



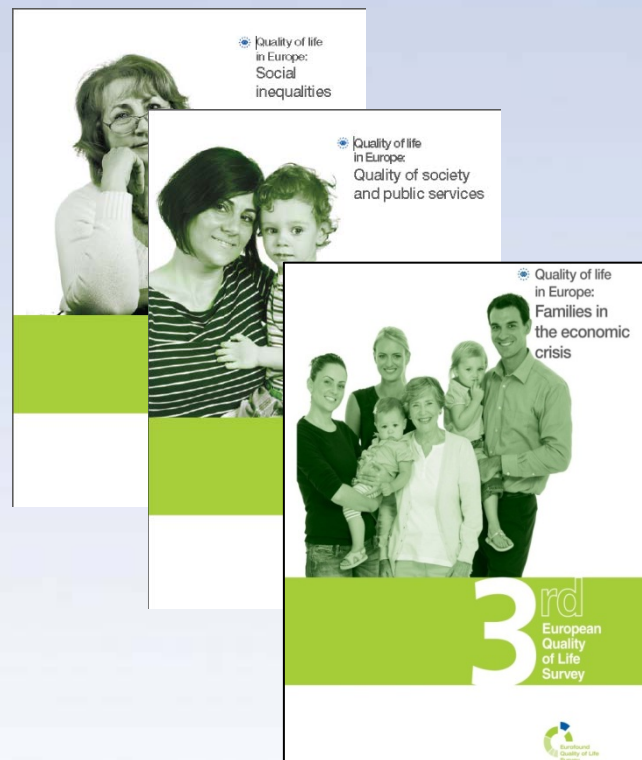
Measures for reconciling work and family life – a European comparison

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

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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.



