



Flash Eurobarometer 470

Report

Work-life balance

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Survey requested by the European Commission,
Directorate-General for Justice and Consumers
and co-ordinated by the Directorate-General for Communication

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The interpretations and opinions contained in it are solely those of the authors.

Flash Eurobarometer 470 – Kantar Public



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Survey conducted by Kantar Public Brussels on behalf of TNS Political & Social at the request of the European Commission, Directorate-General for Justice and Consumers

Survey co-ordinated by the European Commission, Directorate-General for Communication (DG COMM "Media monitoring, media analysis and Eurobarometer" Unit)

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INTRODUCTION

In order to address the underrepresentation of women in the labour market, the European Commission has launched an initiative on Work-Life Balance that aims at enabling people with caring responsibilities to better balance their work and family life and encouraging a better sharing of caring responsibilities between women and men. The initiative consists of legislative and non-legislative measures. The proposal for a new Directive on Work-Life Balance was published on 26 April 2017¹ and introduces new or strengthens existing minimum standards for paternity leave, parental leave, careers' leave and flexible working arrangements. The Commission also adopted a Communication that foresees, among other things, non-legislative actions in order to support and reinforce the legal measures of the Directive.

In the context of the Commission's initiative and with the aim of raising societal and political awareness, this Flash Eurobarometer survey sheds light on the opinions of European citizens towards different Work-Life Balance measures. It is important to hear the citizens' voices in the Member States of the EU, especially those affected by the measures proposed in the Work-Life Balance Directive. The Eurobarometer survey helps comparing the citizens' needs and the availability and practical use of leaves and flexible working arrangements in the Member States. As one of the main aims of the initiative is to improve gender equality, differences in the responses given by women and men are of particular interest.

The survey asks questions about:

- existing levels of satisfaction with work-life balance;
- the availability of various types of flexible work arrangements and how they are perceived by employers and fellow workers;
- Europeans' preferences for types of flexible work arrangements and how their availability would influence decisions about employment;
- the rates at which paternity and parental leave are taken, and why this leave is not taken;
- factors that would encourage more men to avail themselves of their right to take paternity leave;
- the minimum level of salary at which Europeans would be willing to take family leave;
- how Europeans currently deal with the work-life balance issues caused by having to take care of family emergencies.

While most questions were asked to respondents both with and without professional occupation of all ages, the analysis focuses in particular on respondents aged less than 65 years old. At the end of the report, a specific chapter focusses on employees aged less than 65 years old with caring responsibilities.

¹ <https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:52017SC0202&from=EN>

This survey was carried out by the Kantar Public Brussels network in the 28 Member States of the European Union between 26th June and 5th July 2018. Some 26,582 respondents from different social and demographic groups were interviewed by telephone in their mother tongue on behalf of Directorate-General for Justice and Consumers.

The methodology used is that of Eurobarometer surveys as carried out by the Directorate-General for Communication (“Media monitoring, media analysis and Eurobarometer” Unit)². A technical note on the manner in which interviews were conducted is appended as an annex to this report. It also specifies the interview methods and the confidence intervals³.

Note: In this report, countries are referred to by their official abbreviation. The abbreviations used in this report correspond to:

Austria	AT	Ireland	IE
Belgium	BE	Italy	IT
Bulgaria	BG	Lithuania	LT
Republic of Cyprus	CY *	Luxembourg	LU
Czech Republic	CZ	Latvia	LV
Germany	DE	Malta	MT
Denmark	DK	The Netherlands	NL
Estonia	EE	Poland	PL
Greece	EL	Portugal	PT
Spain	ES	Romania	RO
Finland	FI	Sweden	SE
France	FR	Slovenia	SI
Croatia	HR	Slovakia	SK
Hungary	HU	United Kingdom	UK

* Cyprus as a whole is one of the 28 European Union Member States. However, the ‘acquis communautaire’ has been suspended in the part of the country which is not controlled by the government of the Republic of Cyprus. For practical reasons, only the interviews carried out in the part of the country controlled by the government of the Republic of Cyprus are included in the ‘CY’ category and in the EU28 average.

We wish to thank the people throughout the European Union

who have given their time to take part in this survey.

Without their active participation, this study would not have been possible.

² http://ec.europa.eu/public_opinion/index_en.htm

³ The results tables are included in the annex. It should be noted that the total of the percentages in the tables of this report may exceed 100% when the respondent has the possibility of giving several answers to the question.

MAIN FINDINGS CONCERNING RESPONDENTS AGED LESS THAN 65 YEARS

A fifth of Europeans are not satisfied with the balance between their work and personal life

- Just under eight in ten Europeans (78%) say that they are very or fairly satisfied with their work-life balance, but only around a quarter (28%) are very satisfied.
- Across the EU, women are slightly less satisfied with their work-life balance than men are.

Only four in ten European men have taken paternity leave and even fewer have taken parental leave

- Less than half of European men (41%) either have taken paternity leave already or are thinking of taking it. An even smaller proportion of men (32%) gives this answer with respect to parental leave. Significantly more European women are thinking of taking parental leave (57% as opposed to 32% of European men).

A quarter of Europeans say that it is difficult for employees in their workplace to take family leave, and a similar proportion says that employees are usually discouraged from doing so

- A quarter of Europeans (25%) says that it is not easy for employees in their workplace to take family leave. Over a quarter (27%) of those surveyed agree that employees are discouraged from taking family leave by managers and supervisors.
- Nearly a quarter (24%) of respondents say that taking family leave is badly perceived by colleagues and nearly four in ten agree that it has a negative impact on an employee's career (39%). When taking family leave, more women than men feel badly perceived by colleagues (26% compared to 22% of men) and consider family leave as negative for their career (42% as opposed to 35% of men).

Not being able to afford parental leave is one of the main reasons for not taking parental leave, especially for workers with care responsibilities

- For workers generally, the two main reasons for not taking or not thinking of taking parental leave are that respondents could not financially afford it (21%) or that their partner or spouse has already used up the allocation of leave (21%).
- However, among the workers who are faced in practice with care responsibilities, nearly three in ten (29%) say that they cannot financially afford taking parental leave and nearly as many of these respondents (28%) say that they did not take parental leave because their partner or spouse had already taken the entire period of parental leave.
- Men are more likely than women to say that they do not take parental leave because their spouse had already used up their allocation (30% of men compared to 5% of women).
- When asked to respondents in general about the main factors that would encourage fathers to take parental leave, the most frequent answer was financial compensation (41%), followed by having the choice of part-time working or taking such leaves in a flexible manner, e.g. blocks (35%).

- The financial aspect was even more important for workers with care responsibilities: nearly half (48%) of the respondents in this group mention receiving more financial compensation during the leave period as a factor to encourage fathers to take parental leave- as opposed to 41% of overall respondents.

A majority of Europeans would only take family leaves if sufficiently remunerated

- Over four in ten (43%) of respondents would only take family leave if they were paid 75% of their current salary, while 17% would be willing to take leave on 50% of their salary. Just under three in ten (28%) would take family leave even if they were not paid for this.
- Workers with care responsibilities are more likely than respondents overall to say that they would take parental leave if paid 75% of their salary (48% as compared to 43%).
- Men are more likely than women to say that they would take family leave only if paid at least 75% of their salary (47% of men compared to 39% of women), while women are more likely than men to say that they would take family leave anyway, even if unpaid (31% of women as opposed to 25% of men).

Nearly four in ten Europeans would take dependent care leave to look after a sick, disabled or frail relative

- Nearly four in ten (37%) would take dependent care leave if a relative of theirs suddenly needed caring for, while a third (33%) would take time off at very short notice, to be compensated for later (including emergency leave and flexible working hours). Fewer would take annual leave (28%) or sick leave (17%), or would work from home (20%).
- Men are more likely than women to say that they would take time off at short notice (37% as opposed to 29% of women), while women are more likely than men to say that they would take dependent care leave (40% compared to 34% of men).

Flexible work arrangements are not available for one in three Europeans

- Two thirds (65%) of the respondents say that they have access to flexible work arrangements and only over four in ten (42%) make use of these arrangements.
- Flexitime is the most widespread form of flexible work arrangements, with nearly six in ten (58%) of those who have access to such arrangements describing it as widespread in the company or organization they work or used to work. Part-time work (53%) is nearly as common.

More than a fifth of Europeans say that it is not easy for them to make use of flexible work arrangements, and nearly three in ten say that employees are usually discouraged from doing so

- Only 32% of respondents totally agree that it was easy for them to make use of flexible work arrangements, whereas 44% tend to agree and 22% disagree. Nearly three in ten (28%)

Europeans agree with the statement that managers and supervisors usually discourage employees from making use of flexible work arrangements.

- Over a quarter (26%) of Europeans say that the use of flexible work arrangements was badly perceived by their colleagues. Nearly one out of three (31%) agrees that making use of flexible work arrangements has a negative impact on their career; more women than men hold this view (34% of women compared to 28% of men).

Flexitime is the most preferred option among those who do not have access to flexible work arrangements

- Nearly six in ten Europeans (58%) who do not have access to flexible work arrangements would opt for flexitime if it was possible, while a quarter (25%) would choose part-time work and only a fifth (20%) would choose working from home.
- Women are more likely than men to express a preference for part-time work (29% at EU level as opposed to 21% for men). This can be seen in all Member States, except for France, Latvia, Romania and Sweden. There are no relevant gender differences at EU level for flexitime (58% of men and women) and teleworking (19% of men and 20% of women).

Most Europeans think flexible work arrangements would give them a better chance of entering paid work or enable them to keep working

- Nearly three quarters (74%) of Europeans who are not currently in work agree that flexible work arrangements would give them a better chance of entering paid work, and just under two thirds (63%) of those who are in work would decide to continue to work instead of taking extended leave or retirement. Nearly half of the respondents who are working part time (45%) think that they would move from a part-time to a full-time job in response to the introduction of other flexible work arrangements.

Workers with care responsibilities have similar attitudes and preferences regarding work-life balance, but are more likely to take or think about taking family leaves as other workers

- In some respects, workers with care responsibilities are not only just as likely to be satisfied with their work-life balance as other workers but also just as likely to say that it was easy to make use of flexible working arrangements where these were available. As regards flexitime, they are just as likely to prefer having access to this form of flexible working arrangement.
- However, they are more likely to take paternity and parental leave (e.g. 51% of working men with caring responsibilities have taken or are thinking of taking paternity leave as opposed to 43% of overall male respondents). In addition, they depend more on the financial costs that caring imposes, being more likely to cite financial costs as the reason for not taking parental leave. Furthermore, they tend to link higher take-up of parental leave with greater financial compensation.

I. WORK-LIFE BALANCE

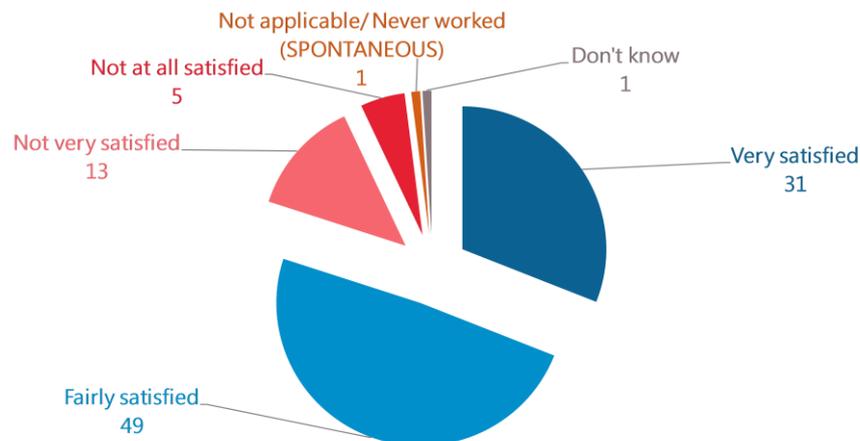
1. Satisfaction with work-life balance

Respondents were asked about their satisfaction with the balance between work and personal life. Those who are currently in employment were asked whether they are satisfied or not with their work-life balance, while those who do not currently have any professional activity were asked whether, when they were working, they were satisfied with their work-life balance.

Eight in ten Europeans express satisfaction with the balance between their work and personal life

Taking all answers together, eight in ten respondents (80%) say they are, or were, satisfied by their work-life balance, with just under a fifth (18%) expressing dissatisfaction. Less than a third (31%) say they are very satisfied, while just under half (49%) say they are fairly satisfied. Very few (5%) respondents are not at all satisfied, while just over one in ten (13%) express moderate dissatisfaction.

Q1T Are/were you satisfied or not with the balance between your work/studies and your personal life?
(% - EU)



Base: all respondents (N=26,578)

Among respondents aged under 65, nearly eight in ten (78%) are satisfied, with just under three in ten (28%) very satisfied and half (50%) fairly satisfied. A fifth (20%) is not satisfied with their work-life balance.

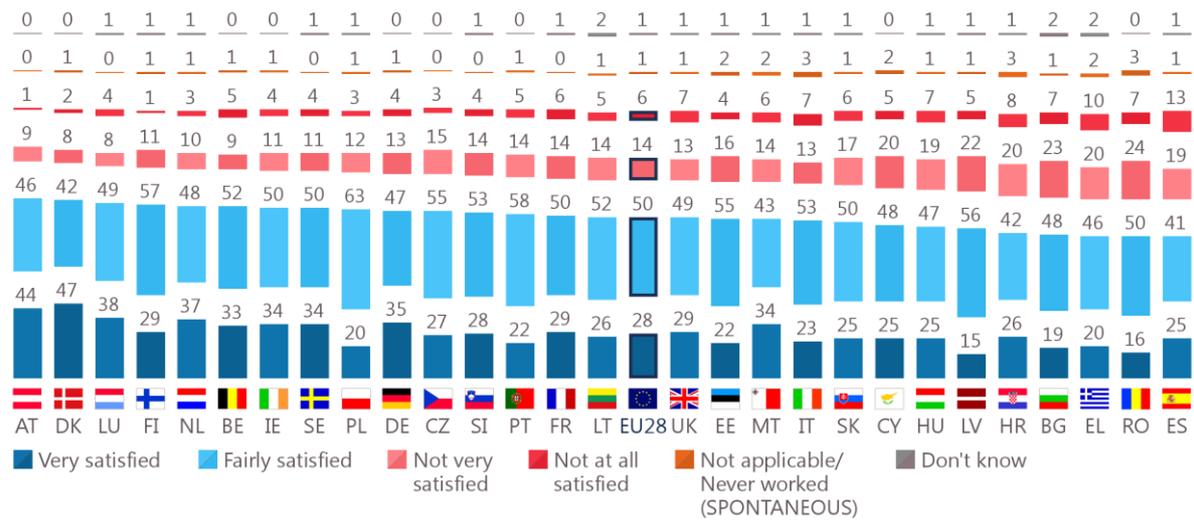
In all countries, at least half of respondents aged under 65 express satisfaction with their present or past work-life balance. However, this varies from just two thirds (66%) of respondents in Spain, Romania and Greece to nine in ten (90%) of those polled in Austria, and just under nine in ten in Denmark (89%) and Luxembourg (87%). In 20 of the 28 Member States, at least three quarters (75%) of respondents are satisfied with the balance between their work life and their personal life.

Nearly half of respondents in Denmark (47%) are very satisfied with their work-life balance, followed by over four in ten (44%) of those polled in Austria. This compares with less than a fifth of those polled in Latvia (15%) and Romania (16%). In 15 of the 28 Member States at least half of

respondents declare themselves fairly satisfied with their work-life balance, with over six in ten respondents in Poland (63%) giving this answer.

