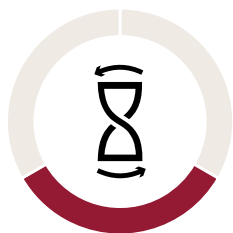




# Europeans and work-life balance



## FLEXIBILITY FOR WORK-LIFE BALANCE

FLEXIBLE WORK ARRANGEMENTS  
ARE **NOT AVAILABLE** FOR **ONE IN THREE**  
EUROPEANS AGED LESS THAN 65.

EUROPEANS WITHOUT ACCESS TO  
**FLEXIBLE WORK ARRANGEMENTS**  
**WOULD OPT FOR**

20%

Telework

25%

Part-time

Flexitime  
58%

## EUROPEAN MEN LAGGING BEHIND WHEN IT COMES TO FAMILY LEAVE...

ONLY **41%**  
OF THE EUROPEAN FATHERS AGED LESS THAN 65 YEARS OLD  
TOOK / ARE THINKING OF  
**TAKING PATERNITY LEAVE**



EVEN FEWER (LESS THAN A THIRD OF MEN)  
TOOK/ARE THINKING OF TAKING  
**PARENTAL LEAVE**,  
COMPARED TO MORE THAN HALF OF WOMEN



Men  
32%



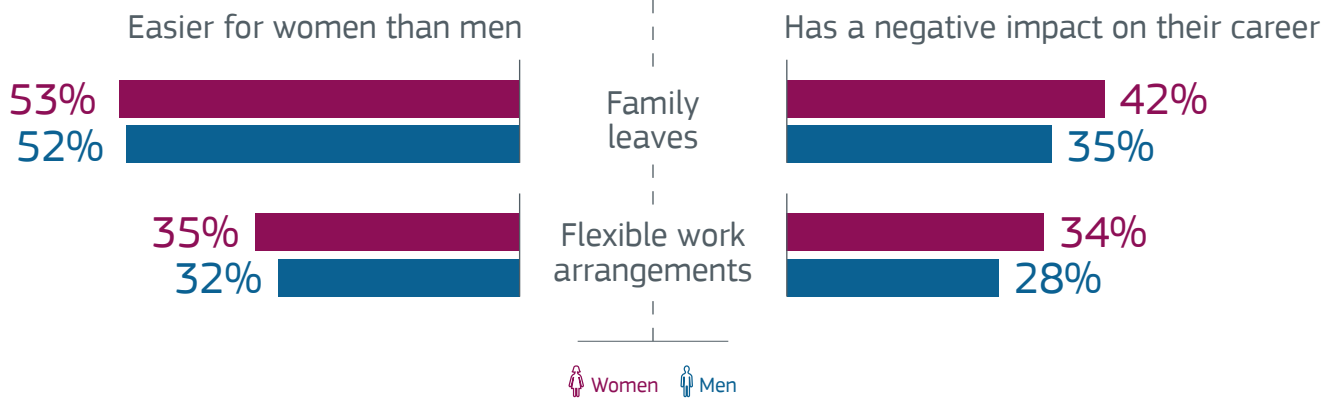
Women  
57%



## EUROPEANS PERCEIVE BARRIERS WHEN TAKING FAMILY LEAVE

MORE THAN HALF OF WOMEN (53%) AND MEN (52%) THINK THAT IT IS **EASIER FOR WOMEN THAN MEN TO TAKE FAMILY LEAVES**

42% OF WOMEN AND 35% OF MEN THINK THAT TAKING FAMILY LEAVE HAS A **NEGATIVE IMPACT ON THEIR CAREER**



## SUPPORTING FATHERHOOD

EUROPEAN FATHERS WOULD FEEL **MORE ENCOURAGED TO TAKE MORE PARENTAL LEAVE WITH...**



... more **financial compensation** during the period of leave

41%



... a choice to take the **leave in blocks** or into **part-time working**

35%



... **better guarantees** in respect of career

30%



... **support** from superiors and colleagues at work

29%

MEN ARE MORE LIKELY THAN WOMEN TO TAKE PARENTAL LEAVE IF THEY HAD AT LEAST **75% OF THEIR SALARY**

Men  
47%

Women  
39%