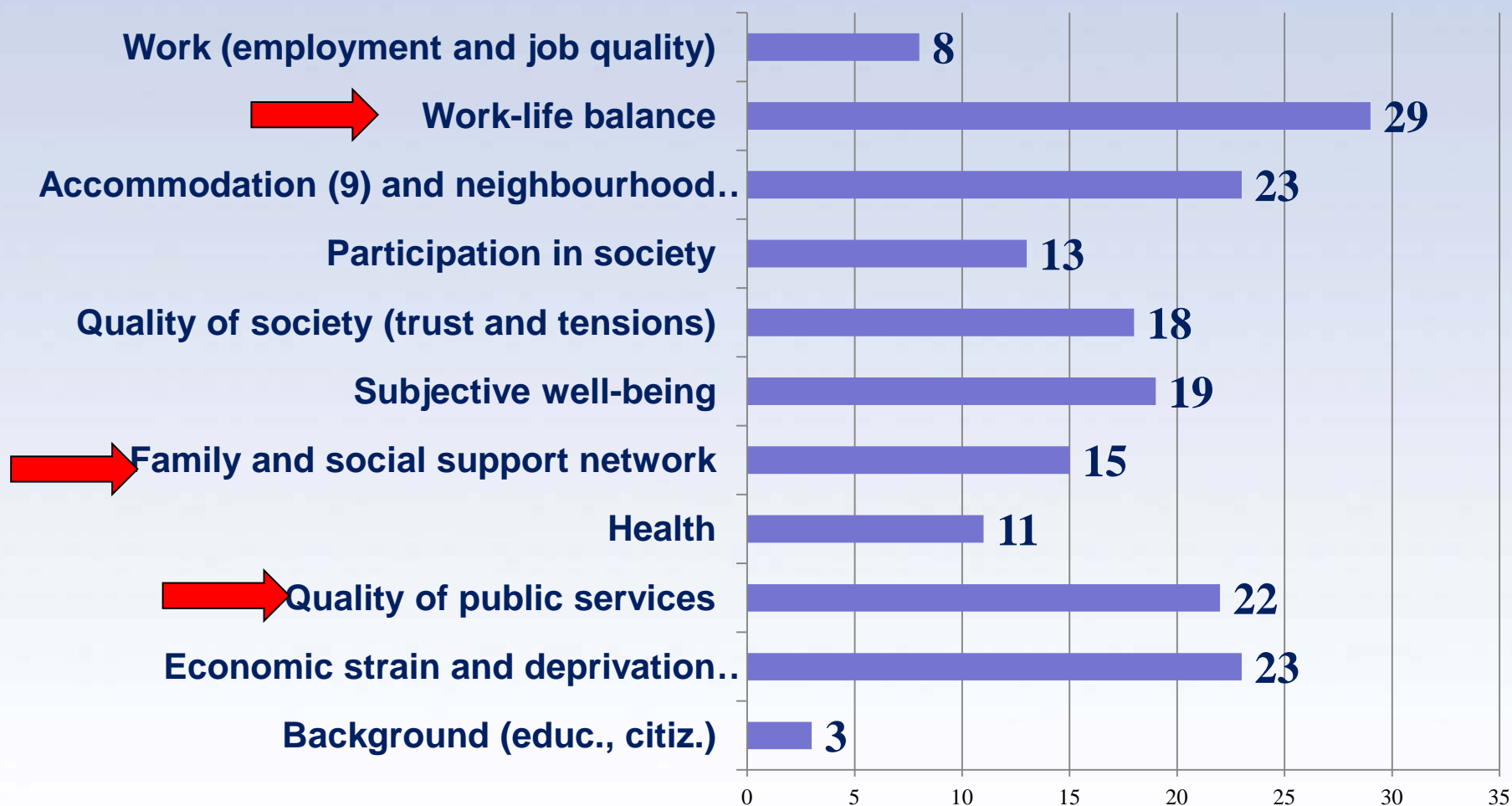


FINDINGS FROM THE EQLS



- 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

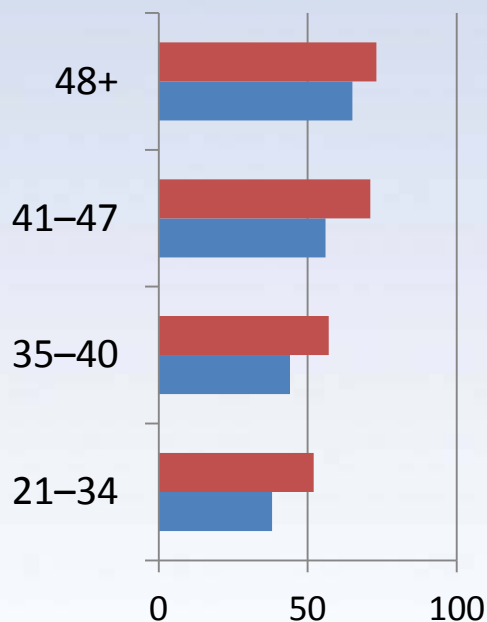
Table 11: How flexible working time arrangements would help to balance work and private life, EU27 (%)

| | 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 |

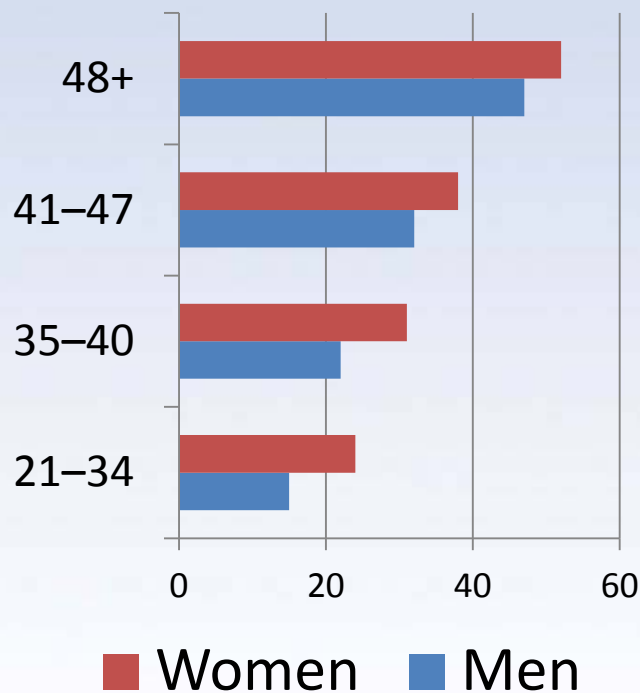
Note: Proportion 'very useful'; Q14

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

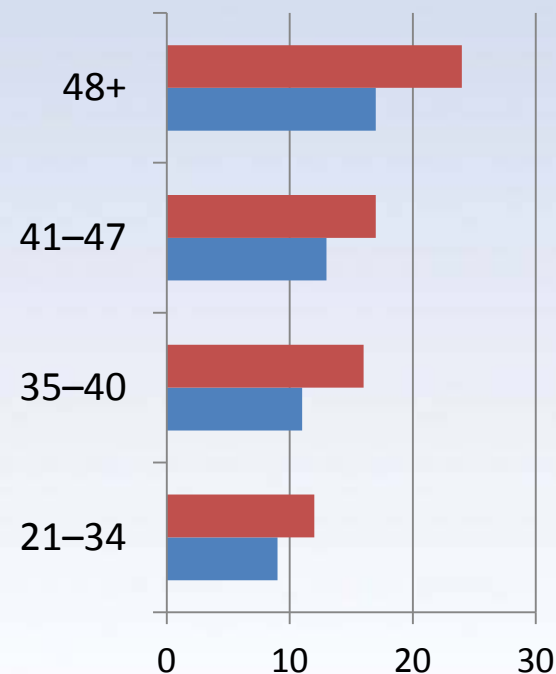
Too tired to do household jobs



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> |
| Too tired to do household jobs | 54% | 53% |
| Difficult to fulfil family responsibilities | 32% | 29% |
| Difficult to concentrate at work | 18% | 13% |
| Problems at both home and work | 17% | 13% |