The highest proportion of respondents who are not at all satisfied with their work-life balance is found in Spain, where over one in ten (13%) give this answer. In all other countries, no more than one in ten give this answer, with very few of those polled in Finland and Austria (both 1%) and Denmark (2%) doing so.

Q1T Are/were you satisfied or not with the balance between your work/studies and your personal life? (%)



Base: all respondents less than 65 years old (N=20,446)

When responses among those aged less than 65 are broken down by gender, in most cases there are few differences at country level. The exceptions can be seen in Estonia and Finland, where men are 7 percentage points (pp.) more likely than women to be satisfied with their work-life balance, followed by Latvia (6 pp.). In France and the United Kingdom there are no differences at all.

Q1T Are/were you satisfied or not with the balance between your work/studies and your personal life? (% - EU - less than 65 years old)

	Total "Satisfied"	Men	Women
EU	78	79	77
BE	85	87	83
BG	67	65	69
CZ	82	82	80
DK	89	91	87
DE	82	83	82
EE	77	80	73
IE	84	84	82
EL	66	68	66
ES	66	69	63
FR	79	79	79
HR	68	70	67
IT	76	78	74
CY	73	75	72
LV	71	75	69
LT	78	77	80
LU	87	86	89
HU	72	71	72
MT	77	80	75
NL	85	84	87
AT	90	90	88
PL	83	84	81
PT	80	82	77
RO	66	66	67
SI	81	83	78
SK	75	76	75
FI	86	90	83
SE	84	84	83
UK	78	78	78

Base: all respondents less than 65 years old (N=20,446)

Among those who are “very satisfied” with their work-life balance, men are significantly more likely to give this answer in Denmark (9 pp.), Finland (8 pp.), and the Netherlands (7 pp.), while women are more likely to in Malta (9 pp.), the United Kingdom (6 pp.) and Ireland (5 pp.). There are no gender differences on this question in Italy and Lithuania.

Q1T2 Are/were you satisfied or not with the balance between your work/studies and your personal life?
(% - EU - less than 65 years old)

	"Very satisfied"	Men	Women
EU	28	29	27
BE	33	34	33
BG	19	19	20
CZ	27	26	28
DK	47	51	42
DE	35	37	34
EE	22	20	23
IE	34	31	36
EL	20	20	21
ES	25	26	24
FR	29	32	27
HR	26	24	28
IT	23	23	23
CY	25	26	25
LV	15	17	13
LT	26	26	26
LU	38	38	39
HU	25	25	23
MT	34	30	39
NL	37	41	34
AT	44	45	42
PL	20	22	17
PT	22	24	20
RO	16	18	15
SI	28	30	26
SK	25	24	27
FI	29	33	25
SE	34	36	31
UK	29	26	32

Base: all respondents less than 65 years old (N=20,446)

Breaking down the responses by whether respondents aged less than 65 are currently employed, without a professional activity, or students, we find that students are the most likely to be satisfied with their work-life balance. Nearly nine in ten (89%) students say that they are satisfied, compared with three-quarters of the self-employed (75%) and less than seven in ten of those not currently in employment (69%). Those without a professional activity are less likely to say they are very satisfied with their work-life balance, with only a quarter (25%) giving this answer, compared with nearly three in ten of those in employment or students (both 29%). Students, on the other hand, are much more likely to be fairly satisfied: six in ten give this answer, compared with 52% of the employed and less than half of those not currently employed (44%) and self-employed (43%). Over one in ten (11%) of those without a professional activity are not at all satisfied with their work-life balance, but very few students (1%) or employees (5%) give this response.

Q1T Are/were you satisfied or not with the balance between your work/studies and your personal life?
(% - EU - less than 65 years old)

	Self-employed	Employees	Currently without a professional activity	Students
Very satisfied	32	28	25	29
Fairly satisfied	43	52	44	60
Not very satisfied	16	15	15	8
Not at all satisfied	8	5	11	1
Don't know/ Not applicable/ Never worked	1	0	5	2
Total 'Satisfied'	75	80	69	89
Total 'Not satisfied'	24	20	26	9

Base: all respondents less than 65 years old (N=20,446)

II. FLEXIBLE WORK ARRANGEMENTS

This chapter discusses respondents' experiences of and attitudes toward flexible work arrangements.

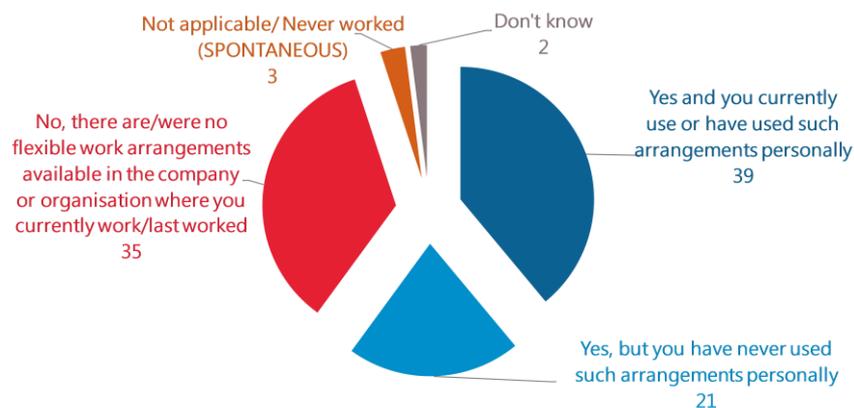
1. Availability of flexible work arrangements

Those who are currently in employment were asked whether there are flexible work arrangements currently available in their workplace, and if so, how widespread these arrangements are. These questions were repeated for those who are not currently employed, referring to flexible work arrangements in their last place of employment⁴.

Six in ten Europeans have had access to flexible work arrangements, but less than four in ten use or have used them

Six in ten of those polled say that they have access to flexible work arrangements in their current job or had access to such arrangements when they were previously employed. However, less than four in ten (39%) use or have used these arrangements, while just over a fifth (21%) have not made use of them despite flexible working arrangements were available. Just over a third (35%) do not have access to flexible work arrangements.

Q2T Let's now discuss your personal job situation. To your knowledge, are/were there flexible work arrangements available in the company or organisation where you currently work/last worked?
(% - EU)



Base: all employees, manual workers or without professional activity (N= 21,720)

Respondents aged less than 65 are slightly more likely to have access to flexible work arrangements. Nearly two thirds (65%) of those polled give this answer, with just over four in ten (42%) saying that they have access to flexible work arrangements and have used them, while just under a quarter (23%) have never used them. Less than a third (31%) have no access to these arrangements.

⁴ Q2T. Let's now discuss your personal job situation. To your knowledge, are/were there flexible work arrangements available in the company or organisation where you currently work/last worked?

National analysis: There are significant differences at the country level in the proportions of respondents aged less than 65 who have access to flexible work arrangements. In all but four of the 28 Member States a majority of respondents have access to such facilities, but this varies from just over half of those polled in Cyprus (51%) and Spain (52%) to eight in ten or more of those polled in Sweden (84%), Finland (81%) and the United Kingdom (80%). Among those countries where only a minority of respondents have access to flexible working arrangements, the lowest proportion is in Bulgaria (39%), while in Croatia (46%), Greece (47%) and Lithuania (49%) nearly half have access to these facilities.

In eight Member States, at least half of those polled use or have used these arrangements, with particularly high proportions in Sweden (74%) and Finland (68%). In 17 countries, this is the most frequent response. However, there are significant differences between countries in which this is a minority response: while in Germany and Latvia nearly half (both 49%) use or have used flexible work arrangements, in Greece less than a quarter (23%) have.

In all Member States, only a minority of respondents say that they have not used flexible working arrangements despite having access to them, and in all but three cases this is the least common response. In all but five cases no more than a quarter of respondents give this answer. The main exception is Italy, where over a third (35%) have not used flexible work arrangements despite having access to them.

In 11 Member States the most frequent response is that there are or were no flexible work arrangements available. There are considerable differences on this question: in Bulgaria over half of those polled (55%) say that these arrangements are or were unavailable, compared with less than a fifth of those polled in Sweden (15%), the Netherlands and the United Kingdom (both 16%), Finland (17%) and Denmark (19%).

Q2T Let's now discuss your personal job situation. To your knowledge, are/were there flexible work arrangements available in the company or organisation where you currently work/last worked?
(%)

		Yes and you currently use or have used such arrangements personally	Yes, but you have never used such arrangements personally	No, there are/were no flexible work arrangements available in the company or organisation where you currently work/last worked	Not applicable/ Never worked (SPONTANEOUS)	Don't know
EU28		42	23	31	2	2
BE		42	18	35	2	3
BG		28	11	55	3	3
CZ		54	12	31	1	2
DK		57	19	19	1	4
DE		49	24	25	1	1
EE		57	12	28	1	2
IE		47	23	26	2	2
EL		23	24	47	3	3
ES		26	26	44	1	3
FR		36	24	37	1	2
HR		30	16	47	4	3
IT		28	35	28	5	4
CY		38	13	41	4	4
LV		49	11	36	2	2
LT		34	15	47	2	2
LU		38	26	32	3	1
HU		41	15	41	2	1
MT		42	20	29	4	5
NL		52	27	16	1	4
AT		53	17	27	1	2
PL		39	16	43	1	1
PT		34	22	40	2	2
RO		27	27	40	4	2
SI		43	16	40	1	0
SK		47	13	36	1	3
FI		68	13	17	1	1
SE		74	10	15	0	1
UK		59	21	16	1	3

Highest percentage per country

Lowest percentage per country

Highest percentage per item

Lowest percentage per item

Base: all employees, manual workers or without professional activity less than 65 years old (N=15,784)

Gender analysis: There are not many significant gender differences in the country-level proportions of respondents aged less than 65 who say that there are, or were, flexible work arrangements available in their workplace. The main exceptions are Hungary (7 pp.) and Portugal (6 pp.), where the proportion of women who give this response is significantly higher than the proportion of men, but in Poland and Slovenia (both 11 pp.) and Slovakia (10 pp.) men are much more likely than women to give this answer. In Bulgaria, Finland, Malta, Romania and Lithuania there are no differences between men and women on this question.

Q2T To your knowledge, are/were there flexible work arrangements available in the company or organisation where you currently work/last worked?
(% - EU - less than 65 years old)

	Yes and you currently use or have used such arrangements personally	Men	Women
BE	42	42	43
BG	28	29	27
CZ	54	54	54
DK	57	52	61
DE	49	45	53
EE	57	58	57
IE	47	43	51
EL	23	20	25
ES	26	22	30
FR	36	35	38
HR	30	30	29
IT	28	22	32
CY	38	39	37
LV	49	53	46
LT	34	36	32
LU	38	36	41
HU	41	41	41
MT	42	40	43
NL	52	53	50
AT	53	48	58
PL	39	44	34
PT	34	32	35
RO	27	28	27
SI	43	52	35
SK	47	53	42
FI	68	68	67
SE	74	77	69
UK	59	56	61

Base: all employees, manual workers or without professional activity less than 65 years old (N=15,784)

Among those who are currently in employment, over seven in ten (71%) say that they have access to flexible work arrangements, and just under half (46%) say that they currently use or have used these facilities, while a quarter (25%) have access, but have not used them, and a similar proportion (27%) say they do not have, or have not had, access to such arrangements in their workplace.

Significantly fewer of those who do not currently have a professional activity report the availability of flexible work arrangements in their last place of work. Just under half (48%) say that they had access to such facilities, and only just over three in ten (31%) made use of them. Over four in ten (43%) say that they had no access to flexible working arrangements.

Q2T Let's now discuss your personal job situation. To your knowledge, are/were there flexible work arrangements available in the company or organisation where you currently work/last worked?
(% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Yes and you currently use or have used such arrangements personally	46	31
Yes, but you have never used such arrangements personally	25	17
No, there are/were no flexible work arrangements available in the company or organisation where you currently work/last worked	27	43
Don't know/ Not applicable/ Never worked	2	9
Total 'Yes'	71	48

Base: all employees, manual workers or without professional activity less than 65 years old (N=15,784)

Flexitime and part-time work are considerably more widespread than working from home, although this varies by country

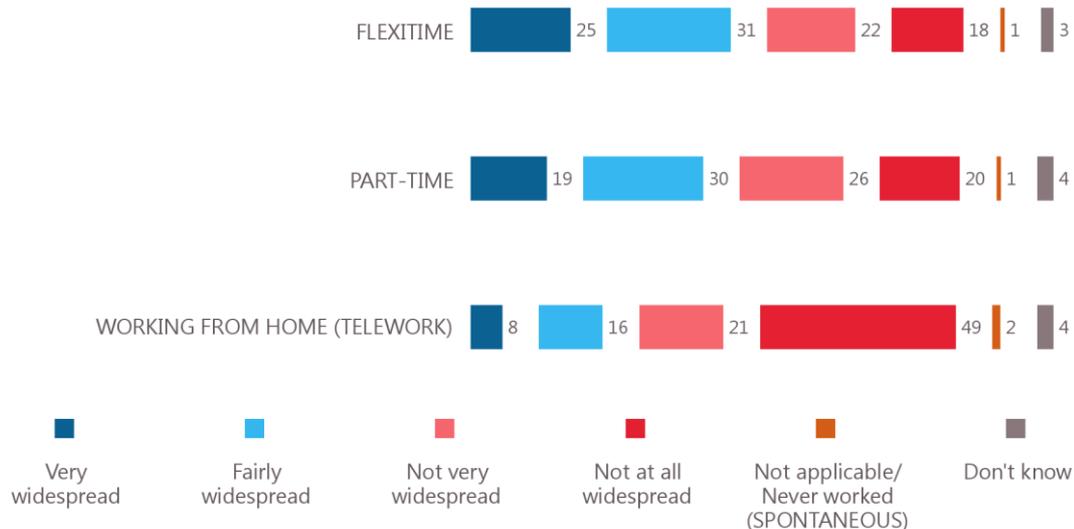
The most common form of flexible work arrangement is **flexitime**; over half of respondents who have or have had flexible work arrangements in their company (56%) say this is/was widespread, compared with four in ten who say it is/was not widespread. A quarter (25%) say it is/was "very widespread"⁵.

Nearly half of those who say that flexible work arrangements are or were available at their place of work say that **part-time** (49%) work is or was a widespread possibility. Just under a fifth (19%) say it is/was "very widespread".

The least common form of flexible work arrangement is **working from home**. Just under a quarter (24%) of those polled say that this form of work is or was widespread in their place of work, while seven in ten say it is/was not. Less than one in ten (8%) say that working from home is/was widespread, and nearly half (49%) say it is "not at all widespread".

⁵ Q3T. More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.

Q3T More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.
(% - EU)



Base: all employees, manual workers or without a professional activity who have / had flexible work arrangements in their company (N=12,918)

Among those respondents aged less than 65 who have, or have had, flexible work arrangements in their company, **nearly six in ten (58%) say that flexitime** is or was widespread, and just over a quarter (26%) say that this is or was “very widespread”, while less than a fifth (17%) say that it is or was “not at all widespread”.

Just **over half (53%) of these respondents say that part-time work is or was a widespread form of flexible work arrangement in their place of work**, with just over a fifth (21%) saying this is or was “very widespread”. While over four in ten (43%) say it is or was not widespread, less than a fifth (17%) give the response “not at all widespread”.

