



EUROPEAN COMMISSION

DIRECTORATE-GENERAL EMPLOYMENT, SOCIAL AFFAIRS and INCLUSION
Director General

Brussels,
EMPL C1/EA

For the attention of the Social
Partner organisations

Subject: First phase Consultation of the Social Partners on a 'New Start' for Work-Life Balance

Dear Madam, Dear Sir,

The Commission recently withdrew its proposal to amend the Maternity Leave Directive and announced its intention to replace it with a new initiative that would seek to improve work-life balance and help remove obstacles to the labour market for parents and other people with caring responsibilities, especially women.

In August 2015, the Commission published a Roadmap for such a new initiative. The Roadmap affirms the Commission's intention to take a wider approach as compared to its previous proposal by addressing a broader range of policy measures that affect work-life balance and considering a mix of possible EU-level tools, both legislative and non-legislative, to allow working parents or other people with dependent relatives to better balance caring and professional responsibilities.

In this context, the Commission would like to take stock of the current EU legislation on work-life balance and identify possibilities to improve the existing EU legal framework in this field, based on this consultation of the social partners under Article 154 TFEU. The consultation paper sets out proposed objectives for such a stocktaking exercise, identifies a number of key issues arising in the current EU legal framework, and requests your views on whether improvements to the current EU legislative framework should be made. It also asks if you would consider initiating a dialogue under Article 155 TFEU on any of the issues identified.

I would be grateful to receive your responses to this consultation by 4 January 2016.

Please send your replies to EMPL-SOCIAL-DIALOGUE@ec.europa.eu.

Yours faithfully,

Michel SERVOZ

Annex: First-Stage Consultation Document

Cc : Francisco FONSECA MORILLO, Giles GOODALL, Ms Salla SAASTAMOINEN, Daniela BANKIER, Andreas STEIN, Kasia JURCZAK, Manuela GELENG, Concetta CULTRERA, David DION