Health and well-being of carers aged 18-64

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





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

INITIAL FINDINGS

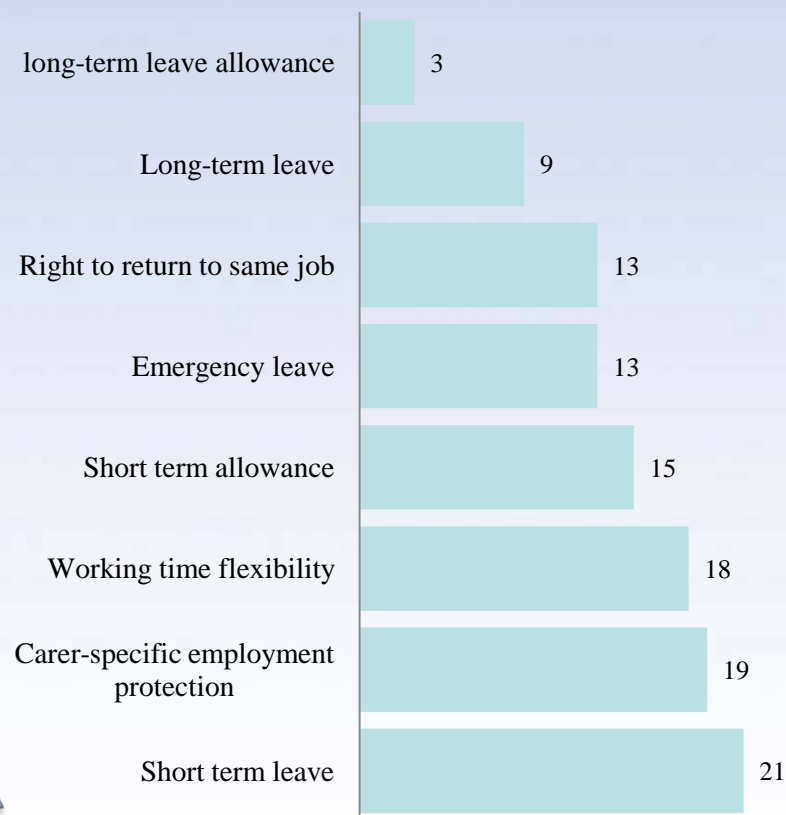
- A review of policy and workplace developments
- National input from our Network of Correspondents
- Comparative Analytical Report, to be published in Q4 2014