A quarter (25%) of those aged less than 65 say that working from home is or was a widespread form of flexible work arrangement in their place of work, but less than one in ten (8%) say it is or was “very widespread”, while nearly half (47%) say it is or was “not at all widespread”.

a) Flexitime

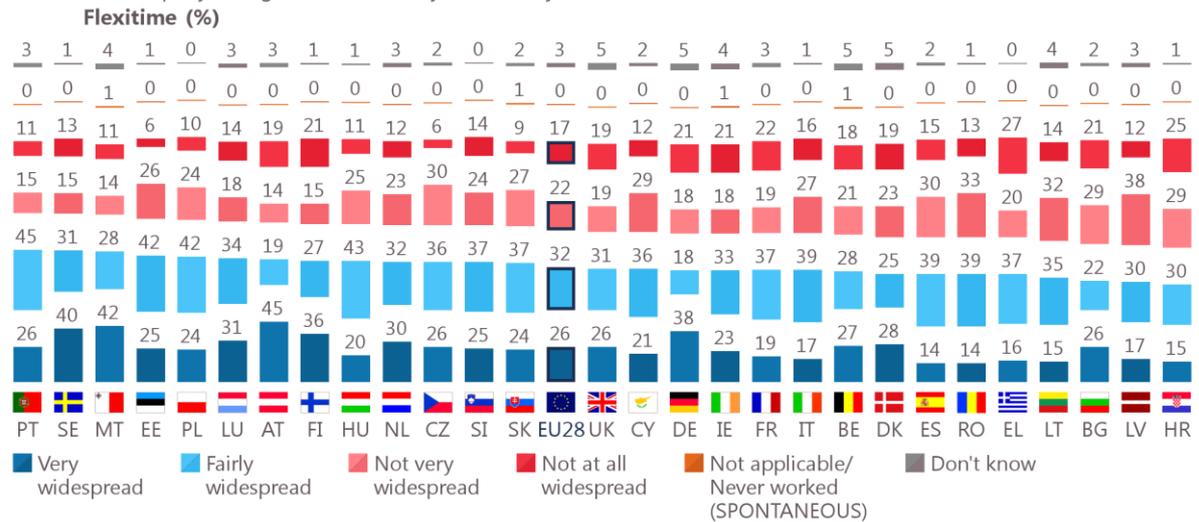
National analysis: The availability of flexitime varies by country, although in all but three Member States at least half of those polled have access to this form of flexible work arrangement. The exceptions are Croatia (45%), Latvia (47%) and Bulgaria (48%). In all other cases the availability of flexitime ranges from half of those polled in Lithuania to at least seven in ten respondents in Sweden and Portugal (both 71%) and Malta (70%).

In all countries a minority of respondents say that flexitime is “very widespread”. In most cases, less than a third give this response, but in Finland (36%) and Germany (38%) more than a third give this answer, and in Sweden (40%), Malta (42%) and Austria (45%) four in ten or more do.

In all but one country, no more than a quarter of respondents say that flexitime is “not at all widespread”. The exception is Greece, where 27% give this answer. In Estonia and the Czech Republic (both 6%) and Slovakia (9%) less than one in ten of those polled say that flexitime is not at all widespread. There is similar variation among those who say that flexitime is not very

widespread: in Latvia nearly four in ten (38%) give this answer, compared with just over one in ten in Malta and Austria (both 14%).

Q3T.2 More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.



Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Gender analysis: There are several significant gender differences in the proportions of those aged less than 65 who have or had flexitime arrangements at their workplace. In seven Member States, the proportion of men who give this answer is at least 10 pp. larger than the proportion of women: these are the United Kingdom and the Czech Republic (both 10 pp.), Germany (12pp.), Austria (13 pp.), Poland and Malta (both 14 pp.) and Finland (17 pp.). On the other hand, women in Estonia (7 pp.) are more likely than men to have had access to flexitime.

Q3T.2 More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.

Flexitime (% - EU - less than 65 years old)

	Total "Widespread"	Men	Women
EU	58	60	55
BE	55	58	52
BG	48	50	46
CZ	62	67	57
DK	53	53	54
DE	56	62	50
EE	67	63	70
IE	56	54	57
EL	53	52	52
ES	53	53	54
FR	56	56	56
HR	45	44	45
IT	56	55	58
CY	57	62	53
LV	47	49	45
LT	50	50	50
LU	65	67	62
HU	63	64	62
MT	70	77	63
NL	62	59	63
AT	64	71	58
PL	66	72	58
PT	71	76	67
RO	53	52	55
SI	62	62	62
SK	61	63	59
FI	63	71	54
SE	71	71	70
UK	57	62	52

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

When broken down by professional activity, there are no significant differences in the proportions of respondents aged less than 65 who say access to flexitime is or was widespread in their workplace. However, employees and manual workers are more likely than those without a professional activity to say that this form of flexible working is or was “very widespread” (27% vs. 22%), and correspondingly less likely to say that it is or was “not at all widespread” (16% vs. 21%).

Q3T.2 More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.

Flexitime (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Very widespread	27	22
Fairly widespread	32	34
Not very widespread	22	19
Not at all widespread	16	21
Don't know/ Not applicable/ Never worked	3	4
Total 'Widespread'	59	56
Total 'Not widespread'	38	40

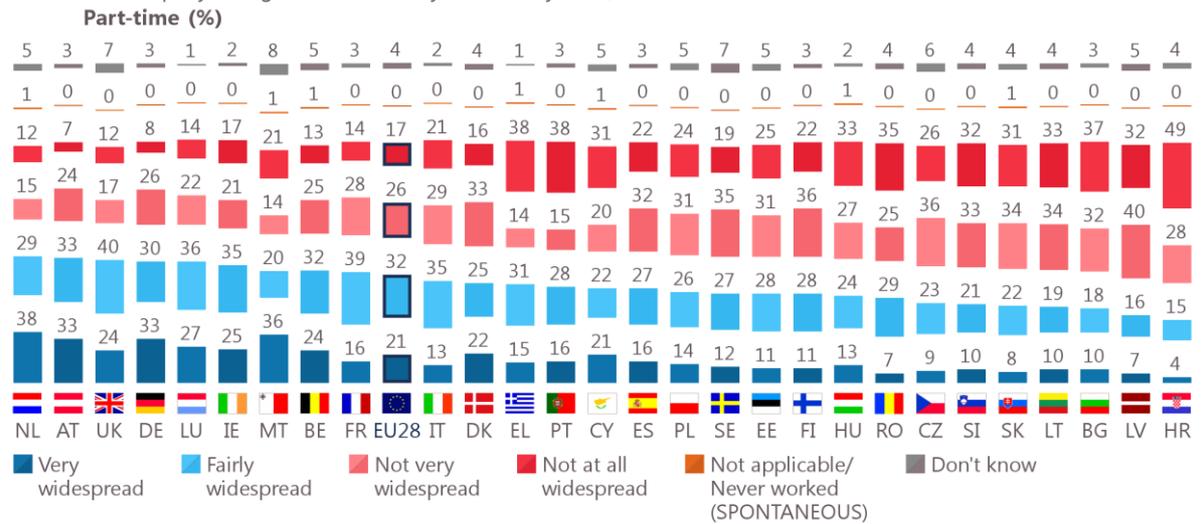
Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

b) Part-time work

National analysis: In nine of the 28 Member States, a majority of respondents say that part-time work is or was widespread in their workplace, ranging from just over half of those polled in France (55%), Belgium and Malta (both 56%) to two thirds in Austria (66%) and the Netherlands (67%). In all countries, only a minority say that part-time work is or was “very widespread”, but this ranges from very few of those polled in Croatia (4%) to over a third in Malta (36%) and the Netherlands (38%).

There are significant country-level differences in the proportions of respondents who say that part-time work is or was “not at all widespread” in their workplace. Less than one in ten respondents give this answer in Austria (7%) and Germany (8%), but in Croatia nearly half (49%) of those polled say that part-time work is or was “not at all widespread”.

Q3T.1 More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.



Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Gender analysis: In 25 of the 28 Member States, the proportion of women who say that part-time work is or was widespread in their workplace is larger than the proportion of men who give this response. In several cases, this difference is substantial, with the largest disparities observed in Germany (30 pp.) and the Netherlands (29 pp.). Only in Poland (6 pp.) does the proportion of men who give this response significantly exceed the proportion of women.

Q3T.1 More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.

Part-time (% - EU - less than 65 years old)

	Total "Widespread"	Men	Women
EU	53	44	60
BE	56	43	68
BG	28	25	32
CZ	32	27	38
DK	47	34	58
DE	63	47	77
EE	39	32	45
IE	60	45	73
EL	46	38	51
ES	43	40	47
FR	55	54	56
HR	19	16	21
IT	48	35	58
CY	43	37	47
LV	23	17	28
LT	29	29	28
LU	63	58	67
HU	37	38	36
MT	56	43	67
NL	67	53	82
AT	66	52	79
PL	40	43	37
PT	44	39	48
RO	36	26	45
SI	31	27	35
SK	30	28	31
FI	39	29	47
SE	39	35	44
UK	64	54	75

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Employees and manual workers are slightly more likely than those without a professional activity to say that part-time work is or was widespread in their place of work (53% vs. 48%), and less likely to say that this form of flexible work arrangement is or was “not at all widespread” (16% vs. 23%).

Q3T.1 More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.

Part-time (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Very widespread	21	18
Fairly widespread	32	30
Not very widespread	27	23
Not at all widespread	16	23
Don't know/ Not applicable/ Never worked	4	6
Total 'Widespread'	53	48
Total 'Not widespread'	43	46

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

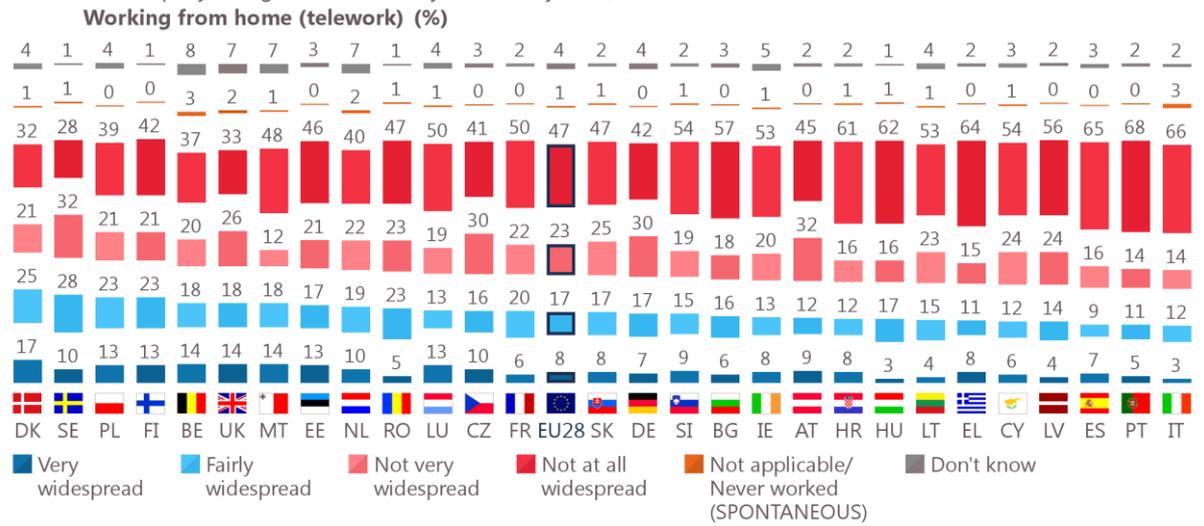
c) Telework

National analysis: In all countries, only a minority of respondents say that working from home is or was a widespread possibility in their place of work. However, there are significant country-level differences. In eight of the 28 Member States, less than a fifth give this answer, but in four cases over a third do, with a particularly large minority of respondents in Denmark (42%) mentioning the availability of the option to work from home.

In all cases less than a fifth of respondents say that this option is “very widespread”. Again, the highest proportion is found in Denmark (17%), followed by Belgium, Malta and the United Kingdom (all 14%). In Hungary and Italy (both 3%) and in Lithuania and Latvia (both 4%) very few respondents say that working from home is or was a “very widespread” option.

There are considerable country-level differences in the proportions of respondents who say that working from home is or was “not at all widespread”. In 14 of the 28 Member States, at least half of respondents give this answer, ranging from half of those polled in France and Luxembourg to two thirds or more in Italy (66%) and Portugal (68%). However, in Sweden (28%), Denmark (32%) and the United Kingdom (33%) no more than a third say that working from home is or was “not at all widespread”.

Q3T.3 More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.



Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Gender analysis: In most countries, the gender differences on this question are not substantial. However, in Belgium (12 pp.), Germany (9 pp.) Luxembourg and Finland (both 8 pp.) men are significantly more likely than women to say that working from home is or was widespread in their workplace, while in Bulgaria (15 pp.) and France (8 pp.) women are more likely to give this answer. In the United Kingdom and Slovakia there are no gender differences.

Q3T.3 More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.

Telework (% - EU - less than 65 years old)

	Total "Widespread"	Men	Women
EU	25	26	25
BE	32	38	26
BG	22	14	29
CZ	26	28	23
DK	42	43	40
DE	24	28	19
EE	30	31	28
IE	21	23	19
EL	19	15	21
ES	16	17	15
FR	26	22	30
HR	20	20	19
IT	15	12	16
CY	18	15	20
LV	18	16	19
LT	19	21	19
LU	26	29	21
HU	20	21	20
MT	32	35	29
NL	29	32	27
AT	21	22	20
PL	36	38	34
PT	16	18	16
RO	28	25	32
SI	24	27	23
SK	25	26	26
FI	36	40	32
SE	38	37	40
UK	32	32	32

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Among respondents who are less than 65 years old, **those who are employees or manual workers are more likely than those without a professional activity to say that working from home is or was a widespread option** in their place of work (27% vs. 20%), and significantly less likely to say that it was “not at all widespread” (44% vs. 57%).

Q3T.3 More precisely, for each of this type of flexible work arrangements, please tell me how widespread or not it is/was in the company or organisation where you currently work/last worked.

Working from home (telework) (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Very widespread	9	6
Fairly widespread	18	14
Not very widespread	25	15
Not at all widespread	44	57
Don't know/ Not applicable/ Never worked	4	8
Total 'Widespread'	27	20
Total 'Not widespread'	69	72

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

2. Perception on flexible work arrangements

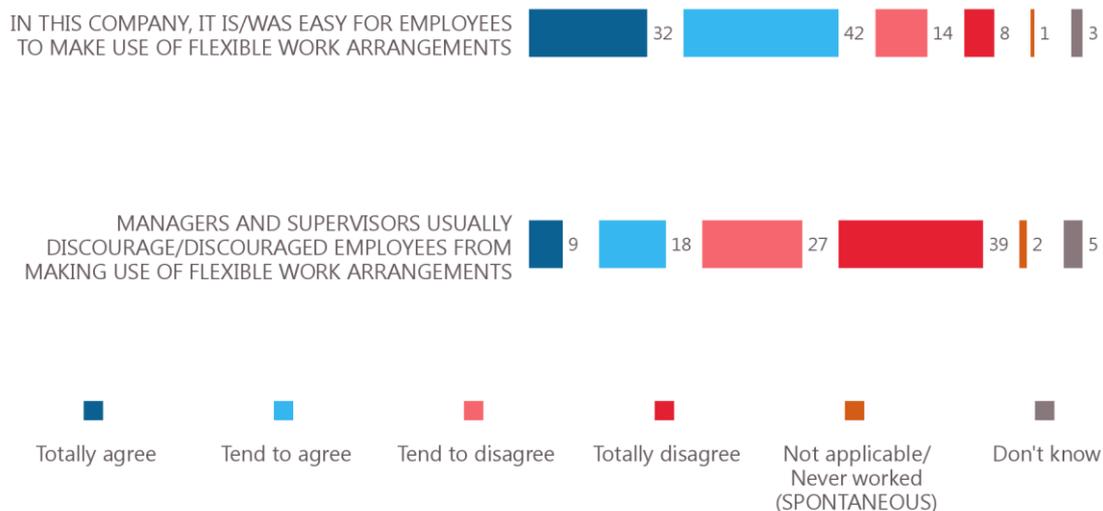
Those respondents who said that flexible work arrangements are available in their current place of work were asked whether they agreed that such arrangements were easy to access, and how those work arrangements were perceived by colleagues and superiors. Those who are not currently in employment were asked the same questions about the perceptions of flexible work arrangements in their last place of work⁶.

