conditions and making work sustainable throughout the life course.

3

Developing industrial relations to ensure equitable and productive solutions in a changing policy context.



4

Improving standards of living and promoting social cohesion in the face of economic disparities and social inequalities.





# FINDINGS FROM THE EQLS



- 3rd EQLS – 34 countries: EU28, TR, MK, IS, ME, RS, XK
- Residents (18+)
  - ▶ Register based stratified random sampling  
Random route if no register available  
Stratification by urbanisation and region
- 43636 interviews
  - ▶ 1000-3000 interviews per country
- 38 minute face to face interviews at peoples' homes
- 25 languages and 13 language variants
- Quality assurance substantially enhanced





# Average weekly working hours In Europe

*Lowest in the Netherlands, the UK and France*

***EU28 : 39 hours***



***Highest in Greece, Bulgaria, Croatia and Slovenia***

Croatia

(Eurofound, Third European Quality of Life Survey)



# Average weekly hours working Europeans spend caring for children

*Lowest in Bulgaria*

***EU28 : 23 hours***



***Highest in the UK and Ireland***

(Eurofound, Third European Quality of Life Survey)





# Average weekly hours working Europeans spend caring for elderly or disabled

*Lowest in Belgium, Spain and Sweden*

***EU28 : 8 hours***



***Highest in Slovakia***



**Table 10: Availability of flexible working time arrangements, EU27 (%)**

	Men	Women	All
I can vary my start and finish times	46	40	43
I can accumulate hours for time off	44	39	41
I can take a day off at short notice when I need to	67	59	64

Note: Q13

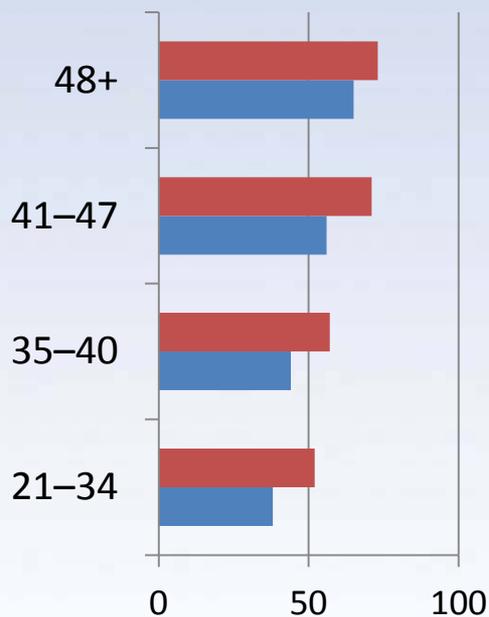
**Table 11: How flexible working time arrangements would help to balance work and private life, EU27 (%)**

	Men	Women	All
Having more control over start and finish times of my work	32	36	34
Changing the number of my weekly working hours	26	29	28
Being able to take a day off at short notice when I need to	44	46	45
Having better access to support services (for example, childcare, elderly or long-term care)	29	34	31

