

Work-Life Balance policies and gender equality

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Demographic Forum
Brussels, 06.05.2013

- Framing the issue
- Job quality and work-life balance
- Points of vigilance
- Future prospects

Framing the issue

- Work-life Balance policies :
 - Increase female labour market participation
 - Changing family forms
 - Demographic challenges

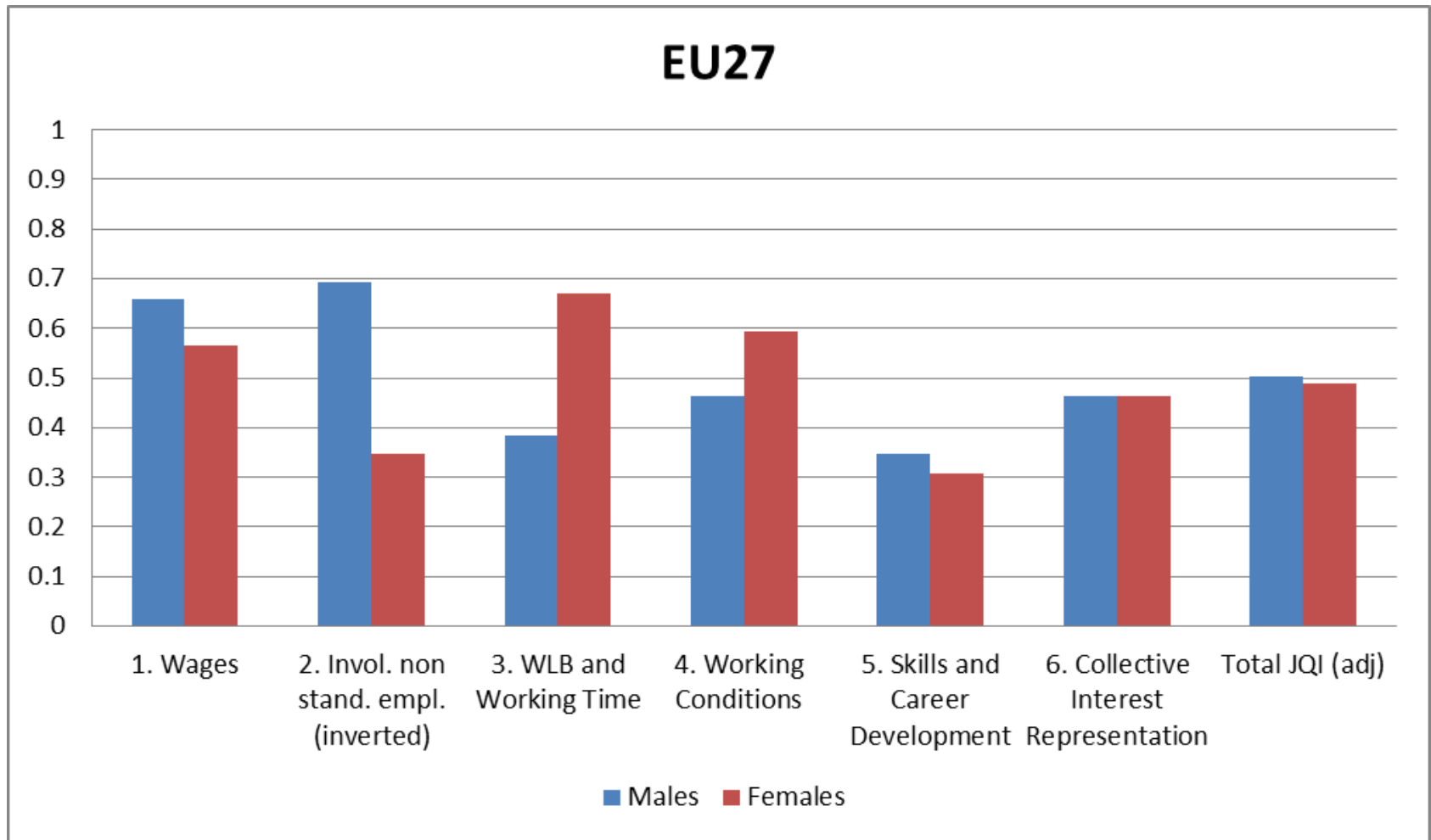
 - Quid gender equality?