Nearly one in three respondents were discouraged from making use of flexible work arrangements

Only under a third (32%) “totally agree” that it is or was **easy or relatively easy for them to make use of flexible work arrangements**, while just over four in ten (42%) “tend to agree”. Just over a fifth (22%) disagree that this was easy, with just under one in ten (8%) totally disagreeing with this statement.

However, nearly one in three respondents (27%) agree with the statement that **managers and supervisors discourage or discouraged employees from making use of flexible work arrangements**. Nearly one in ten (9%) “totally agree” with this statement, while nearly four in ten (39%) “totally disagree”.

Q4T Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you currently work/last worked.
(% - EU)



Base: all employees, manual workers or without a professional activity who have / had flexible work arrangements in their company (N=12,918)

Among respondents aged less than 65, the proportions of respondents who agree or disagree to various extents with this question do not differ significantly from those among the entire set of respondents: 76% agree that in their company it is/was easy for employees to make use of flexible work arrangements (with 32% totally agreeing), while 22% disagree (with 7% totally disagreeing).

⁶ Q4T. Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you currently work/last worked.

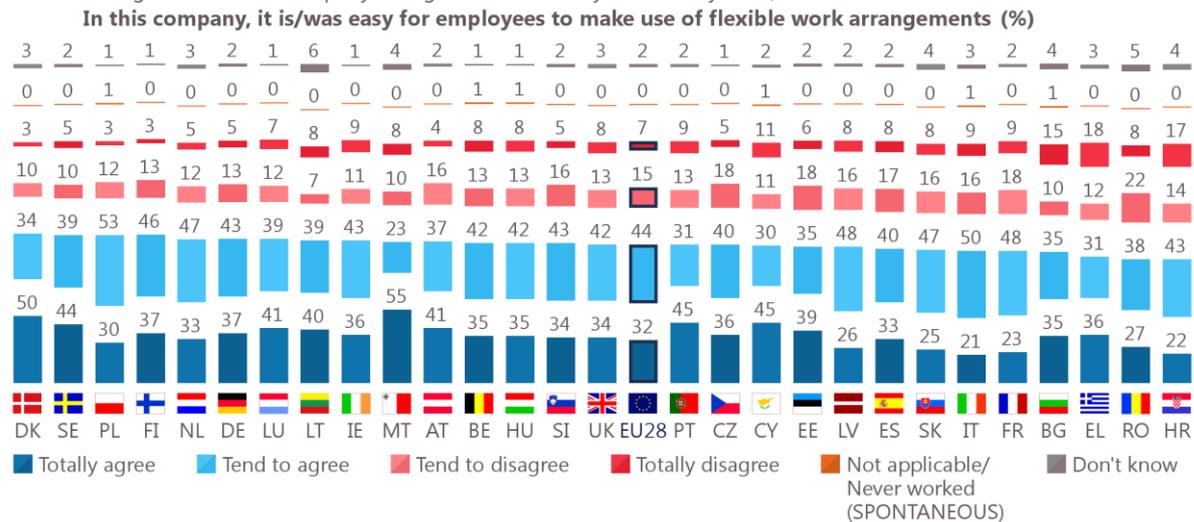
Nearly three in ten (28%) agree that managers and supervisors usually discourage employees from making use of flexible work arrangements (with 9% totally agreeing), while 67% disagree (with 39% totally disagreeing).

a) Easy for employees to make use of flexible work arrangements?

National analysis: In all countries, a majority of respondents aged less than 65 agree that it is or was easy or relatively easy for employees to make use of flexible work arrangements. This varies from under two thirds of those polled in Croatia and Romania (both 65%) to over eight in ten respondents in Finland, Poland and Sweden (all 83%) and Denmark (84%). Malta is the only country in which a majority of respondents “totally agree” with this statement (55%), as do half of those polled in Denmark. Elsewhere, the proportion giving this response varies from less than a quarter of those polled in Italy (21%), Croatia (22%) and France (23%) to over four in ten respondents in Sweden (44%), and Cyprus and Portugal (both 45%). There is a similar pattern among those who “tend to agree”: just over half (53%) of respondents in Poland, and half in Italy give this answer, compared with less than a quarter of those polled in Malta (23%).

In all but four countries less than one in ten “totally disagree” that it is or was easy for them to make use of flexible work arrangements. However, in Greece (18%) and Croatia (17%) nearly a fifth of respondents give this answer, followed by 15% of those polled in Bulgaria. At the other end of the scale, very few respondents in Denmark, Finland and Poland (all 3%) “totally disagree”. There are fewer country level differences in the proportions of those who tend to disagree with this statement.

Q4T.1 Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you currently work/last worked.



Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Gender analysis: In most countries there is only a slight gender difference in the proportion of respondents aged less than 65 who agree that it was easy to make use of flexible work arrangements. The most significant exceptions are Greece (12 pp.), Estonia (8 pp.) and Spain (7 pp.), where women are more likely to give this answer, and Latvia (8 pp.) and Finland and Poland (both 7 pp.) where men are more likely to express agreement.

- Q4T.1** Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you currently work/last worked.
- In this company, it is/was easy for employees to make use of flexible work arrangements (% - EU - less than 65 years old)**

	Total "Agree"	Men	Women
EU	76	76	76
BE	77	78	78
BG	70	70	71
CZ	76	77	74
DK	84	86	83
DE	80	81	80
EE	74	70	78
IE	79	82	76
EL	67	60	72
ES	73	69	76
FR	71	71	72
HR	65	62	67
IT	71	68	74
CY	75	78	74
LV	74	78	70
LT	79	81	77
LU	80	80	81
HU	77	79	75
MT	78	76	78
NL	80	82	77
AT	78	76	79
PL	83	86	79
PT	76	78	73
RO	65	66	64
SI	77	79	75
SK	72	72	72
FI	83	87	80
SE	83	85	80
UK	76	77	75

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Those who are currently in employment (78%) are more likely than those who are currently without a professional activity (70%) to agree that it is or was easy for employees to make use of flexible work arrangements in their workplace.

Q4T.1 Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you currently work/last worked.

In this company, it is/was easy for employees to make use of flexible work arrangements (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	33	31
Tend to agree	45	39
Tend to disagree	14	15
Totally disagree	6	11
Don't know/ Not applicable/ Never worked	2	4
Total 'Agree'	78	70
Total 'Disagree'	20	26

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

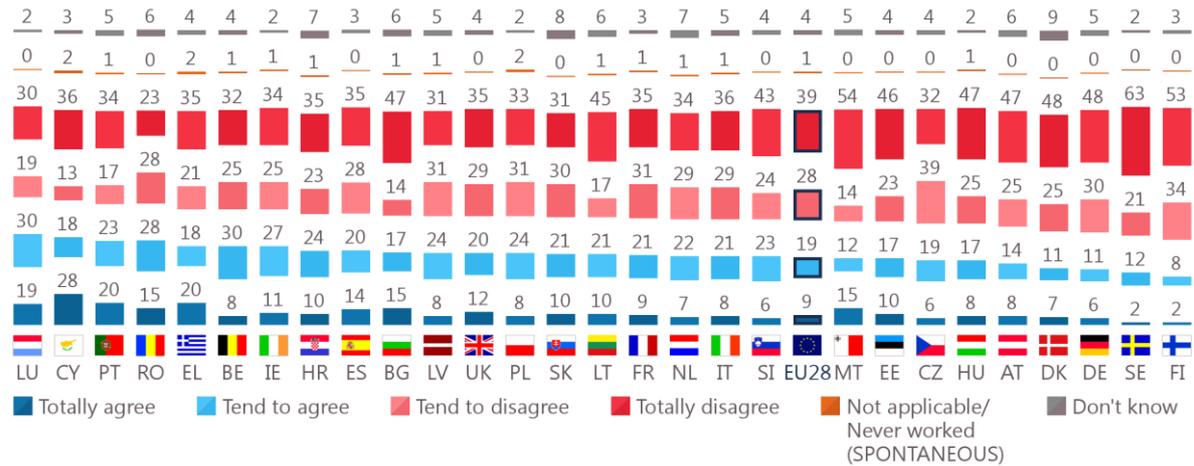
b) Managers and supervisors discouraging employees from making use of flexible work arrangements?

National analysis: In 23 EU Member States, at least a quarter of respondents aged less than 65 agree that managers and supervisors usually discourage or discouraged employees from making use of flexible work arrangements. However, there are significant differences, ranging from only one in ten of those polled in Finland to nearly half of respondents in Cyprus (46%) and Luxembourg (49%). Cyprus stands out for the particularly high proportion of respondents who “totally agree” with this statement, with nearly three in ten (28%) giving this response. With the exception of Greece and Portugal (both 20%), elsewhere less than a fifth of those polled give this response, with particularly low levels observed in Finland and Sweden (both 2%).

There are substantial differences in the proportions of respondents who “totally disagree” that managers and supervisors discourage, or discouraged, the use of flexible work arrangements. Sweden (63%) stands out for a particularly high proportion of respondents who give this answer, followed by Malta (54%) and Finland (53%). Elsewhere, a minority “totally disagree”, but this varies from less than a quarter (23%) of those polled in Romania to nearly half in Germany and Denmark (both 48%).

Q4T.2 Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you currently work/last worked.

Managers and supervisors usually discourage/discouraged employees from making use of flexible work arrangements (%)



Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Gender analysis: Among those who are aged less than 65, the country-level gender differences are minimal in most cases. The clearest exception is Cyprus, where the proportion of men who agree that managers and supervisors discouraged employees from making use of flexible work arrangements exceeds the proportion of women who give this answer by 17 pp. In the United Kingdom (11 pp.) and the Netherlands (9 pp.) there is also a significantly higher proportion of men who give this answer. By contrast, in Malta (10 pp.) the proportion of women who agree with this question significantly exceeds the proportion of men.

Q4T.2 Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you currently work/last worked.

Managers and supervisors usually discourage/discouraged employees from making use of flexible work arrangements (% - EU - less than 65 years old)

	Total "Agree"	Men	Women
EU	28	29	27
BE	38	41	36
BG	32	34	29
CZ	25	22	26
DK	18	20	16
DE	17	13	21
EE	27	31	23
IE	38	37	38
EL	38	36	40
ES	34	36	33
FR	30	28	32
HR	34	35	33
IT	29	34	26
CY	46	56	39
LV	32	28	35
LT	31	32	30
LU	49	48	50
HU	25	28	22
MT	27	22	32
NL	29	34	25
AT	22	19	24
PL	32	33	31
PT	43	42	43
RO	43	40	46
SI	29	31	27
SK	31	34	27
FI	10	14	8
SE	14	13	15
UK	32	37	26

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Those without a professional activity (32%) are slightly more likely than those who are employees (27%) to agree that managers and supervisors usually discourage or discouraged employees in their place of work from making use of flexible work arrangements.

Q4T.2 Please tell me to what extent you agree or disagree with the following statements regarding the flexible work arrangements in the company or organisation where you currently work/last worked.

Managers and supervisors usually discourage/discouraged employees from making use of flexible work arrangements (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	8	13
Tend to agree	19	19
Tend to disagree	29	25
Totally disagree	39	36
Don't know/ Not applicable/ Never worked	5	7
Total 'Agree'	27	32
Total 'Disagree'	68	61

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

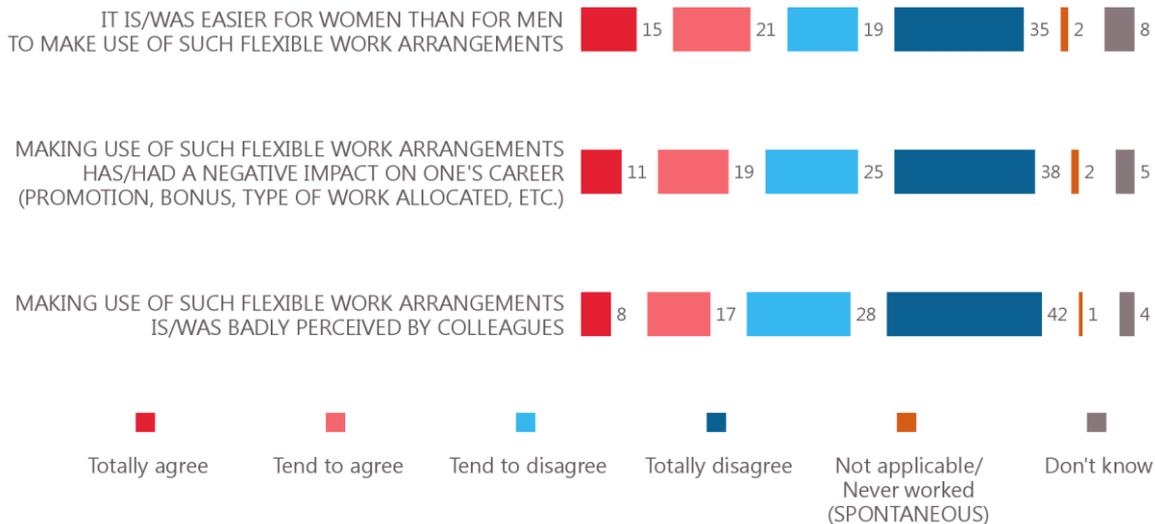
Only a minority of respondents agree that flexible work arrangements are or were negatively perceived, but this varies significantly by country

Just over a third (36%) of respondents agree that it is, or was, easier for women than for men to make use of flexible work arrangements⁷. Just over a fifth (21%) “tend to agree” with this, while less than a fifth (15%) “totally agree”. A significant minority of respondents “totally disagree”: over a third (35%) give this answer, and just under a fifth (19%) “tend to disagree”.

Slightly fewer agree that making use of flexible work arrangements has, or had, a negative impact on their career. Three in ten give this response, with just over one in ten (11%) totally agreeing. Just under two thirds (63%) disagree with this statement, and nearly four in ten (38%) “totally disagree”.

A quarter of those polled agree that making use of flexible work arrangements is or was badly perceived by colleagues, but less than one in ten (8%) “totally agree” with this. Seven in ten respondents disagree with this statement, with over four in ten (42%) totally disagreeing.

Q5T Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.
(% - EU)



Base: all employees, manual workers or without a professional activity who have / had flexible work arrangements in their company (N=12,918)

Among those respondents who have less than 65 years of age, just over a third (34%) of respondents agree that it is or was easier for women than for men to make use of flexible work arrangements, while nearly six in ten (58%) disagree. Just over one in ten (13%) “totally agree”, and just over a fifth (21%) “tend to disagree”, while the largest proportion of respondents “totally disagree” (37%).

The proportions of respondents aged less than 65 who say that **making use of flexible work arrangements had a negative impact on one's career** (31% vs. 64%) or **was badly**

⁷ Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you work/ last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.

