

# EQUALITY BODIES PROMOTING WORK-LIFE BALANCE FOR ALL

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# DEFINITIONS

## **Reconciliation of Work and Family Life**

- Employees with caring responsibilities.
- Enjoy career and satisfying private and family life.

## **Work-Life Balance**

- Add further aspects of non-working life.
- Expand range of grounds concerned beyond gender.

# CONTEXT

## **Gender Equality (2012)**

- Europe on average scored 52.9 – just over halfway.

## **Work Domain Equality (2012)**

- Europe on average scored 61.9 – a slight reverse in an area of good performance.

## **Time Domain Equality (2012)**

- Europe on average scored 37.6 – the worst field for gender equality.

# CHANGE

## **Individual change**

- Decrease discrimination.

## **Institutional change**

- Increase access to the labour market, change employer practice.

## **Societal change**

- Reduce gender stereotyping, change employer attitudes, prompt reconsideration by households.

# WHY PRIORITISE?

## **Labour market inequality and equality**

- Barriers that arise from pregnancy related and statutory leave related discrimination

## **Caring inequality and equality**

- Barriers that arise from who takes up flexible working and from impact of unequal sharing of caring on pay, participation and pension.

## **Gender equality as a gateway**

- Making accommodation for disabled people, Black and minority ethnic people, older people, people from minority religions, and LGB people.

# LEVERS OF CHANGE

## **Litigation**

- Universally deployed, with a particular focus on individual change.

## **Role-Model Employers**

- The power of peer pressure, with a focus on institutional change.

## **Evidence**

- Shaping policy, practice and public attitudes, with a focus on institutional and societal change.

## **Awareness**

- Get people thinking, with a focus on societal change.

# ACTION TAKEN

## **Casework**

- Pregnancy related, leave related.
- Workplace and educational establishments.

## **Support Good Practice**

- Advice on obligations.
- Funding, training, guidance materials, peer learning and award schemes for good practice.
- Platforms for Dialogue and Partnership Arrangements

# ACTION TAKEN

## **Research**

- Nature and scale of pregnancy related discrimination.
- Prevalence and type of flexible working arrangements.

## **Communication**

- Under-reporting.
- Business case
- Stereotypes



# DISABLERS AND ENABLERS

## **Disablers**

- Under-reporting of pregnancy related discrimination.
- Human and financial resources of equality bodies.
- Disinterest of employers and social partner organisations.
- Fear of engaging with the private sphere

## **Enablers**

- European Commission legislation, policies, programmes.
- Standing of equality bodies.
- Mandate of equality bodies & Statutory obligations.

# LOOKING FORWARD

## **Equality bodies**

- Acting as role models.
- Pursuing both labour market equality and caring equality.
- Moving from reactive to proactive approach.
- Deploying a strategic mix of levers for change.

## **Policy Makers**

- Further developing legislation, policy and programmes at European and MS levels.