Level of need and sophistication



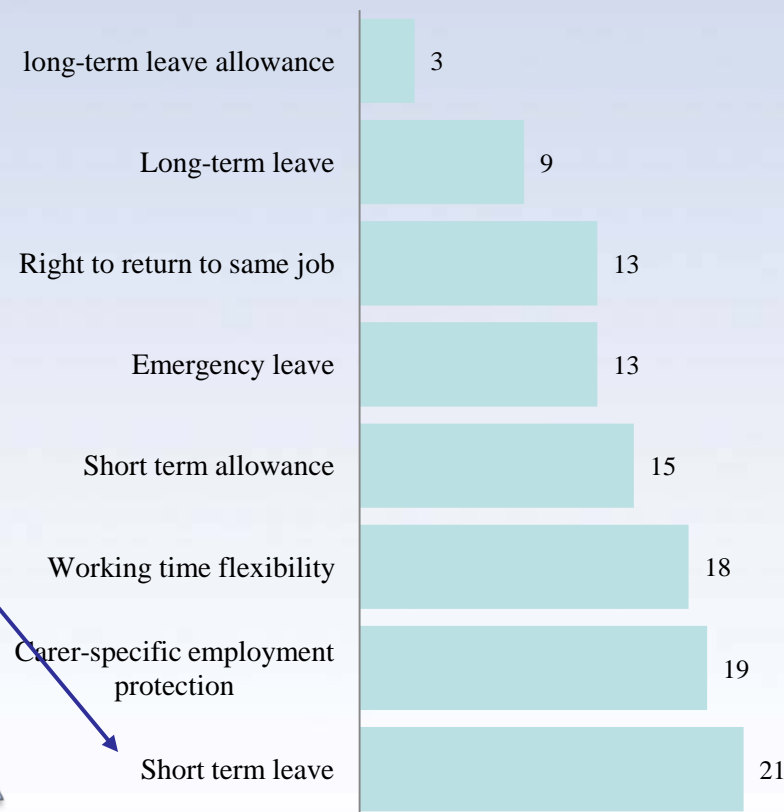
Prevalence among EU28



Level of need and sophistication



Prevalence among EU28



Level of need and sophistication



Prevalence among EU28



Level of need and sophistication



Prevalence among EU28



Level of need and sophistication



Prevalence among EU28



Level of need and sophistication

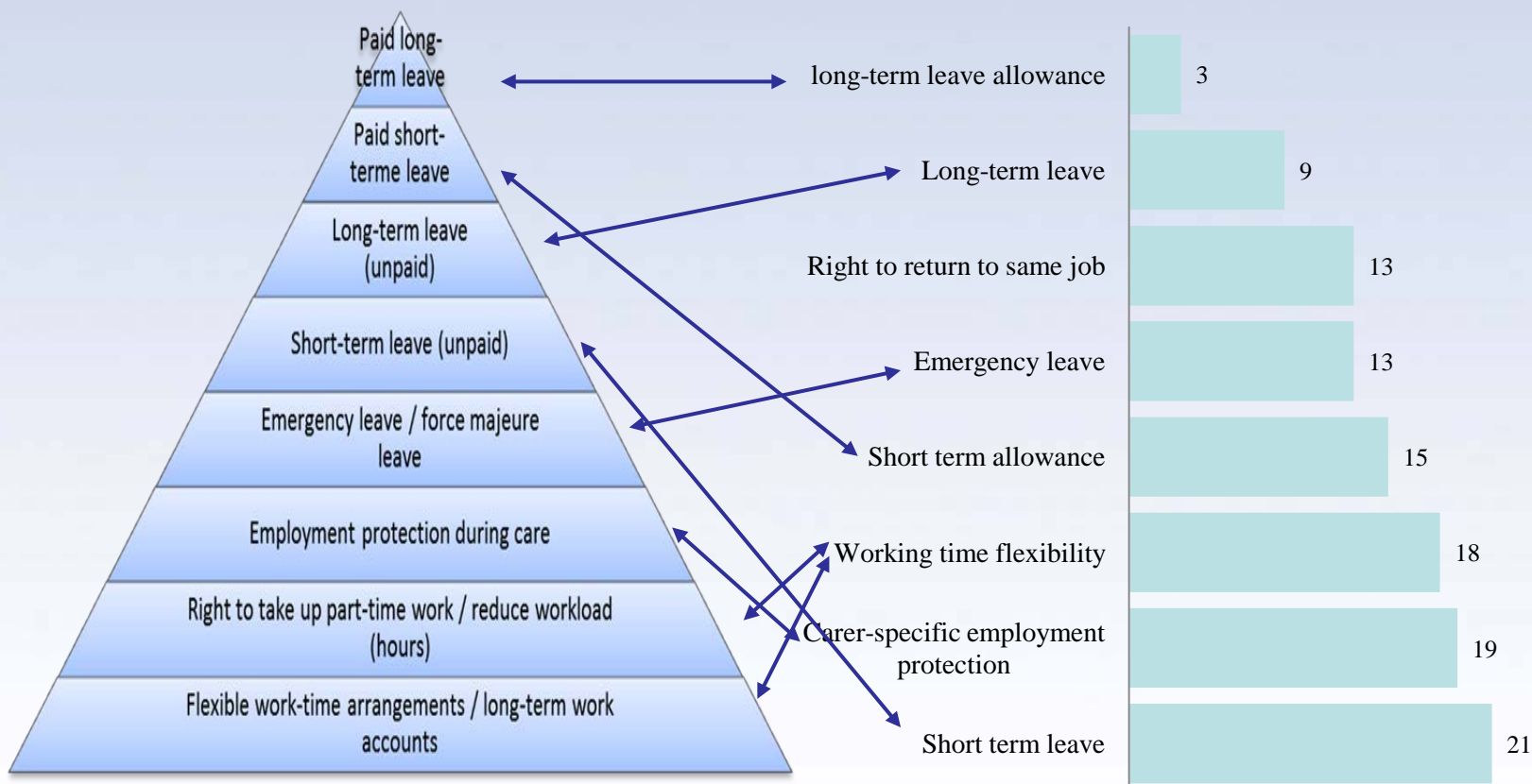


Prevalence among EU28



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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