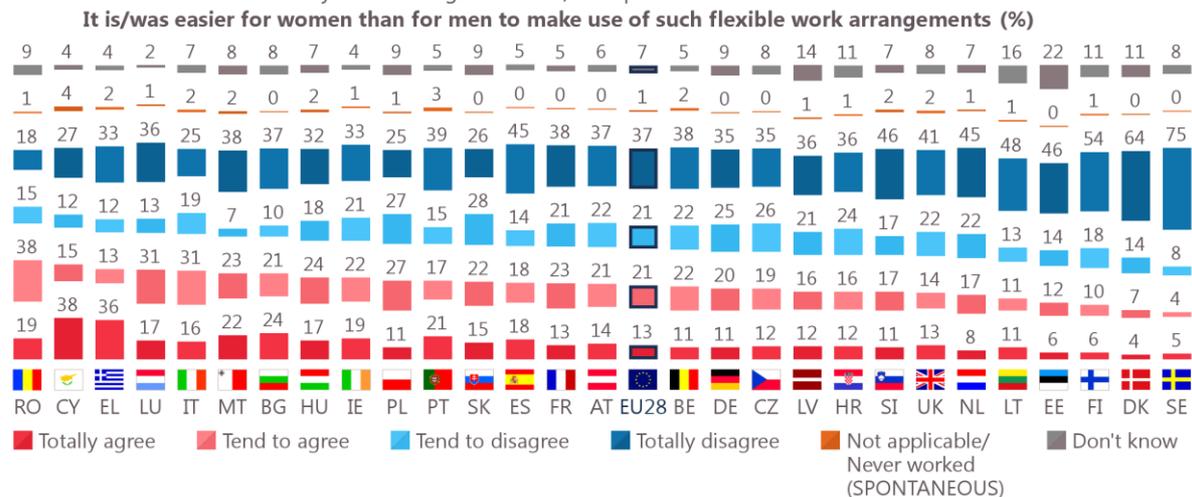
perceived by colleagues (26% agree vs. 71%) are close to the proportions of respondents overall who give this answer.

a) Easier for women to make use of flexible work arrangements?

National analysis: There are significant country-level differences in the proportions of respondents aged less than 65 who agree that it is or was easier for women than men to make use of flexible work arrangements such as the ones mentioned in the survey. In two cases, more than half of respondents agree that it is or was easier for women to make use of flexible work arrangements: these are respondents in Romania (57%) and Cyprus (53%). In all other countries, a minority of respondents give this answer, but this varies from nearly half of those polled in Greece (49%), Luxembourg (48%) and Italy (47%) to around one in ten respondents in Sweden (9%) and Denmark (11%). In all but two countries, less than a quarter of respondents “totally agree” with this statement. The exceptions are Greece (36%) and Cyprus (38%).

The proportion of respondents who “totally disagree” with this statement is particularly high in Sweden (75%), Denmark (64%) and Finland (54%). Elsewhere, less than half of respondents “totally disagree”, ranging from nearly half (48%) in Lithuania to less than a fifth (18%) in Romania.

Q5T.3 Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.



Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Gender analysis: In several countries, there are substantial gender differences on this question among those aged less than 65. In Hungary (17 pp.), Slovakia (15 pp.), Portugal (14 pp.) and Cyprus (12 pp.) the proportion of women who say that it is or was easier for women than men to make use of such flexible work arrangements significantly exceeds the proportion of men who agree with this statement. Conversely, men are much more likely to give this response in Luxembourg and Belgium (both 11 pp.) and Italy (9 pp.).

Q5T.3 Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.

It is/was easier for women than for men to make use of such flexible work arrangements (% - EU - less than 65 years old)

	Total "Agree"	Men	Women
EU	34	32	35
BE	33	38	27
BG	45	42	48
CZ	31	30	32
DK	11	12	10
DE	31	29	34
EE	18	21	16
IE	41	37	43
EL	49	48	51
ES	36	34	38
FR	36	35	36
HR	28	27	30
IT	47	52	43
CY	53	46	58
LV	28	25	30
LT	22	20	25
LU	48	54	43
HU	41	31	48
MT	45	47	44
NL	25	26	23
AT	35	36	34
PL	38	32	43
PT	38	31	45
RO	57	55	59
SI	28	30	26
SK	37	29	44
FI	16	14	18
SE	9	11	5
UK	27	27	29

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Those who are currently working are somewhat less likely to agree that it is or was easier for women than for men to make use of flexible work arrangements. Just a third (33%) of the employees or manual workers hold this view, compared with nearly four in ten (38%) of those who have no professional activity. Only just over one in ten (12%) of current employees “totally agree”, compared with nearly a fifth (18%) of those without a professional activity.

Q5T.3 Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.

It is/was easier for women than for men to make use of such flexible work arrangements (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	12	18
Tend to agree	21	20
Tend to disagree	22	16
Totally disagree	37	34
Don't know/ Not applicable/ Never worked	8	12
Total 'Agree'	33	38
Total 'Disagree'	59	50

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

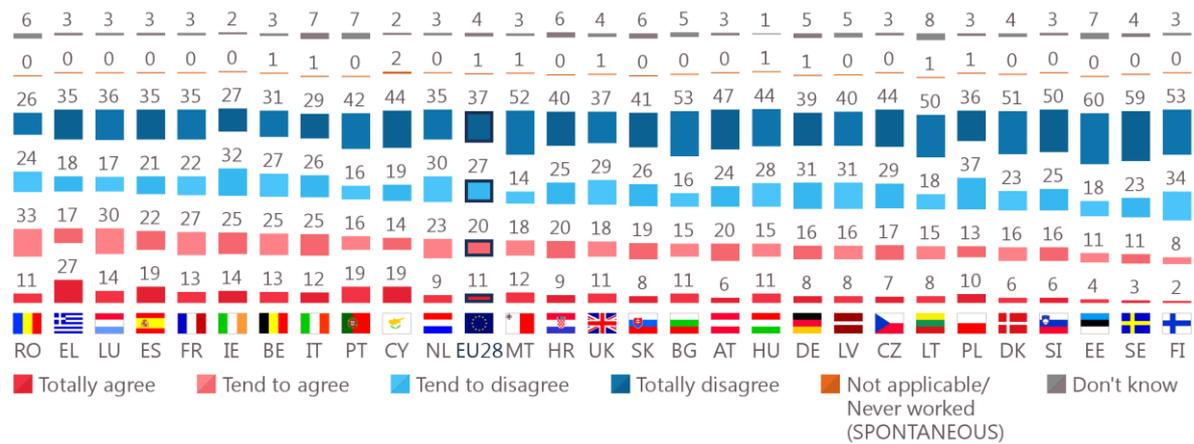
b) Making use of flexible work arrangements: a negative impact on one's career?

National analysis: In all countries a minority of respondents agree that making use of flexible work arrangements has or had a negative impact on one's career, but this ranges from just one in ten (10%) of those surveyed in Finland to over four in ten respondents in Greece, Luxembourg and Romania (all 44%). In all but one country, less than a fifth of respondents “totally agree” that flexible work arrangements can damage one's career, with the exception being Greece, where over a quarter (27%) hold this view.

In several countries, a substantial proportion of respondents “totally disagree” with this statement, and in all but three instances a larger proportion give this answer than any of the alternatives. In six cases a majority of respondents “totally disagree”, with the highest proportions found in Estonia (60%) and Sweden (59%), and in Lithuania and Slovenia half of those polled “totally disagree”. Only in four cases do less than a third of those polled share this view: these are Romania (26%), Ireland (27%), Italy (29%) and Belgium (31%).

Q5T.2 Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.

Making use of such flexible work arrangements has/had a negative impact on one's career (promotion, bonus, type of work allocated, etc.) (%)



Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Gender analysis: There are several countries in which the gender difference in response to this question is significant. In France (14 pp.), Portugal (12 pp.) and Poland and Germany (both 11 pp.) the proportion of women who agree that making use of flexible working arrangements has or has had a negative impact on one's career significantly outweighs the proportion of men who agree with this statement. On the other hand, men are more likely than women to express agreement in Cyprus (13 pp.) and Croatia (7 pp.).

Q5T.2 Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.

Making use of such flexible work arrangements has/had a negative impact on one's career (promotion, bonus, type of work allocated, etc.) (% - EU - less than 65 years old)

	Total "Agree"	Men	Women
EU	31	28	34
BE	38	40	35
BG	26	27	24
CZ	24	21	26
DK	22	19	25
DE	24	19	30
EE	15	13	17
IE	39	35	41
EL	44	40	48
ES	41	40	43
FR	40	32	46
HR	29	32	25
IT	37	39	37
CY	33	40	27
LV	24	27	23
LT	23	24	21
LU	44	42	47
HU	26	24	28
MT	30	30	30
NL	32	33	31
AT	26	25	28
PL	23	18	29
PT	35	28	40
RO	44	40	48
SI	22	23	21
SK	27	28	26
FI	10	9	10
SE	14	15	13
UK	29	29	30

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Where overall agreement is concerned, there is little difference in the proportions of those in employment (31%) or without a professional activity (33%) agreeing that making use of flexible work arrangements has or had a negative impact on one's career. However, employees are slightly more likely than those without a professional activity to disagree (65%, compared with 60%), while those not currently working are slightly more likely to say that they "totally agree" (15%, compared with 10%).

Q5T.2 Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.

Making use of such flexible work arrangements has/had a negative impact on one's career (promotion, bonus, type of work allocated, etc.) (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	10	15
Tend to agree	21	18
Tend to disagree	28	22
Totally disagree	37	38
Don't know/ Not applicable/ Never worked	4	7
Total 'Agree'	31	33
Total 'Disagree'	65	60

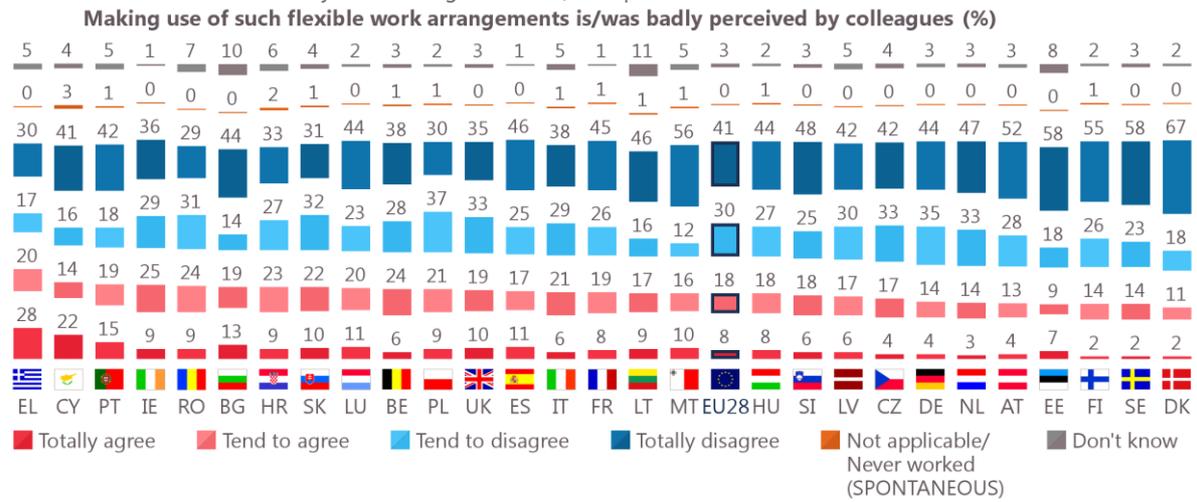
Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

c) Making use of flexible work arrangements: badly perceived by colleagues?

National analysis: In Greece, nearly half (48%) of those polled agree that making use of flexible work arrangements is or was badly perceived by colleagues, as do over a third of respondents in Cyprus (36%), and Portugal and Ireland (both 34%). Elsewhere, up to a third agree with this statement, and in ten Member States less than a quarter hold this view. Greece (28%) again stands out for the high proportion of respondents who "totally agree" with this statement, and in Cyprus over a fifth (22%) also hold this view. Elsewhere, less than a fifth of those polled "totally agree".

There is significant variation in the proportions of respondents who "totally disagree" that using flexible work arrangements is badly perceived by colleagues. In six Member States a majority of respondents hold this view, with the highest proportions found in Denmark (67%), and Sweden and Estonia (both 58%). In all but four of the remaining countries, at least a third "totally disagree": the exceptions are Romania (29%), Greece and Poland (both 30%) and Slovakia (31%).

Q5T.1 Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.



Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Gender analysis: There are several gender differences between countries on this question. In Portugal (12 pp.), Hungary (11 pp.), and Austria and Luxembourg (both 9 pp.) women are significantly more likely than men to agree that making use of flexible work arrangements is or was badly perceived by colleagues. Conversely, men are significantly more likely to agree with this statement in Cyprus (13 pp.) and the Netherlands (9 pp.).

Q5T.1 Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.
Making use of such flexible work arrangements is/was badly perceived by colleagues (% - EU - less than 65 years old)

	Total "Agree"	Men	Women
EU	26	24	27
BE	30	29	31
BG	32	32	32
CZ	21	19	22
DK	13	9	17
DE	18	14	21
EE	16	19	12
IE	34	30	36
EL	48	45	50
ES	28	26	29
FR	27	24	29
HR	32	36	29
IT	27	27	29
CY	36	44	31
LV	23	23	22
LT	26	30	23
LU	31	26	35
HU	26	20	31
MT	26	26	26
NL	17	21	12
AT	17	13	22
PL	30	27	35
PT	34	28	40
RO	33	28	37
SI	24	21	26
SK	32	32	32
FI	16	13	19
SE	16	15	17
UK	29	31	27

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

Employees (24%) are somewhat less likely than those without a professional activity (30%) to agree that making use of flexible work arrangements is or was badly perceived by colleagues, and somewhat more likely to disagree (73%, compared with 64%).

Q5T.1 Regardless if you personally use/used, or not, these flexible work arrangements in the company or organisation where you currently work/last worked, please tell me to what extent you agree or disagree with the following statements about the way these arrangements are/were perceived.

Making use of such flexible work arrangements is/was badly perceived by colleagues (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	7	11
Tend to agree	17	19
Tend to disagree	31	27
Totally disagree	42	37
Don't know/ Not applicable/ Never worked	3	6
Total 'Agree'	24	30
Total 'Disagree'	73	64

Base: all employees, manual workers or without a professional activity less than 65 years old who have / had flexible work arrangements in their company (N=10,173)

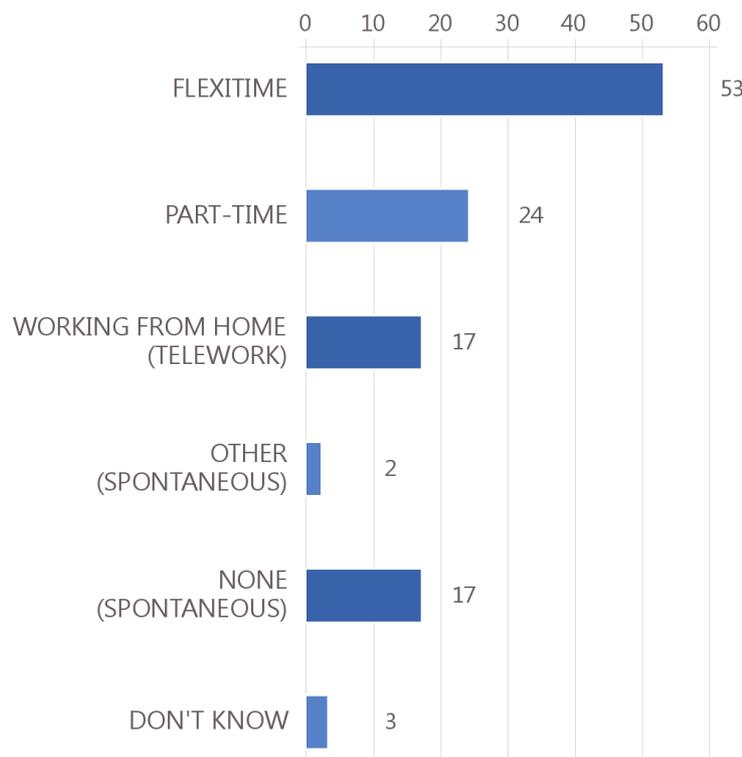
3. Preferred flexible work arrangements

Respondents who do not have flexible work arrangements in their company were asked which of these arrangements they would like to make use of if this were or had been possible. This question was also asked of those who are not currently in employment, in reference to their previous place of employment⁸.

