

## Work-life balance – a top EU priority



This year EIGE took a closer look at a topic that touches everyone: work-life balance. We wanted to understand how people in the EU balance their work and home life. We dug deeper into different work-life balance options to see if they are equally available to women and men. Discover what we found out [here](#)

## Gender Equality Index 2019 links gender inequalities with work-life balance challenges

## Who is eligible for parental leave?



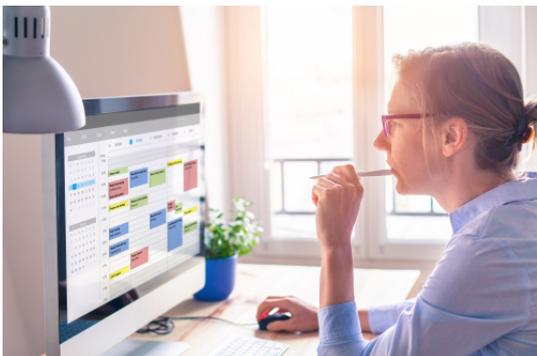
Parental leave is an important policy measure for work-life balance, but not all parents can access it. In the EU, only 66 % of women and 77 % of men are eligible. If a person is not in paid work or if they are self-employed, they could be excluded from parental leave. Find out more in our Gender Equality Index [here](#)

## Older women bear the brunt of long-term informal care



Ageing and disability rates are rising in the EU, which is increasing demand for long-term care. Older people and people with disabilities are often cared for at home and mostly by women of pre-retirement age (50-64 years). The gender difference is remarkable: 21 % of women and 11 % of men care for these people several days a week. Read more [here](#)

## Flexible work schedules – men more likely to benefit



Flexible work arrangements give people the chance to balance their work and personal life. But there are big differences in access, depending on the occupation or sector. In the private sector there is more flexibility, compared to the public one. As more men work in the private sector, they have greater access to flexible work. Read more facts [here](#)

# Work-life balance measures boost gender equality

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## Better work-life balance in ICT

The ICT sector is offering new ideas for a more flexible and creative approach to work-



life balance, especially when it comes to working-time arrangements. Despite this, women are largely absent from this sector and miss out on these opportunities. Find out how the ICT sector is offering women and men a better chance for work-life balance [here](#)

## Getting more women into digital jobs



EIGE interviewed ICT companies across the EU to examine their initiatives to recruit and retain more women. We found that the most effective methods for bringing women into ICT include a mix of work-life balance measures and programmes targeting women and girls. Read more [here](#)

## Work-life balance can help close the gender pay gap



The gender pay gap uncovers the different realities women and men face in their professional and personal lives. Work-life balance measures are one way to tackle the pay gap. They give women greater access to paid work, and give men more opportunities to care for children at home. Find out more in our gender pay gap report [here](#)

## Use our resources

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### **Gender Statistics Database**

If you are searching for data on work-life balance, EIGE's gender statistics database can help. It provides information on flexible working time and people's perceptions of work-life balance. Find all the indicators [here](#).



## Glossary and Thesaurus

EIGE's glossary and thesaurus provides an explanation for many terms related to women and men in the labour market. Check out the definitions for work-life balance, gender pay gap, domestic division of labour and more [here](#).

## EIGE's online library

If you need materials on work-life balance, look no further! EIGE's online library contains almost 1,000 resources on the topic, including books, articles and policy documents. Search for more areas [here](#)

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