- Redesign the distribution between paid and unpaid work versus enabling the reconciliation between paid and unpaid work

Framing the issue

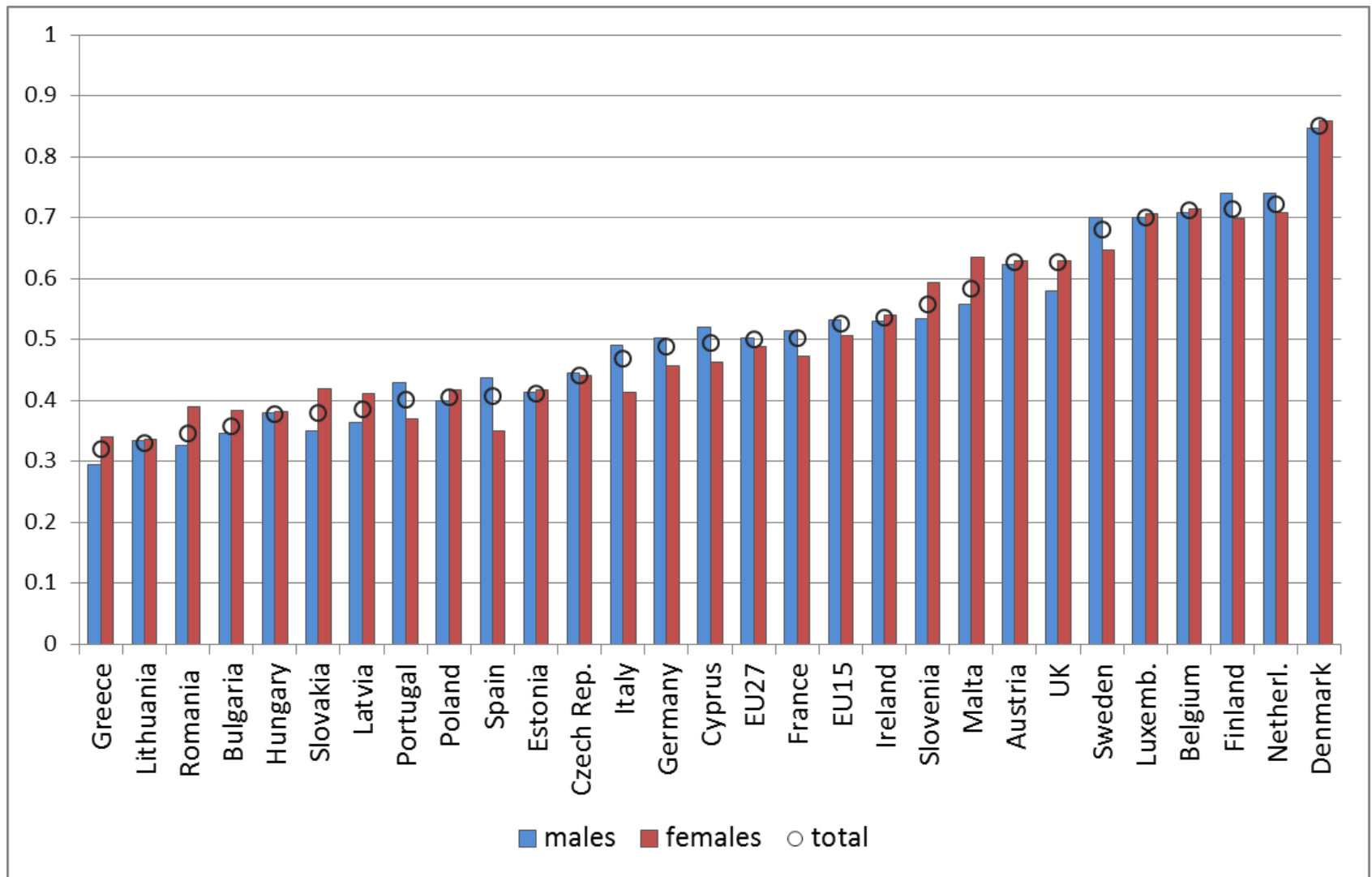
- WLB :
 - Flexible working time
 - Care services
 - Leave schemes
- Integrated approach that ensures economic, financial and social integration of men and women
- What welfare state **and** what jobs?

Job quality : not equally distributed



Leschke and Watt (2012).