Flexitime is the preferred option among those who do or did not have access to flexible work arrangements

Over half (53%) of respondents say that if they could have access to flexible work arrangements, they would opt for flexitime. This is by far the most popular option, with less than a quarter (24%) mentioning part-time work and less than a fifth (17%) opting for working from home. Very few (2%) mention *spontaneously* other forms of flexible work arrangement, while nearly a fifth (17%) *spontaneously* said that they would not opt for any of these possibilities.

Q6T If you could/could have done it, which of the following flexible work arrangements would you like/have liked to use personally?
(MULTIPLE ANSWERS POSSIBLE)
(% - EU)



Base: all employees, manual workers or without a professional activity who don't / didn't have flexible work arrangements in their company (N= 7,622)

⁸ Q6T. If you could/could have done it, which of the following flexible work arrangements would you like/have liked to use personally?

Respondents aged less than 65 are slightly more likely than respondents overall to mention flexitime as a desirable form of flexible work arrangement, with nearly six in ten (58%) selecting this option. There are no substantial differences in the other cases.

National analysis: With the exception of Luxembourg (39%), **flexitime** is the most popular option in all EU Member States. In 18 countries, a majority of those who do not have, or did not have, access to flexible work arrangements mention flexitime as one of their preferred options, and it is particularly popular in Poland (72%), Spain (71%) and the Netherlands (70%). It is mentioned by considerably fewer respondents in Italy (33%), and Denmark and Estonia (both 36%), although it is still the most popular choice in these countries.

Part-time work is the option most frequently mentioned in Luxembourg, where over half (51%) of those polled give this answer, closely followed by Ireland (46%). However, in 21 Member States less than a third mention part-time work, ranging from just under a third in Denmark and Slovenia (both 31%) to only one in ten of those polled in Romania, where it is the least frequently mentioned choice. In 12 of the 28 Member States, part-time work is mentioned by the lowest proportion of respondents.

In all but six Member States, no more than a quarter of respondents mention **working from home**. The largest proportions of respondents who mention this option are found in France, Malta and the United Kingdom (all 29%), where just under three in ten give this response. In 16 countries, this is the least popular of the three options, but it is nevertheless mentioned by at least one in ten respondents, with the exception of Poland, where just under one in ten (9%) say they would like to have the opportunity to use this form of flexible work arrangement.

Q6T If you could/could have done it, which of the following flexible work arrangements would you like/have liked to use personally?
(MULTIPLE ANSWERS POSSIBLE)
(%)

		Flexitime	Part-time	Working from home (telework)	Other (SPONTANEOUS)	None (SPONTANEOUS)	Don't know
EU28		58	25	20	2	11	2
BE		47	37	18	2	18	1
BG		38	17	27	3	15	5
CZ		66	15	22	2	13	1
DK		36	31	16	0	28	9
DE		54	36	16	4	14	1
EE		36	15	19	6	26	9
IE		52	46	17	1	7	1
EL		52	16	22	0	24	1
ES		71	18	19	1	3	0
FR		58	33	29	2	10	1
HR		55	13	18	3	17	3
IT		33	26	23	3	17	1
CY		62	12	19	1	13	1
LV		62	16	19	2	10	1
LT		51	18	14	3	20	7
LU		39	51	27	2	10	3
HU		44	14	15	1	25	5
MT		45	11	29	2	15	9
NL		70	28	20	1	3	4
AT		58	35	16	1	12	2
PL		72	17	9	1	4	2
PT		63	15	13	1	9	4
RO		63	10	19	3	14	2
SI		46	31	26	1	12	2
SK		53	26	13	3	8	3
FI		57	36	20	2	8	4
SE		48	28	16	1	13	6
UK		68	28	29	4	10	4

Highest percentage per country

Lowest percentage per country

Highest percentage per item

Lowest percentage per item

Base: all employees, manual workers or without a professional activity less than 65 years old who don't / didn't have flexible work arrangements in their company (N= 4,936)

Gender analysis: Bases are too small to make a gender analysis at the national level.

Flexitime is more popular among those who are currently in employment. Six in ten respondents who are in work but do not currently have access to flexible work arrangements say they would like to use flexitime, compared with 54% of those who currently have no professional activity. On the other hand, those without a professional activity are more likely to express a preference for part-time employment (30% vs. 22%). There is no significant difference in the case of working from home.

Q6T If you could/could have done it, which of the following flexible work arrangements would you like/have liked to use personally?
(MULTIPLE ANSWERS POSSIBLE)
(% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Flexitime	60	54
Part-time	22	30
Working from home (telework)	20	19
Other (SPONTANEOUS)	2	2
None (SPONTANEOUS)	12	10
Don't know	2	2

Base: all employees, manual workers or without a professional activity less than 65 years old who don't / didn't have flexible work arrangements in their company (N= 4,936)

4. Impact on career choices

The final question in this chapter of the report concerns the impact of flexible work arrangements on career choices⁹. Depending on whether respondents were employed, unemployed but not retired, or working part time, they were asked to respond to a different scenario about the impact of these arrangements.

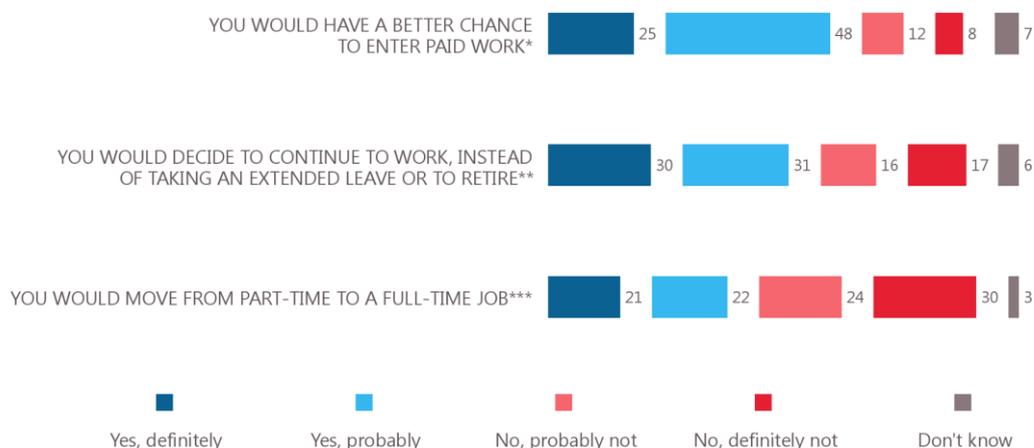
A majority of respondents without a professional activity (except retired) think they would have a better chance of entering paid work or would continue to work and more than four out of ten would move from part-time to full-time

Nearly three quarters (73%) of respondents who are currently unemployed say that flexible work arrangements would give them a better chance to enter paid work. A quarter say that this would “definitely” improve their chances, while less than one in ten (8%) think that it would “definitely” not improve their chances.

Just over six in ten (61%) of all respondents say that the availability of flexible work arrangements would enable them to continue working, instead of taking extended leave or retiring. Equal proportions of respondents say that this would “definitely” (30%) or “probably” (31%) enable them to continue working. A third say that the availability of flexible work arrangements would not persuade them to stay in work for longer, with equal proportions of respondents saying that it would “probably not” (16%) or “definitely not” (17%) persuade them.

More than four out of ten (43%) of those who are currently in part-time employment say that the availability of flexible work arrangements would persuade them to switch to full-time work. Just over a fifth (21%) say that they would “definitely” make this change, and a similar proportion (22%) say that they would “probably” do so. On the other hand, three in ten say that they would “definitely not” do this, and nearly a quarter (24%) would “probably not”.

Q7 Let's now discuss how these flexible work arrangements could impact your career choices. Imagine now that the use of flexible work arrangements was very common in the job market, do you think that:
(% - EU)



⁹ Q7. Let's now discuss how these flexible work arrangements could impact your career choices. Imagine now that the use of flexible work arrangements was very common in the job market, do you think that:

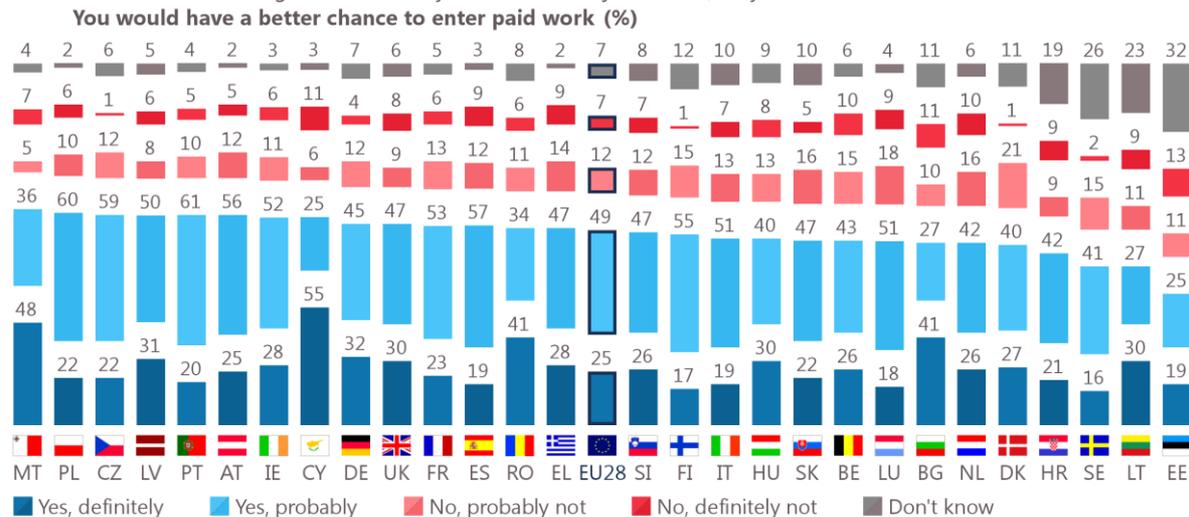
Base: *all respondents who are not working - except retired (N=5,508); **all respondents (N=26,582); ***all respondents who are working part-time (N=3,038)

On each of these questions, there are no significant differences between the proportions of respondents aged less than 65 and the proportion of respondents overall.

a) Would have a better chance to enter paid work?

National analysis: In all but one of the 28 Member States, a majority of respondents say that flexible work arrangements would give them a better chance to enter paid work, and in 24 of them over two thirds give this answer. Estonia (44%) stands out for the low proportion of respondents who think flexible work arrangements would improve their chances of gaining employment. There are significant differences in the proportions of respondents who think that their prospects would “definitely” be improved, ranging from less than a fifth in Sweden (16%), Finland (17%) and Luxembourg (18%) to over half of those polled in Cyprus (55%) and just under half of respondents in Malta (48%).

Q7.1 Let's now discuss how these flexible work arrangements could impact your career choices. Imagine now that the use of flexible work arrangements was very common in the job market, do you think that:



Base: all respondents less than 65 years old who are not working - except retired (N=5,173)

Gender analysis: Bases are too small to make a gender analysis at the national level.

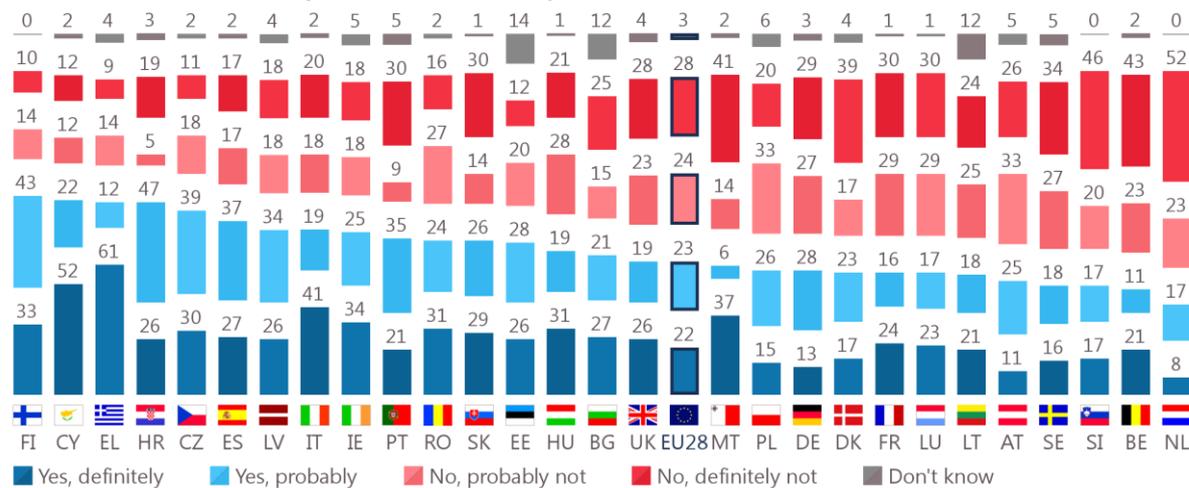
b) Would move from part-time to full-time job?

National analysis: There are substantial country-level differences in the proportions of those who think that they would move from a part-time to a full-time job if flexible work arrangements were available. In 14 of the 28 Member States at least half of respondents give this answer, ranging from half (50%) of those surveyed in Hungary to over three quarters (76%) of respondents in Finland, and nearly as many in Greece and Croatia (both 73%) and Cyprus (74%). On the other hand, only a quarter of respondents in the Netherlands think that flexible work arrangements would enable them to take on a full-time job. The differences are even wider among those who think that this would “definitely” enable them to move from part-time to full-time work: in Greece (61%) and Cyprus (52%) over half of those polled give this response, compared with less than one in ten (8%) in the Netherlands.

There is also substantial variation among those who think that flexible work arrangements would “definitely not” make it easier for them to move from a part-time to a full-time job. In all but one country, only a minority of respondents think this, but this ranges from less than one in ten (9%) of those polled in Greece to nearly half (46%) of respondents in Slovenia. The Netherlands stands out as the only country in which a majority of respondents think that flexible work arrangements would “definitely not” enable them to shift from part-time to full-time work, with just over half (52%) giving this answer.

Q7.2 Let's now discuss how these flexible work arrangements could impact your career choices. Imagine now that the use of flexible work arrangements was very common in the job market, do you think that:

You would move from part-time to a full-time job (%)



Base: all respondents less than 65 years who are working part-time (N=2,891)

Gender analysis: Bases are too small to make a gender analysis at the national level.

c) Would continue to work instead of taking extended leave or retiring?

