

PROMOTING RECONCILIATION BETWEEN WORK AND FAMILY LIFE

CONVENTION, DIRECTIVES, RECOMMENDATIONS, RESOLUTIONS AND REGULATIONS:

The ILO convention C156 and the associated Recommendation R165, both adopted in 1981, identified equal opportunities as the main objective of all reconciliation measures and offered political guidelines to formulate them. The Proposal for a Directive of the European Parliament and of the Council on the work-life balance of parents and carers, COM(2017) 253 final

The Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on Parental Leave

Directive 2010/41/EU of the European Parliament and the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in self-employment and repealing Council Directive 86/613/EEC

Directive 2006/54/EC of the European Parliament and the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women engaged in matters of employment and occupation, and the Proposal for a Directive of the European Parliament and of the Council, COM(2017) 253 final, repealing Council Directive 2010/18/EU Council Directive 93/104/EC of 23 November 1993 concerning certain aspects of the organisation of working time

Council Directive 75/117/EEC of 10 February 1975 on the approximation of laws of Member States relating to the application of the principle of equal pay for men and women

European Parliament Resolution on reconciling professional, family and private lives (Official Journal No. C 102 E of 28-04-2004)

Council Recommendation 92/241/EEC of 31 March 1992 on child care (O.J. No. L 123 of 08-05-92)

Commission Regulation (EU) 2016/2236 of 12 December 2016, adopting the technical characteristics of the 2018 ad hoc module on reconciliation between work and family life (O. J. No. L 337 of 13-12-2016)

Commission Regulation (EC) 20/2009 of 13 January 2009, adopting the specifications of the 2010 ad hoc module on reconciliation between work and family life set out in Council Regulation (EC) No. 577/98 (O. J. No. L 9 of 14-01-2009).



TCFL Textiles, Clothing, Footwear and Leather



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Textiles, Clothing, Leather and Footwear are highly developed sectors with a strong tradition in Europe. They continue to perform a crucial role within the socio-economic system of the European Union.

Despite the importance of these sectors in Europe, notably in women's labour and intensive work, there is still pay inequality between men and women, with a higher prevalence of precarious contractual arrangements, low representation of women in senior management, fewer opportunities for career advancement for women and greater difficulty in accessing on-going training within companies.

A disparity between paid and unpaid working time for men and women still continues, with the burden of domestic work and care continuing to fall mainly on women.

It is necessary to extend opportunities for workers to combine work, family and personal life throughout their lives, through the introduction of new models for organising working hours to facilitate a healthy work and family life balance.

Equality between men and women is a fundamental principle in the European Union. The Promotion of Equality between men and women, as one of the objectives of the European Union, is stipulated in the Treaty of the European Union, Article 3 (3).

In Article 151 of the Treaty on the Functioning of the European Union (TFEU), dialogue between social partners is recognised as a shared objective in the EU and in Member States.

European social dialogue has produced good outcomes, namely: the Framework Agreement on Violence and Harassment in the Workplace, adopted in April 2007 and, in this context, the European Union has carried out consultations and negotiations on reconciling private and occupational life.

The European Social Charter recognises the right of workers of both genders with family responsibilities to equal opportunities and equal treatment, and it obliges Member States to take appropriate measures to enable these workers to remain in active life, taking into account their needs with regard to employment conditions and social security.

The proposal for a Directive of the European Parliament and of the Council on the work-life balance of parents and carers, COM(2017) 253 final, the main objective of which is to guarantee the application of the principle of equality between men and women with regard to opportunities in the labour market and to treatment at work, has the following objectives:

- To improve access to mechanisms to reconcile work life and family life, such as parental leave and flexible working time
- To encourage male workers to make use of parental leave and flexible working time in order to support their families.

Issues regarding work and family life balance should be included in collective bargaining processes.

Social partners should incentivise the implementation of directives and recommendations in these matters.

In the social dialogue, necessary measures should be taken to support effective access to:

- Maternity leave: improved health and safety for pregnant workers and new or breastfeeding mothers in the workplace, protection against dismissals, sensitivity regarding the dismissal of pregnant workers and to facilitate the transition between maternity leave and resumption of work (including spaces and breaks for breastfeeding)
- Paid paternity leave as a personal right.
- Parental leave as a right to be used flexibly (that is, part time, on a piecemeal basis), non-transferable between parents, and with salary.
- Leave of absence as a paid personal right.
- Flexible working time: right of parents with children of up to 12 years and carers to request flexible working hours, periods of leave or place of work for a set period of time.



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ILO and the promotion of gender equality and policies reconciling work and family life

In the ILO convention on Workers with Family Responsibilities (C156) and the associated Recommendation (R165), both adopted in 1981, equal opportunities are considered the main objective of all reconciliation measures. They also present political guidelines for formulating measures, by placing the focus on family responsibilities that affect equality of opportunity and treatment of men and women in employment, and by offering strategic advice on some reconciliation measures for the work/life balance in order to reduce gender inequalities.

For the ILO, to combat discrimination linked to family responsibilities and to achieve gender equality, a change in the traditional roles of men and women in society and in the family is necessary. Measures enabling a work and family life balance to achieve advancement in promoting gender equality and a decent job are indispensable..