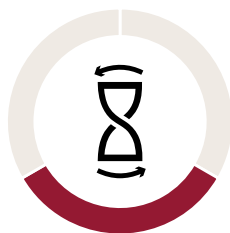




Europeans and work-life balance



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%



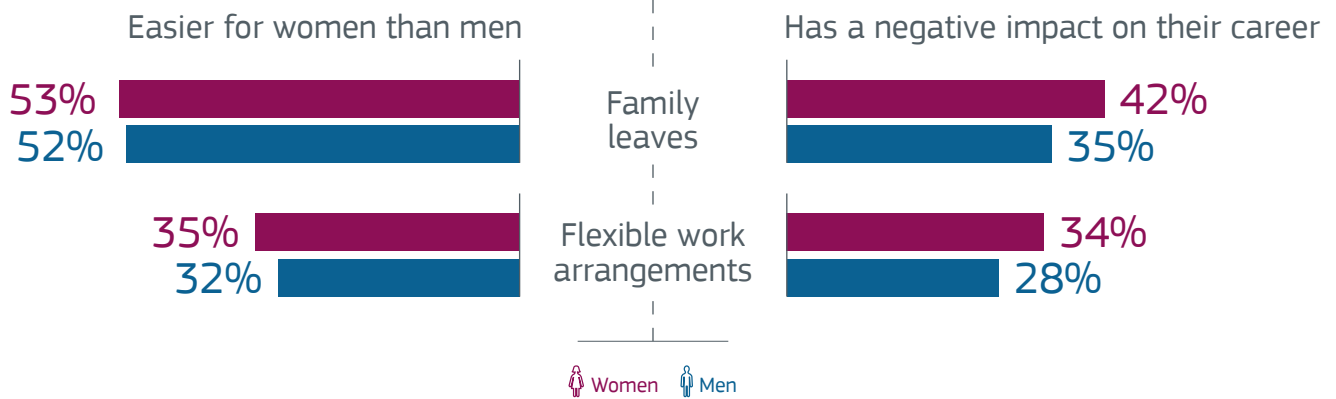
Women
57%



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%