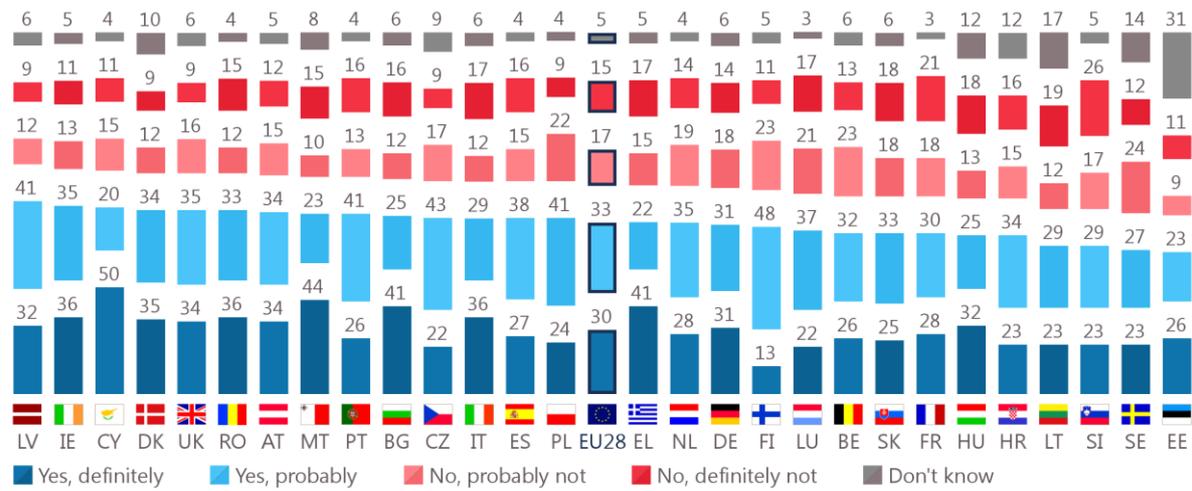
National analysis: In all but one of the 28 Member States, at least half of respondents say that if flexible work arrangements were available they would continue to work instead of taking extended leave or retiring, and even in Estonia (49%) the proportion is very close to half of those polled. In Cyprus (70%), Ireland (71%) and Latvia (73%) seven in ten or more of those polled give this answer.

There are more significant differences among those who say that the introduction of flexible work arrangements would “definitely” mean they worked for longer. In most cases, this is between a fifth and four in ten of those polled, but in Cyprus half give this response, compared with only just over one in ten (13%) of respondents in Finland.

In all cases only a minority of those polled say that they would not continue to work, ranging from around a fifth in Estonia (20%), Denmark and Latvia (both 21%) to over four in ten in Slovenia (43%). In most cases, less than a quarter say they would “definitely not” continue to work in these circumstances; the exception is Slovenia (26%).

Q7.3 Let's now discuss how these flexible work arrangements could impact your career choices. Imagine now that the use of flexible work arrangements was very common in the job market, do you think that:

You would decide to continue to work, instead of taking an extended leave or to retire (%)



Base: all respondents less than 65 years (N= 20,447)

Gender analysis: In 24 of the 28 Member States, a larger proportion of women than men say that they would continue to work if flexible work arrangements were available, with the largest differences found in Estonia (10 pp.) and Ireland (11 pp.). Only in Lithuania (5 pp.), Sweden (4 pp.) and Germany (1 pp.) does the proportion of men who give this response significantly exceed the proportion of women who do, while in Denmark there is no difference at all.

Q7.3 Let's now discuss how these flexible work arrangements could impact your career choices. Imagine now that the use of flexible work arrangements was very common in the job market, do you think that:

You would decide to continue to work, instead of taking an extended leave or to retire (% - EU - less than 65 years old)

	Total "Yes"	Men	Women
EU	63	61	66
BE	58	55	62
BG	66	61	70
CZ	65	62	69
DK	69	69	69
DE	62	63	62
EE	49	43	53
IE	71	66	77
EL	63	60	66
ES	65	63	67
FR	58	53	62
HR	57	55	59
IT	65	63	66
CY	70	66	72
LV	73	70	77
LT	52	54	49
LU	59	57	59
HU	57	54	59
MT	67	64	70
NL	63	62	63
AT	68	67	68
PL	65	61	69
PT	67	64	70
RO	69	66	72
SI	52	48	55
SK	58	55	59
FI	61	60	63
SE	50	52	48
UK	69	64	73

Base: all respondents less than 65 years (N= 20,447)

III. FAMILY LEAVE

The third chapter of this report examines respondents' experiences of paternity and parental leave, reasons for not taking parental leave, factors that would encourage fathers to do so, workplace perceptions of family leave, and the impact of family leave on respondents' salaries.

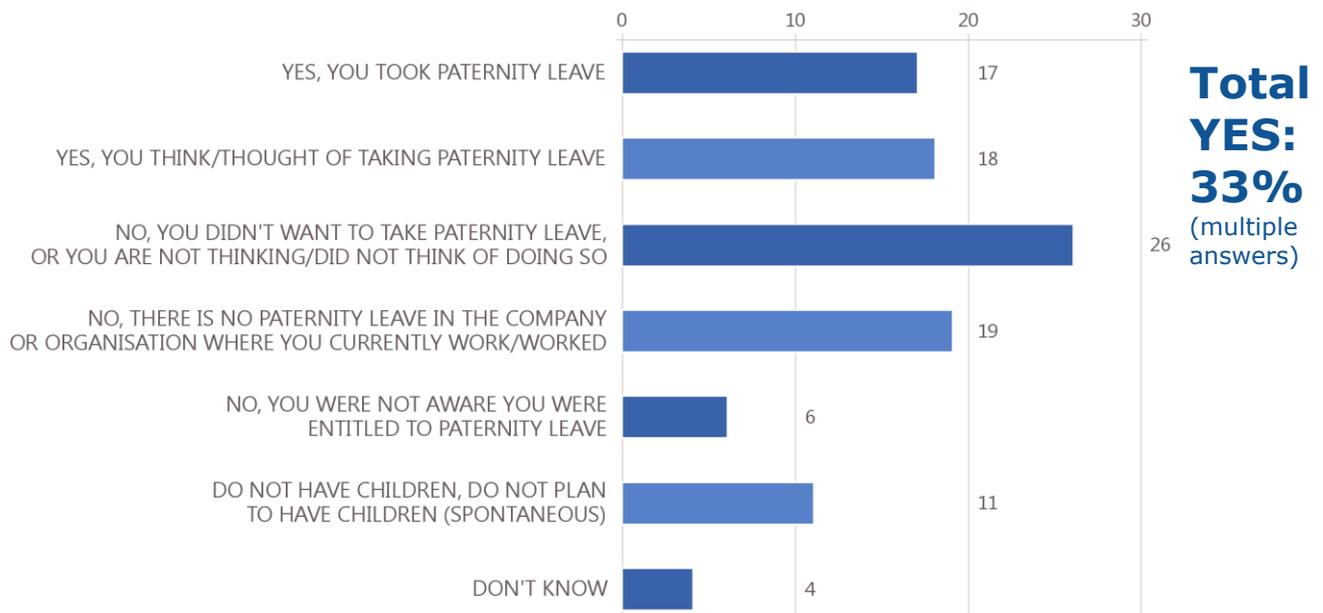
1. Taking paternity leave

Male respondents who are employees or manual workers were asked if they had already taken, or were thinking of taking, paternity leave. This question was repeated for those currently without a professional activity¹⁰.

A third of European men have taken paternity leave or are thinking of taking it

Under a fifth of those polled took paternity leave (17%), think/thought of doing so (18%): **overall, a third of men have taken or are thinking of taking paternity leave**¹¹. 19% were unable to do so because paternity leave was not offered. Just over a quarter (26%) say that they did not want to take paternity leave or are not considering it. A further 11% say that they do not have children or do not plan to have children, while less than one in ten (6%) were not aware of their entitlement to paternity leave.

Q8T Did you already take or are thinking/ever thought on taking paternity leave? (MULTIPLE ANSWERS POSSIBLE)
(% - EU)



Base: all men who are employees, manual workers or without a professional activity (N=10,109)

Respondents who are less than 65 years old are slightly more likely than respondents overall to have taken paternity leave (20%) or to be thinking of doing so (23%) – for a total “yes” of 41% – and less likely to say that there is or was no paternity leave in their workplace (11%).

¹⁰ Q8T. Did you already take or are thinking/ever thought on taking paternity leave? (MULTIPLE ANSWERS POSSIBLE)

¹¹ Total “yes” of 33% (some respondents have given the two answers)

National analysis: Among those aged below 65, respondents in Sweden are by far the most likely to say that they have taken paternity leave, with over half (55%) of those polled giving this answer. In most other countries no more than a third of respondents took paternity leave, the exceptions being Denmark (36%) and Finland (39%). Very few of those polled in Cyprus (3%) or Romania (5%) give this answer.

There is also a wide spread of responses among those who think or have thought about taking paternity leave. Over a third of respondents in Germany and Finland (both 35%) and Austria (36%) give this response, while less than one in ten of those polled in Hungary and Italy (both 6%) and Malta (7%) have considered it.

In Sweden, less than one in ten (7%) respondents say that they did not want to take paternity leave or are not thinking of doing so. However, this is the most common – or joint most common – response in 13 of the 28 Member States. In Italy and Slovakia (both 40%) and Romania (45%) at least four in ten give this response.

In Greece, over a quarter (28%) report having had no access to paternity leave, as do over a fifth of those polled in Bulgaria and Cyprus (both 22%). At the other end of the scale, very few respondents in Finland or Sweden (both 2%) give this response.

In Cyprus (15%), and Bulgaria and Greece (both 11%), over one in ten respondents were unaware that paternity leave was available, compared with none of those polled in Sweden and almost none in Finland and Slovenia (both 1%).

Q8T Did you already take or are thinking/ever thought on taking paternity leave?
(MULTIPLE ANSWERS POSSIBLE)
(%)

		Yes, you took paternity leave	Yes, you think/thought of taking paternity leave	No, you didn't want to take paternity leave, or you are not thinking/did not think of doing so	No, there is/was no paternity leave in the company or organisation where you currently work/worked	No, you were not aware you were entitled to paternity leave	Do not have children, do not plan to have children (SPONTANEOUS)	Don't know
EU28		20	23	26	11	5	13	3
BE		28	26	13	10	5	16	4
BG		12	19	23	22	<i>11</i>	6	7
CZ		6	26	35	12	4	9	8
DK		36	20	13	5	4	18	4
DE		12	35	30	10	4	7	4
EE		18	14	21	7	4	20	15
IE		18	22	22	13	8	16	5
EL		6	13	27	28	11	12	3
ES		30	23	17	12	4	16	1
FR		31	28	24	11	4	3	3
HR		7	16	37	8	10	16	5
IT		8	6	40	11	8	25	2
CY		3	23	22	22	15	11	3
LV		15	18	31	9	9	9	11
LT		21	22	25	7	5	18	6
LU		20	25	30	14	4	11	1
HU		27	6	14	14	9	28	2
MT		24	7	25	11	8	23	2
NL		25	17	19	8	7	22	3
AT		11	36	27	10	4	7	7
PL		16	28	24	15	7	7	6
PT		32	22	14	14	4	9	5
RO		5	10	45	13	8	14	5
SI		32	18	18	20	1	9	4
SK		12	25	40	7	7	6	3
FI		39	35	11	2	1	11	2
SE		55	21	7	2	0	16	0
UK		22	21	27	7	4	18	2
		Highest percentage per country			<i>Lowest percentage per country</i>			
		Highest percentage per item			Lowest percentage per item			

Base: all men less than 65 years old who are employees, manual workers or without a professional activity (N=7,582)

There are substantial differences on this question depending on whether the respondent is currently in employment or without a professional activity. Men who are employees are significantly more likely than men who are not currently employed to say that they took paternity leave (23%, compared with 10%) or that they have thought of taking paternity leave (28%, compared with 6%), but considerably less likely to say that there is or was no paternity leave available to them (6%, compared with 25%). Equal proportions of respondents (26%) say that they did not want to avail themselves of the opportunity or are not thinking of doing so. **Overall, nearly half (49%) of those currently employed have taken or are considering taking paternity leave, compared with less than a fifth (15%) of men who have no current professional activity.**

Q8T Did you already take or are thinking/ever thought on taking paternity leave?
(MULTIPLE ANSWERS POSSIBLE)
(% - EU - less than 65 years old)

	Men that are employees	Men currently without a professional activity
Yes, you took paternity leave	23	10
Yes, you think/thought of taking paternity leave	28	6
No, you didn't want to take paternity leave, or you are not thinking/did not think of doing so	26	26
No, there is/was no paternity leave in the company or organisation where you currently work/worked	6	25
No, you were not aware you were entitled to paternity leave	5	7
Do not have children, do not plan to have children (SPONTANEOUS)	10	22
Don't know	3	5
Total 'Yes'	49	15
Total 'No'	37	58

Base: all men less than 65 years old who are employees, manual workers or without a professional activity (N=7,582)

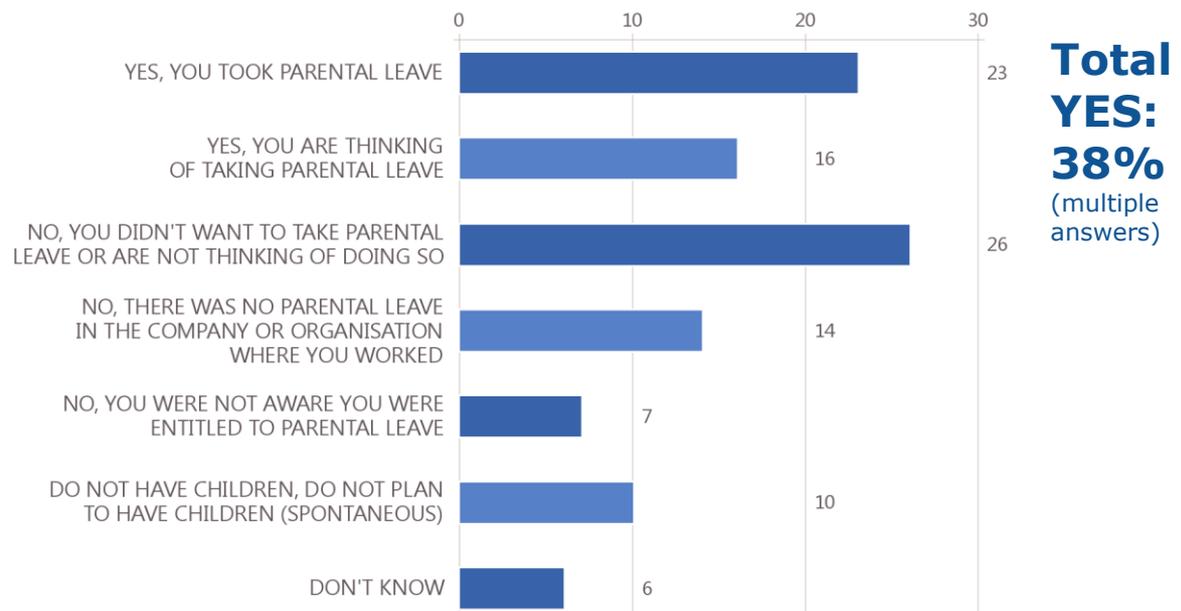
2. Taking parental leave

All employees were asked whether they had taken, or were thinking of taking, parental leave. This question was repeated for those not currently in employment¹².

Nearly four in ten respondents have taken parental leave or are thinking of doing so

Just under a quarter (23%) of respondents say that they took parental leave, while less than a fifth (16%) say that they are thinking of doing so. Overall, 38% took or are thinking of taking a parental leave¹³. Just over a quarter (26%) say that they did not want to take parental leave or are not thinking of doing so in the future, while less than one in ten (7%) did not know they were entitled to do so. One in ten (10%) respondents do not have children or do not plan to have children.

Q9T Did you take or are you thinking of taking parental leave? (MULTIPLE ANSWERS POSSIBLE)
(% - EU)



Base: all employees, manual workers or without a professional activity (N=21,720)

Respondents aged less than 65 are slightly more likely than respondents overall to say that they have taken parental leave (26%) or are thinking of taking parental leave (20%) (for a total “yes” of 45%), and less likely to say that there is or was no parental leave in their place of work (5%).

