

EQUINET SEMINAR
**Work life balance
and Pregnancy Related Discrimination**
TALLINN, 1-2 July, 2015



COMMUNICATING CHANGE

CITE

COMISSÃO PARA A IGUALDADE
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Work Life Balance: is it something possible?



Work Life Balance is:
the relationship between the amount of time and effort that someone gives to work and the amount that they give to other aspects of life, such as their family...

- **But does this apply to men and women at the same way?**



People spend one-tenth to one-fifth of their time on unpaid work

On average, in OECD countries:

- ❑ men spend 131 minutes per day doing unpaid work;
- ❑ women spend 279 minutes per day cooking, cleaning or caring.

men in Portugal

- **spend 96 minutes per day cooking, cleaning or caring, lower than the OECD average of 131 minutes and less than a third of the time used by Portuguese women who spend 328 minutes per day, on average, on domestic work, one of the highest differences in the OECD .**

In OECD “Better life index 2012”

and for over a generation of families, fertility rates in Portugal have been falling

- **Today, only one other OECD country has a lower fertility rate (Korea).**
- **In 2013, less than 90.000 babies have been born in Portugal**

Work-life balance as a women and men issue



Achieving gender equality

- Reconciliation of work, private and family life is a concept recognised at EU level as an important priority for achieving gender equality in the labour market, increasing female participation in the labour market, and promoting the sharing of caring responsibilities between women and men.

what Portugal did lately trying to improve work life balance

- Last **parental leave reform** has helped both mothers and fathers to spend more time with their newborns, as well as promoting gender equity through financial incentives to share parental leave.

what Portugal did lately trying to improve work life balance

- ❑ Parental leaves is an **equal right for both mother and father**
- ❑ **Parental leave exclusively for the father** - 10 days within the 30 days after the birth, 5 of which immediately after the birth; 10 days more since taken together with the initial parental leave by the mother

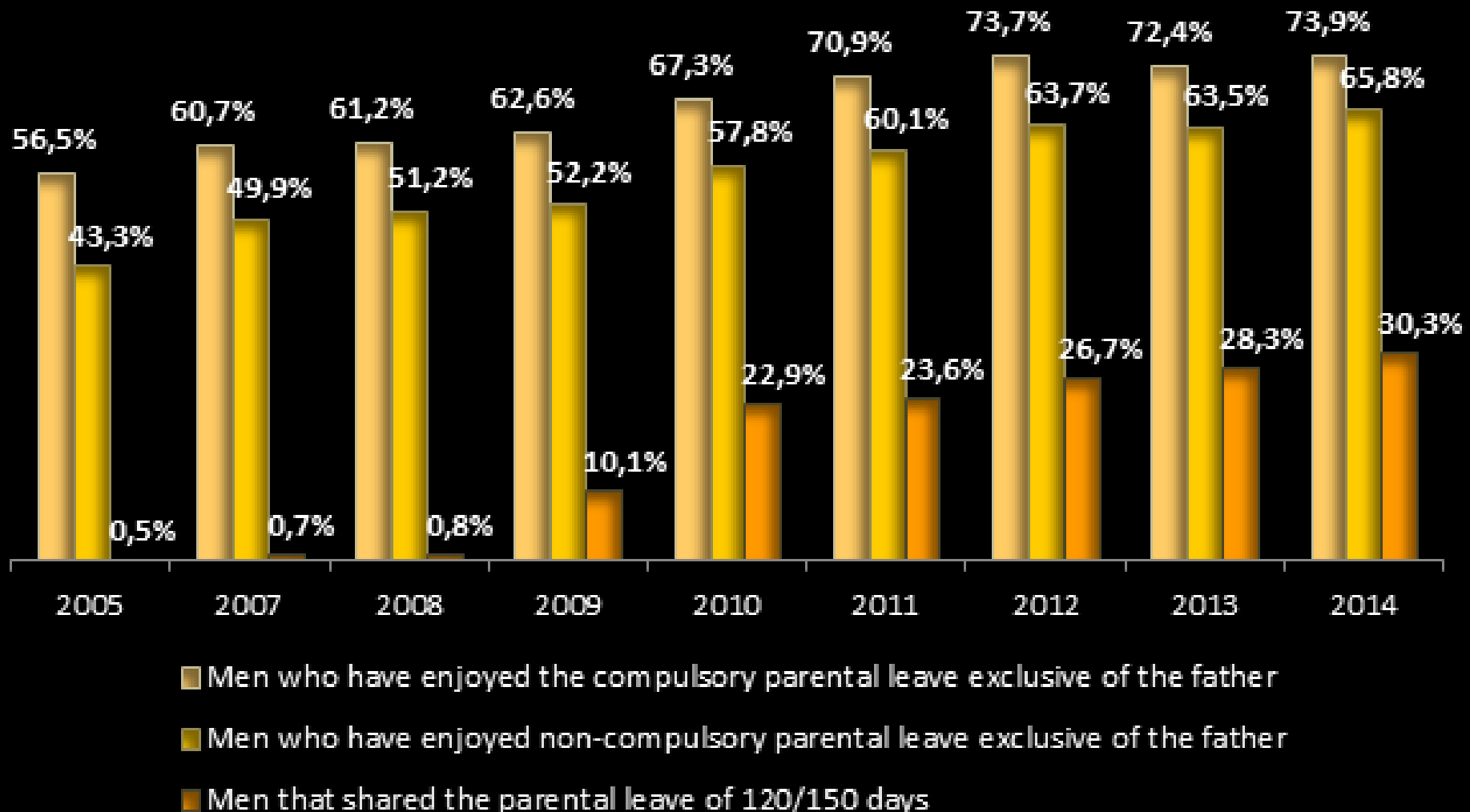
what Portugal did lately trying to improve work life balance