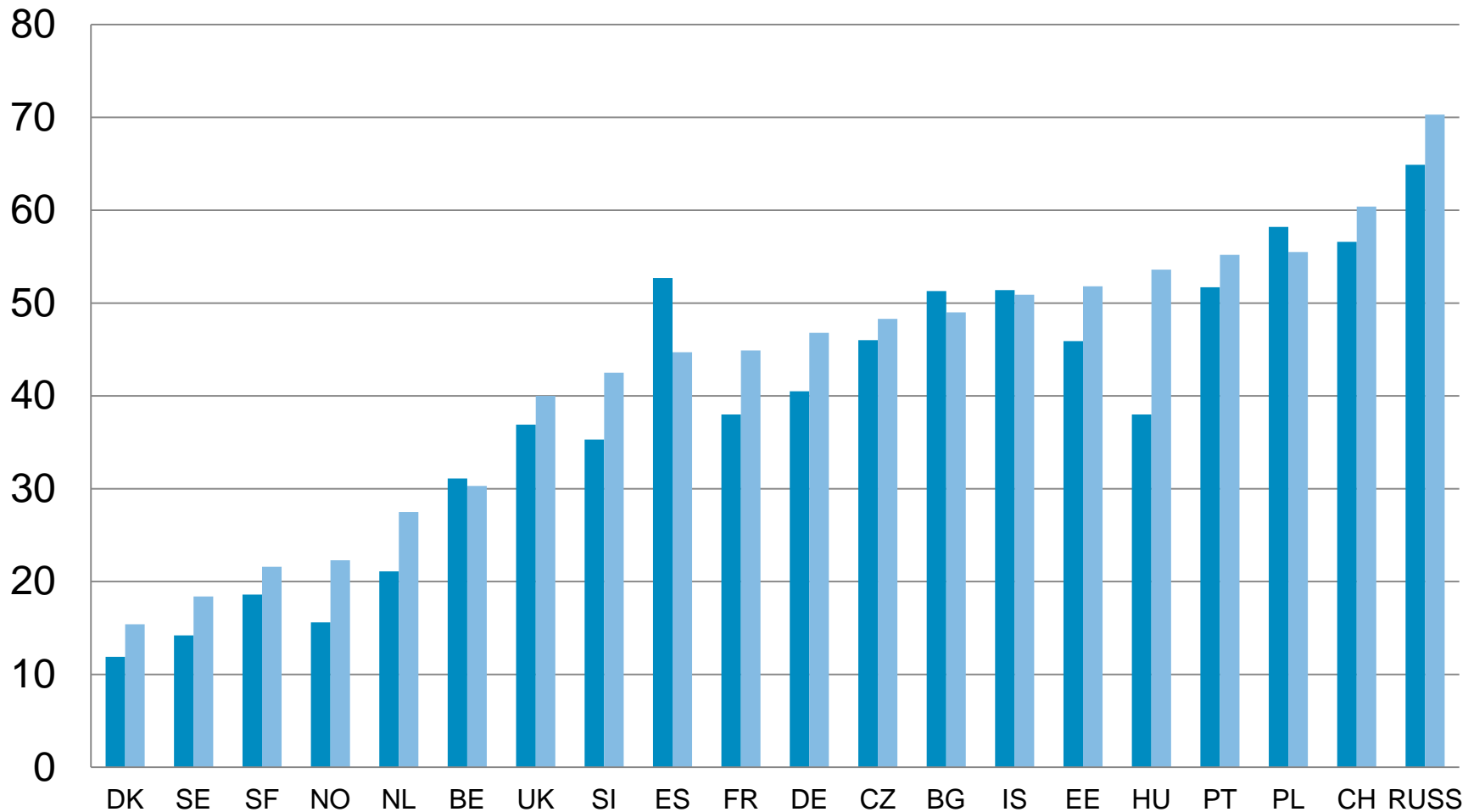
Job quality : not equally distributed



Points of vigilance

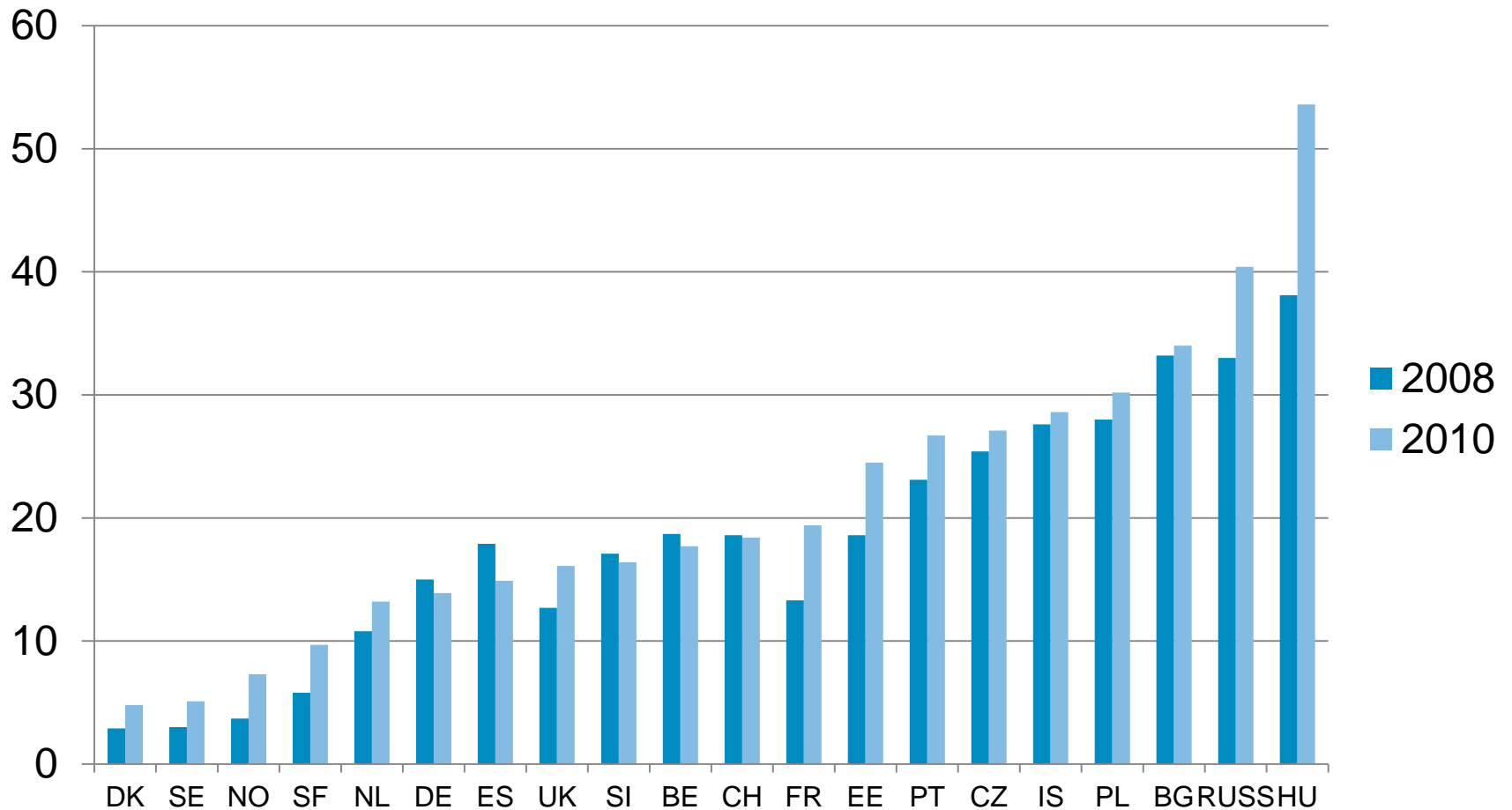
- Child and elderly care :
 - Formal versus informal, coverage, opening hours, social right
- Leave schemes :
 - Length, generosity, flexibility, family versus individual right, labour market attachment/integration
- Working-time arrangements :
 - Control over flexibility, general versus targeted working-time reductions, ambiguity of part-time.
- Different models of high-road :
 - Scandinavian countries, FR, BE, SI

Women should be prepared to cut down on paid work for sake of family, 2008 and 2010



Source : ESS 2008 and 2010

Men should have more right to job than women when jobs are scarce, 2008 and 2010



Source: ESS 2008 and 2010

Future prospects

- High road versus low road is shaped by policy choices
- We know (more or less) what can work
- Don't forget gender-mainstreaming
- Three principles :
 - WLB policies are for men and women
 - Acknowledge and manage tension between WLB and gender equality
 - Continuum of support in time and services (Platenga and Remery 2013)