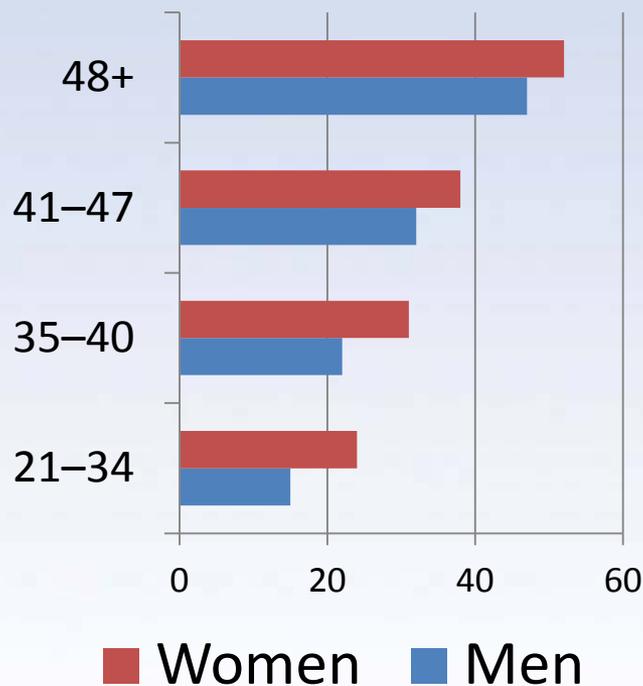
Note: Proportion 'very useful'; Q14

# Challenges of work-life balance by working hours (% at least several times a month)

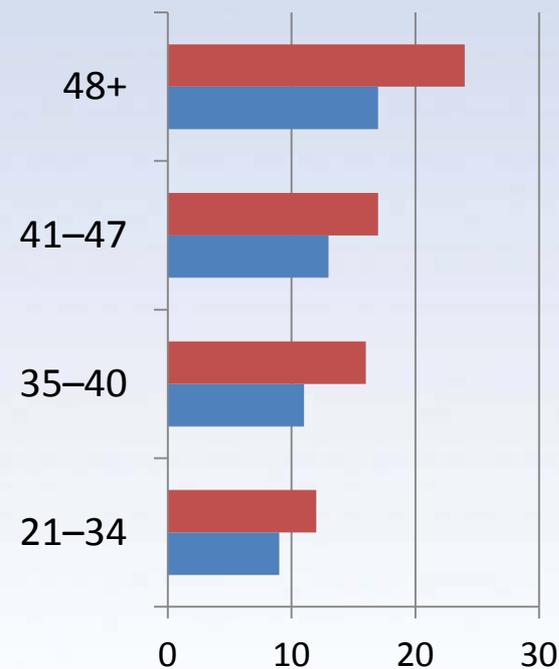
## Too tired to do household jobs



## Family responsibilities suffer



## Difficult to concentrate at work



# Strain-based conflict Pressures at home and at work

EU28	14%
EU15	12%
EU12	21%
Men with children	15%
Women with children	17%
Involved in childcare 'every day'	16%
Involved in care if elderly or disabled people 'every day'	21%



# Challenges of work-life balance for carers and non-carers

## Proportion reporting problem at least several times a month

	<i>Working carers</i>	<i>Non-carers</i>
<b>Too tired to do household jobs</b>	54%	53%
<b>Difficult to fulfil family responsibilities</b>	32%	29%
<b>Difficult to concentrate at work</b>	18%	13%
<b>Problems at both home and work</b>	17%	13%



## Health and well-being of carers aged 18-64

	<i>Working carers</i>	<i>Other carers</i>	<i>Non-carers</i>
<b>Bad or very bad health</b>	4%	15%	6%
<b>Feeling tense most of the time</b>	14%	19%	12%
<b>Feeling lonely most of the time</b>	7%	10%	6%
<b>Feeling depressed most of the time</b>	6%	14%	5%
<b><i>Global life satisfaction</i></b>	<b>7.2</b>	<b>6.6</b>	<b>7.1</b>