- ❑ The mother and father workers are entitled, by birth of a child, to an **initial parental leave of 120 or 150 consecutive days, which can be shared by both parents after the birth.** This leave can be increased by 30 days in case each of the parents had enjoyed, alone, a period of 30 days leave.
- ❑ Possibility of an **extension of the original license** for another 180 days (90 days for each parent) paid 25% of gross salary

what Portugal did lately trying to improve work life balance

- ❑ The mother or father with children under 12 years of age or, regardless of age, a child with disability or chronic illness, are **entitled to work part-time**, with a normal working period equal to half the full time, or work in flexible working time
- ❑ Employees may also use **other forms of flexible working arrangements** such as work from home, work compressed hours ..., whenever accorded with the employer

what Portugal did lately trying to improve work life balance



what Portugal did lately trying to improve work life balance

- Pre-school childcare enrolment in Portugal has tripled in the last decade, it now stands at around 65% (OECD average is 58.2%);
- New measures being discussed

**what Portugal did lately trying to
improve work life balance**

**Public campaigns to
inform about work life
balance**

What Portugal did lately trying to improve work life balance

**National
campaign for
the promotion
of parenthood:
*sharing parental
leaves***



PARENTALIDADE

BOM PARA OS PAIS,
MELHOR PARA OS FILHOS

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what Portugal did lately trying to improve work life balance

National campaign for the promotion of the use of parental leaves by fathers



What Portugal did lately trying to improve work life balance

NATIONAL CAMPAIGN FOR THE PROMOTION OF
WORK LIFE BALANCE

- Public campaign to inform about work life balance issues





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gravity

If you ask a man or a woman what they need most, the great majority will answer time. I need time!

Women are part of the labour market just as men are.

Juggling professional demands and domestic responsibilities is one of the greatest modern-day challenges for both men and women.

When corporate management is committed to striking a balance between work and family, it may contribute to the promotion and retention of the best talents and the improvement of professional performance. This commitment is not a liability, but rather an investment driving corporate productivity and sustainable competitiveness.

Equitable sharing of the family and house chores between men and women is essential to achieve a better balance between work and family.

Reconciling professional and family life is having time to have time!

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GOOD PRACTICES FOR PROMOTING THE RECONCILIATION OF PROFESSIONAL AND FAMILY LIFE

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CONSEJO PARA APOYAR
EL TRABAJO Y EL EMPLEO

1 Forms of organizing the work schedule:

- A flexible or adaptable work schedule;
- Working 8 hours without lunch break (reduced working hours);
- A part-time job schedule at the worker's initiative with the possibility to be reversible;
- Condensed working hours for the purpose of reconciliation;
- Hour bank work system for the purpose of reconciliation;
- Shift and/or rotating schedules according to reconciliation needs;
- Working from home;
- Mobile office;
- Telework;
- Meetings through videoconference;
- Establishment of a time limit for scheduling of meetings.

2 Parenthood protection and family assistance

- Providing information on paternity rights;
- Hiring workers to replace the workers on parental leave;
- Establishment of specific measures to reintegrate workers after a period of extended parental leave.

3 Social benefits and financial assistance to workers and their families

- Own social equipments to support disabled dependents (ex: nursery, kindergarten, holiday camp and retirement homes);
- Protocols with external entities and/or financial assistance for the payment of care, education and wellbeing services;
- Baby-sitting services during trips or overtime work;
- Protocols with companies to ensure children's transport;
- Public information of the existing resources in the area of the organization and/or residence for the purpose of reconciliation (ex: nurseries, retirement homes);
- Free parking or at affordable prices;
- Access to health services in the organization premises or outside of them.



WE HAVE MANAGED TO BALANCE WORK AND FAMILY LIFE

INSTRUMENTS FOR RECONCILING PROFESSIONAL AND FAMILY LIFE PROVIDED BY THE LABOUR CODE

Sharing of parental leave by mother and father (article 40);

Extended parental leave – either parent can take 3 months' leave (article 51);

Time off for the father to accompany the mother to prenatal visits to the doctor (nº5 article 46);

Grandparents' right to take time off work to assist an underage grandchild (article 50);

Justified absences to take part in school meetings up to four hours per trimester for each child (article 249, nº2, subparagraph f);

Up to 15 justified absences a year for pressing, indispensable assistance in case of a family member's illness or accident (article 49, nº2);

Organization of a flexible or part-time schedule for workers with children up to the age of 12 (articles 55 and 56).

Possibility to have a telework scheme with resource to information and communication technologies (articles 165 et seq.)



Thank you!

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