

Update

ISSUE 591
28 JANUARY 2019

Proposed Work Life Balance Directive

On the 24th January 2019 the European Parliament and the Council reached a provisional agreement on the European Commission's proposal for a new Directive on work-life balance for parents and carers.

The European Pillar of Social Rights aim is to improve the daily lives of Europeans. The agreement thus provides families with working parents and carers better options on how to combine their work and family life, in the belief that such measures will also have net economic benefits even if they entail an element of disruption at the workplace and added costs if they are paid by the employer.

The Commission, in its comments, added that new work-life balance rules that are fit for purpose in the 21st century will open up opportunities for working women and men to share caring responsibilities, for children and relatives, on an equal basis. This agreement sets:

- a European minimum standard of 10 days of paternity leave for fathers

following the birth of their child, to be compensated at the level of sick pay.

- It strengthens the existing right to 4 months of parental leave, by making 2 months non-transferable between parents and introducing compensation for these 2 months at a level to be determined by the Member States.
- Agreement was also reached on European provisions for carer's leave by attributing 5 days per worker per year, as a new European entitlement for workers.
- the new rules also strengthen the right for all parents and carers to request flexible working arrangements.

The general scope behind this agreement is to align social and economic priorities in order to attract and retain talented men and women in the labour market.

The MEA Secretariat:

Director General
Mr Joseph Farrugia

Executive in EU & Legal Affairs
Dr Charlotte Camilleri

*Research Executive –
Economic & Social Affairs*
Ms Sharon Farrugia

SME Helpdesk Executive
Mr Anton Vella

Administrative Secretary
Ms Dorianne Azzopardi Cilia

© UPDATE is prepared and circulated by:
MALTA EMPLOYERS' ASSOCIATION

35/1, South Street,
Valletta VLT 1100, Malta
t: (+356) 21237585, 21222992
www.maltaemployers.com



The online toolbox for business **entrepreneurs**

This provisional agreement now has to be formally adopted by both the European Parliament and the Council.

On the 27th September 2018 the MEA gave Mr David Casa, who led the Directive, a [detailed report](#) on the proposed Directive and the impact

that it will have on employment. The MEA's comments were taken into account given the changes that were made to the Directive resulting in the final proposals which have a lesser impact on employers.

We will be monitoring further developments and continue to lobby

in the employers' best interests on this issue. Among the points that are relevant to Malta is that the agreement does not specify whether these benefits shall be paid by the employer or government, as this is left up to each country to decide. We shall strongly resist any further financial burdens on employers.