Demographic change and policies for the reconciliation of work and family life

# INITIAL FINDINGS

# Main features of the study

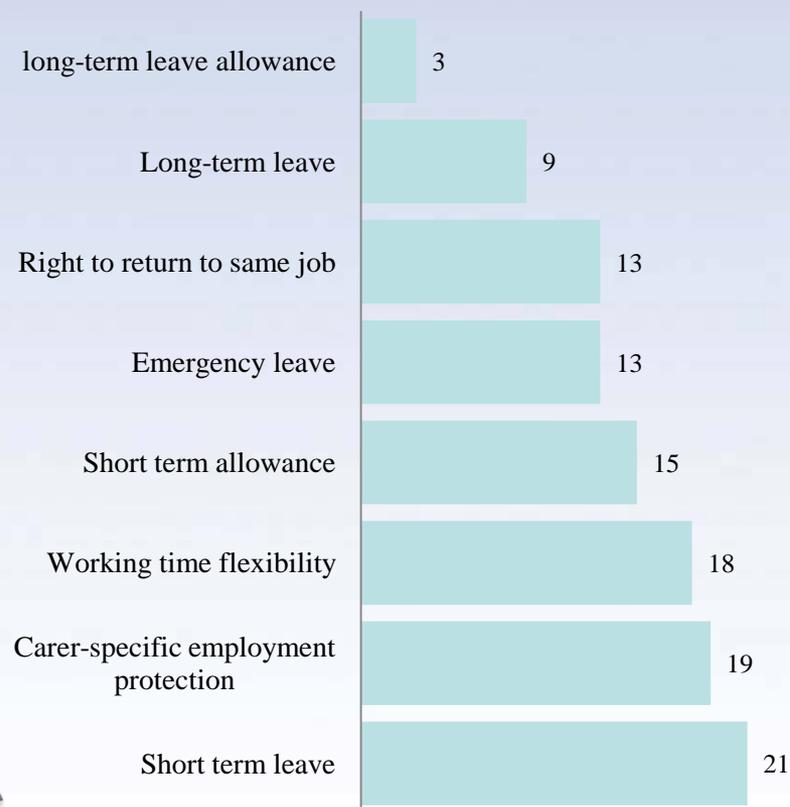
- A review of policy and workplace developments
- National input from our Network of Correspondents
- Comparative Analytical Report, to be published in Q4 2014



## Level of need and sophistication



## Prevalence among EU28



## Level of need and sophistication



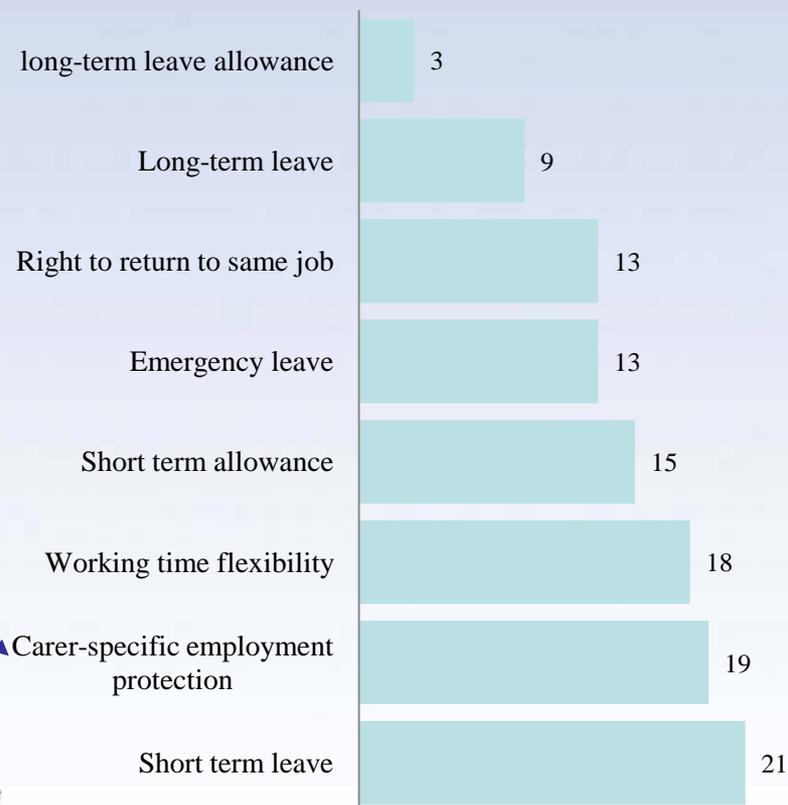
## Prevalence among EU28



## Level of need and sophistication



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## Level of need and sophistication

