



# European Pillar of Social Rights – update & next steps

## Work Life Balance Directive

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# Social Pillar - update

- European Pillar of Social Rights presented in April 2017
- 20 principles
- Support well-functioning and fair labour markets & welfare systems in the EU
- Assess & promote better performance of national and social policies
- Proclamation by MS on 17 November in Gottenburg (Social Summit)
- [Work Life Balance](#) is a concrete initiative to make the Social Pillar a reality

# Next Steps

## Work Life Balance Directive

# Purpose of the WLB Directive

- Addresses the challenges faced by working parents and carers
- Address women under-representation in the labour market
- Enable people with caring responsibilities to better balance their work and family lives
- Encourage better sharing of caring responsibilities

# What is proposed ? Carers' leave

**Carers' leave** : NEW – does not exist at EU level (beyond time-off on grounds of force majeure)

- 5 days per year per worker
- Paid at sick leave level
- Care of seriously ill and dependent persons
- In order to protect the employer from abuse of this right, proof of the illness or the dependency situation may be required prior to granting of the leave.

## Definitions

**carer** = a worker providing personal care or support in case of a serious illness or dependency of a relative (Article 3)

**relative** = a worker's son, daughter, mother, father, spouse or partner in civil partnership, where such partnerships are envisaged by national law (Article 3)

**dependency** = a situation in which a person is, temporarily or permanently, in need of care due to disability or a serious medical condition other than serious illness (Article 3)

# What is proposed ? Flexible work arrangements

- Workers with children up to a given age, which shall be at least twelve, and carers, have the right to request flexible working arrangements for caring purposes
- The duration of such flexible working arrangements may be subject to a **reasonable limitation**
- Employers shall consider and respond to requests for flexible working arrangements, taking into account the needs of both employers and workers.
- Employers shall justify any refusal of such a request.

## Definition

Commission definition “flexible working arrangements” = the possibility for workers to adjust their working patterns,, **including through the use of remote working arrangements (NEW)**, flexible working schedules, or a reduction in working hours.

# European Parliament

**Lead Committee (Associated Committee)** : Employment and Social Affairs Committee

Rapporteur : David Casa (EPP – MT)

Shadow Rapporteurs : Tatjana Ždanoka (Green – Latvia), Renate Weber (ALDE – RO), Jana Žitnanska (ECR – SK), Laura Agea (EFDD – Italy)

## **Committees for opinion**

Legal Affairs : Joëlle BERGERON (EFDD – France)

Women's Committee (Associated Committee : no name yet)

# Next steps

- **Work with SPAG**
  - Paper to the Rapporteurs, Shadow Rapporteurs to express EURORDIS priorities and position // WLB discussions)
- **Link-up with like-minded EU organisation** → strong NGO voice on common concerns
- **RareBarometer/INNOVCare survey** : support arguments of EP paper and communication with other NGOs





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