

RE BALANCE

Trade union's
actions to improve
reconciliation of work,
family and private life
for women and men.

REBALANCE -project

Preliminary results

28 February 2019

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PROJECT OBJECTIVES

- Improve shared knowledge on how **collective agreements** are used – and could be used, to promote the **work life balance (WLB)** of working families and care-givers through social dialogue and collective bargaining.
- **Collect good practices** in promoting WLB through **collective bargaining** in 10 countries: Finland, France, Germany, Italy, Lithuania, Netherlands, Portugal, Slovenia, Spain, Sweden.
- **Develop trade union strategies**, including proposals and guidelines aiming at improving WLB.
- Further **encourage trade unions' work** to push for better WLB practices through collective bargaining.

Diversity of the collective bargaining landscape

- ✓ The ten participating Member States represent a mix of differing strength of:
 - legislation;
 - collective bargaining structures and practice; and
 - structure of the industrial sector/labour market reform.
- ✓ To address the diversity, the study aimed to cover as many sectors as possible.



Comparative study on collective agreements in relation to WLB

Methodology for collecting good practices

- ✓ **Pre-interview questionnaire:** unions filled-in information about practices they considered good within their context, with a minimum criteria of them being driven by collective bargaining and going beyond existing legislation.
- ✓ **Interviews:**
 - **with representatives from trade unions/social partners and gender experts in 10 countries:**
 - **with EU stakeholders and European trade union representatives:** EFFAT, ETUCE, EPSU, IFJ, IndustriALL, UNI, European Women's Lobby (EWL)

75 good practices were submitted across the 10 MS, 28 are presented in the report



What was found: WLB measures and sectors

- ❖ The most commonly reported good practice concerned **flexible working arrangements** (time and/or place of work). Such practices were found in 14 sectors out of the 23 covered in the study.
- ❖ **Paternity leave** measures (time allocations and/or payments) were included in the collective agreements for 12 sectors.
- ❖ **Family related economic incentives** had been negotiated in 10 sectors.
- ❖ **Childcare arrangements** were part of agreements in 4 sectors.
- ❖ **Long-term care** was addressed in 3 sectors.
- ❖ **Parental leave** was addressed in 2 sectors.
- ❖ Other measures that were found in more than one sector included: **paid short-term care leave** within 6 sectors, and **training** that was provided to employees with their consent during or after family leave within 4 sectors.



WLB measure	Sectors
Flexible work arrangements (time and/or location)	Technology industry/experts and managers (FIN); Metal and Electrical industry (DE); Banking (DE); Electricity and Utilities (ITA); Transport (ITA); Food production (ITA); Social sector (LT); Education (LT) Pharmaceutical industry (PT); Sea Workers (PT); Metal workers (DE); Banking (DE); Retail and Trade (SI); Media (FR)
Paternity leave (time and/or payment)	Technology industry (FIN); Local governments (FIN); Retail (FIN); Textile and Fashion (FIN); Banking (ITA; NL); Electricity and Utilities (ITA); Food production (ITA); Pharmaceutical industry (PT); Commerce/restaurants/catering (ES); Retail and Trade (SI); Police (SI); Media (FR)
Economic incentives	Metal and Electrical industry (DE); Banking (DE; ITA); Electricity and Utilities (ITA); Food production (ITA; LT); Agriculture (ITA); Electricity providers (LT); Aerospace/Defence/Transportation (ES); Private and cooperative blue-collar workers (SWE); Media/Communication (FR); SNCF-transport (FR)
Childcare	Electricity and Utilities (ITA); Food production (ITA); Wool industry (PT); Media (FR)
Parental leave	Banking (DE); Hospitals (NL); Media (FR)
Long-term care	Police (SI); Private and cooperative blue-collar workers (SWE)
Other measures	Paid short-term care leave: Technology industry (FIN); Local governments (FIN); Chemical industry (FIN); Food production/Nestle (ITA); Electricity providers (LT); Sea Workers (PT)
	Training courses during/after family leave: Food production (ITA); Technology industry (FIN); Media (FR); Transport (FR)

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CONFEDERATION
**SYNDICAT
EUROPÉEN
TRADE UNION**

The added value of Collective Bargaining for WLB

- ❖ **Advocating for and acting on gender equality**
- ❖ **Involving members into defining what is important in terms of work-life balance**
- ❖ **Monitoring work-life balance measures**
- ❖ **Transferring good work-life balance practices across sectors**
- ❖ **Implementing work-life balance laws and pushing for better public services**
- ❖ **Using the proposed EU Directive on work-life balance as advocacy tool**

WHAT'S NEXT

- ❖ **March-April 2019: Revision by the experts of the recommendations' section of the report based on the conference discussions**
- ❖ **Final conference, September 2019, Rome/Italy**





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THANK YOU!