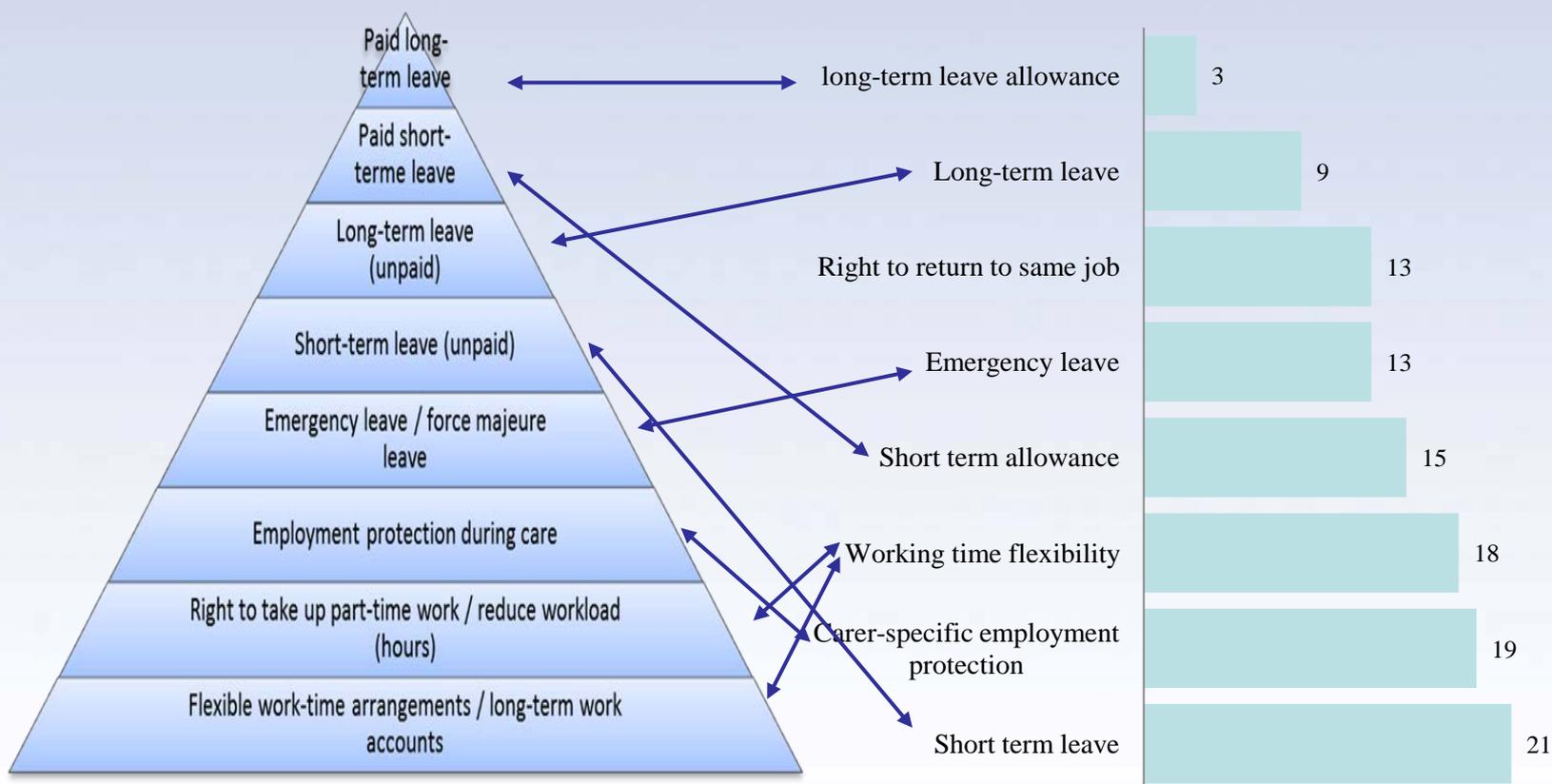


## Prevalence among EU28



## Level of need and sophistication

## Prevalence among EU28





1. Implementation of the „time off work on grounds of force majeure“ leave entitlement everywhere;
2. More working time flexibility arrangements;
3. More initiatives by social partners;
4. Company initiatives.



Thank you

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