

The WORK-LIFE BALANCE

improvements proposed by the European Commission

CURRENT EU LAW

No minimum standards for paternity leave at EU-level.



PATERNITY LEAVE

IMPACT OF THE PROPOSAL

All working fathers will be able to take at least **10 working days of paternity leave** around the time of birth of the child. Paternity leave compensation must be on the same level as sick leave compensation, regarding the latter as the minimum level of compensation (in Spain, a one month compensation has been established, but this is not guaranteed in some countries).

At least 4 months per parent, out of which one month is non-transferable between parents.

Parents can take leave until their child is 8 years old.

No minimum rules on allowance/payment.



PARENTAL LEAVE

At least **4 months per parent** that cannot be transferred between parents. Parents can take leave in flexible forms (full-time, part-time, in a piecemeal way).

Parents can take **leave until their child is 12 years old**.

Parental leave will be compensated at least at the level of sick pay.

No minimum standards for carers at EU-level (except "force majeure" allowing to take short time off for imperative and unexpected family reasons).

No minimum standards at EU level on the length of the leave nor compensation.



CARERS' LEAVE

All workers will have the right to **5 days of carers' leave** per year to take care of seriously ill or dependent relatives.

Carers' leave will be compensated at least at the level of sick pay.

Right to request reduced and flexible working hours upon return from parental leave.

Right to request part-time work for all workers.



FLEXIBLE WORKING ARRANGEMENTS

All working parents of children up to 12 and carers with dependent relatives will have the right to request the following **flexible working arrangements**:

1. Reduced working hours.
2. Flexible working hours.
3. Flexibility on the place of work.