National analysis: In line with the figures recorded for paternity leave, Sweden (60%) has by far the highest proportion of respondents who have taken parental leave. In all other countries, no more than around four in ten give this answer, and less than a fifth do in Spain, Italy and Malta (all 18%). The proportion of respondents who have not taken parental leave but are thinking of doing so ranges from a very small proportion of those polled in Italy (5%), Hungary (6%) and Malta (7%) to

¹² Q9T. Did you take or are you thinking of taking parental leave?

¹³ Total YES of 38% (some respondents have given the two answers)

over a quarter of respondents in Finland (29%), Luxembourg (30%) and Austria (32%), and nearly four in ten (38%) of those polled in Germany.

There are significant differences in the proportions of those who did not want to take parental leave or are not thinking of doing so. In keeping with previous findings, very few respondents in Sweden (5%) have no inclination to take parental leave. However, in France (40%) and Italy (41%) four in ten those polled give this response. In these two countries, as in eight others, this is the most common – or joint most common – response.

In most countries less than one in ten say that they have not taken parental leave due to the lack of opportunity to do so in their place of work. The exceptions are Luxembourg (11%) and Greece (13%) and Slovenia (both 13%), while in Sweden only 1% of respondents give this answer.

In all but seven Member States, no more than one in ten of those polled are unaware of their entitlement to parental leave. The most significant exception is Cyprus, where a fifth give this answer. In Sweden no respondents were unaware of their right to parental leave.

Q9T Did you take or are you thinking of taking parental leave?
(MULTIPLE ANSWERS POSSIBLE)
(%)

		Yes, you took parental leave	Yes, you are thinking of taking parental leave	No, you didn't want to take parental leave or are not thinking of doing so	No, there was no parental leave in the company or organisation where you worked	No, you were not aware you were entitled to parental leave	Do not have children, do not plan to have children (SPONTANEOUS)	Don't know
EU28		26	20	27	5	7	11	5
BE		25	23	18	8	9	14	6
BG		29	13	24	7	12	6	9
CZ		36	17	32	3	5	5	4
DK		34	18	18	3	5	17	6
DE		31	38	20	3	2	7	3
EE		34	10	14	2	4	21	16
IE		21	20	23	6	9	15	7
EL		21	15	21	13	11	13	7
ES		18	22	26	7	13	12	4
FR		23	21	40	5	5	5	3
HR		30	15	25	5	6	12	8
IT		18	5	41	6	8	19	4
CY		21	14	18	9	20	11	7
LV		30	17	25	3	11	9	8
LT		34	24	20	2	5	14	7
LU		25	30	25	11	6	8	4
HU		41	6	15	4	8	22	4
MT		18	7	32	4	13	19	8
NL		23	21	24	4	7	16	7
AT		34	32	19	3	6	6	4
PL		24	25	26	9	8	4	4
PT		37	20	17	6	7	8	6
RO		20	12	32	7	12	13	5
SI		26	17	23	13	4	10	8
SK		40	21	25	3	6	4	3
FI		38	29	15	2	2	8	7
SE		60	18	5	1	0	17	1
UK		24	13	27	3	10	15	8
		Highest percentage per country			<i>Lowest percentage per country</i>			
		Highest percentage per item			Lowest percentage per item			

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Gender analysis: Among respondents aged less than 65, there are significant gender differences in the proportions of those who answer 'yes' to this question. **In all countries, more women than men give this answer**, although in Belgium, the Netherlands and Sweden there is only a 5 pp. difference. The Czech Republic has by far the largest gender gap, with the proportion of women who have taken or are thinking of taking parental leave exceeding the proportion of men who give this answer by 64 pp. There are also very large differences in Croatia (46 pp.), Bulgaria (45 pp.), Lithuania (43 pp.), Austria (42 pp.) and Latvia (41 pp.).

Q9T.1 Did you take or are you thinking of taking parental leave?
(MULTIPLE ANSWERS POSSIBLE)
(% - EU - less than 65 years old)

	Total "Yes"	Men	Women
EU	45	32	57
BE	45	43	48
BG	42	19	64
CZ	52	19	83
DK	50	42	58
DE	64	46	80
EE	44	26	59
IE	39	31	47
EL	35	27	42
ES	38	34	42
FR	42	31	53
HR	45	21	67
IT	23	13	31
CY	34	21	45
LV	44	22	63
LT	53	30	73
LU	47	40	54
HU	47	31	62
MT	24	18	30
NL	42	40	45
AT	62	41	83
PL	49	31	65
PT	56	45	67
RO	32	15	48
SI	42	32	51
SK	59	38	78
FI	67	51	82
SE	75	73	78
UK	37	24	49

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

There are also significant gender differences in the proportions of those who say they didn't want to take parental leave or are not thinking of doing so. In all countries but one more men than women give this answer. The exception is the Netherlands, where there is no gender difference for this question.

The Czech Republic has by far the largest gender gap, with the proportion of men exceeding the proportion of women who give this answer by 52 pp. There are more than 20 pp. in ten other Member States: Croatia (34 pp.), Latvia (33 pp.), Slovakia (32 pp.), Germany (30 pp.), Austria (28 pp.), Romania (28 pp.), Bulgaria (27 pp.), Lithuania (23 pp.), Estonia (21 pp.) and Poland (21 pp.).

Q9T.3 Did you take or are you thinking of taking parental leave?
(MULTIPLE ANSWERS POSSIBLE)
(% - EU - less than 65 years old)

	No, you didn't want to take parental leave or are not thinking of doing so	Men	Women
EU	27	36	19
BE	18	20	17
BG	24	38	11
CZ	32	59	7
DK	18	22	15
DE	20	36	6
EE	14	25	4
IE	23	29	18
EL	21	27	16
ES	26	30	22
FR	40	48	32
HR	25	43	9
IT	41	47	35
CY	18	24	14
LV	25	43	10
LT	20	32	9
LU	25	35	15
HU	15	21	9
MT	32	35	29
NL	24	24	24
AT	19	33	5
PL	26	37	16
PT	17	24	10
RO	32	46	18
SI	23	31	15
SK	25	42	10
FI	15	25	6
SE	5	6	5
UK	27	31	23

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Respondents aged less than 65 who are currently employed are more likely than those without a professional activity to have taken parental leave (27%, compared with 23%) and, understandably, significantly more likely to be thinking of doing so (26%, compared with 7%). They are also somewhat more likely to say that they did not want to take parental leave or are not thinking of doing so (29%, compared with 23%). **Overall, just over half (51%) of those in employment took or are thinking of taking parental leave, compared with three in ten (30%) of those without a professional activity.**

Q9T Did you take or are you thinking of taking parental leave?
(MULTIPLE ANSWERS POSSIBLE)
(% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Yes, you took parental leave	27	23
Yes, you are thinking of taking parental leave	26	7
No, you didn't want to take parental leave or are not thinking of doing so	29	23
No, there was no parental leave in the company or organisation where you worked	-	18
No, you were not aware you were entitled to parental leave	7	8
Do not have children, do not plan to have children (SPONTANEOUS)	9	15
Don't know	4	6
Total 'Yes'	51	30
Total 'No'	36	49

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

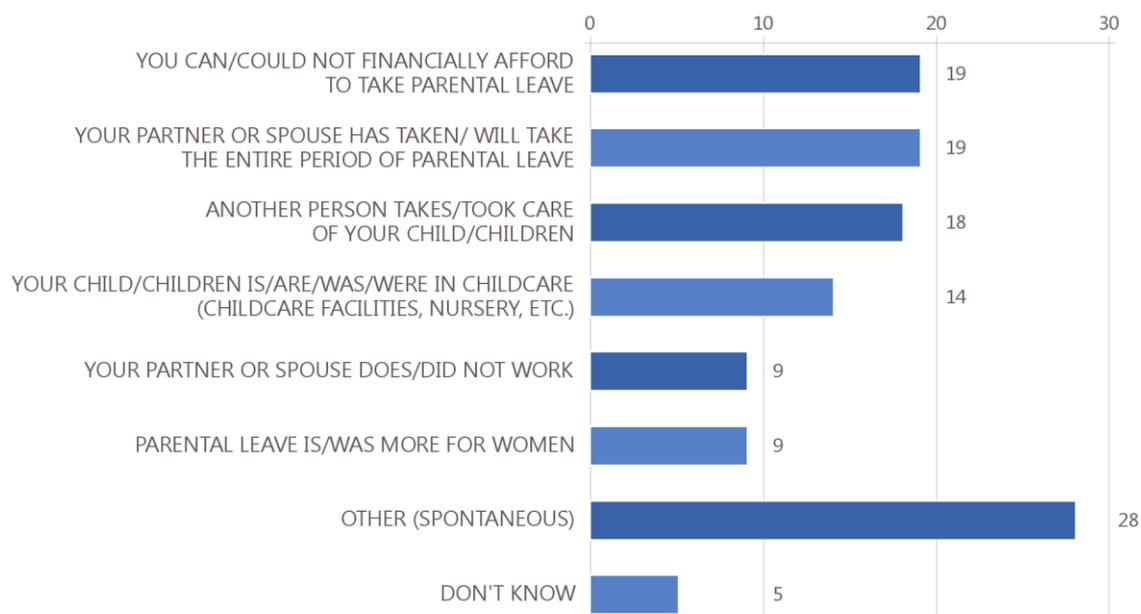
3. Main reasons for not taking parental leave

Those who had not taken parental leave or were not considering doing so were asked about the reasons for their decision. Men and women were asked slightly different versions of this question. The question was repeated for those currently without a professional activity¹⁴.

Reasons for not taking parental leave vary, but in most countries, it is because the respondents could not financially afford it or respondent's spouse or partner has already taken the entire period of leave

The main reason for not taking parental leave is of a financial nature or because their partner has taken the whole entitlement to parental leave: nearly one in five respondents say that they did not take parental leave because they could not afford to (19%), because their partner or spouse had already taken the period of parental leave to which they were entitled (19%), or because another person was looking after their children (18%). Slightly fewer mention their use of childcare (14%), while just under one in ten say that their partner or spouse does or did not work (9%), or that parental leave is more for women (9%). Nearly three in ten (28%) mention *spontaneously* other reasons.

Q10T Which are the main reasons for you not taking or not thinking of taking parental leave? (MAX. 2 ANSWERS)
(% - EU)



Base: all employees, manual workers or without a professional activity who didn't take parental leave or are not thinking of doing so (N= 5,562)

The responses given by those aged less than 65 do not differ significantly from the answers given by respondents overall: 21% did not take parental leave because they could not afford to, and a similar proportion because their partner or spouse had already taken the period of parental leave to which they were entitled. 17% didn't take this parental leave because another person was looking after their children, and slightly fewer mention their use of childcare (15%). Finally, 8% say that

¹⁴ Q10T. Which are the main reasons for you not taking or not thinking of taking parental leave?

their partner or spouse does or did not work, and 8% that parental leave is more for women. More than a quarter (26%) mention *spontaneously* other reasons.

National analysis: Among those aged less than 65, there are significant country-level differences in the proportions of respondents who say they did not take parental leave because they could not financially afford to. In France, four in ten (40%) give this answer, as do three in ten of those polled in Cyprus (30%), Ireland (30%) and Finland (31%). Elsewhere less than a quarter mention this reason, with Sweden (3%) standing out for a particularly low proportion of respondents who give this answer.

While in all countries a minority of respondents say that they did not or will not take parental leave because their spouse has taken the entire period of leave, there are significant differences between countries. In Austria nearly half (48%) of respondents give this answer, followed by four in ten (40%) of those polled in Slovakia. By contrast, less than one in ten respondents in Malta (5%), Italy (8%) and the Netherlands (8%) give this response. In 17 of the 28 Member States, this is the most frequently given answer to this question.

There is less variation among those who mention that they have not, or will not, take parental leave because another person looks after their children. Responses range from just 4% of those polled in the Czech Republic to nearly a fifth in Cyprus, Greece and France (all 19%) and over a fifth in Germany (22%).

The proportion of respondents who mention childcare as a reason for not taking parental leave varies from none of those polled in Sweden and almost none in Hungary (1%), Estonia (2%) and the Czech Republic (3%) to over a quarter of respondents in Luxembourg (28%) and France (29%).

In all 28 Member States less than a fifth of respondents said that they have not or would not take parental leave as their partner or spouse does or did not work, with particularly few giving this answer in Denmark, Finland or Sweden (all 3%). The largest proportions of respondents who give this answer can be found in Belgium (15%) and Spain (15%).

In most cases, no more than a fifth of respondents say that they have not thought of taking parental leave because it is more for women, and in 12 countries this is the least frequently mentioned response. However, the Czech Republic stands out for a particularly high proportion of those who cite this reason, at nearly a third (31%) of those polled, followed by nearly a quarter in Lithuania (24%) and a fifth in Romania and Latvia (both 20%).

Q10T Which are the main reasons for you not taking or not thinking of taking parental leave? (MAX. 2 ANSWERS)
(%)

		You can/could not financially afford to take parental leave	Your partner or spouse has taken/will take the entire period of parental leave	Another person takes/took care of your child/children	Your child/children is/are/was/were in childcare facilities, nursery, etc.)	Parental leave is/was more for women	Your partner or spouse does/did not work	Other (SPONTANEOUS)	Don't know
EU28		21	21	17	15	8	8	26	5
BE		16	16	16	18	12	15	23	4
BG		18	34	17	20	16	8	13	2
CZ		15	37	4	3	31	4	23	7
DK		12	30	6	22	0	3	27	8
DE		24	31	22	16	11	12	17	4
EE		12	39	7	2	4	4	34	8
IE		30	21	6	15	7	9	22	13
EL		11	16	19	7	2	14	31	7
ES		22	16	17	17	6	15	23	5
FR		40	21	19	29	8	5	16	3
HR		12	30	9	9	17	14	22	3
IT		12	8	18	4	2	5	51	2
CY		30	11	19	9	2	4	33	0
LV		15	31	11	9	20	9	19	1
LT		16	24	14	5	24	7	23	2
LU		14	33	14	28	9	11	16	5
HU		18	32	7	1	6	8	29	2
MT		12	5	11	8	2	8	52	4
NL		18	8	18	25	7	10	29	6
AT		18	48	17	21	12	7	10	4
PL		13	37	17	15	14	7	13	5
PT		18	23	13	6	13	7	31	7
RO		14	29	14	6	20	13	17	1
SI		12	31	11	24	10	4	19	2
SK		19	40	6	7	18	5	17	3
FI		31	29	5	23	8	3	14	11
SE		3	32	8	0	0	3	36	21
UK		20	12	12	13	2	5	37	12
		Highest percentage per country				<i>Lowest percentage per country</i>			
		Highest percentage per item				Lowest percentage per item			

Base: all employees, manual workers or without a professional activity less than 65 years old who didn't take parental leave or are not thinking of doing so (N=4,283)

Gender analysis: Bases are too small to make a gender analysis at the national level.

In all countries, the proportion of men aged less than 65 outweighs the proportion of women who mention not taking parental leave because their partner or spouse has already done so. The largest disparity is seen in Slovakia, where the proportion of men who give this answer is 47 pp. larger than the proportion of women. A similar difference can be observed in the case of Sweden (44 pp.) and Poland (44 pp.), followed by Bulgaria (40 pp.), Estonia (37 pp.) and Croatia (36 pp.). By contrast, in the Netherlands (5 pp.) and Malta (8 pp.) there is a relatively small difference between men and women on this question.

Q10T.3 Which are the main reasons for you not taking or not thinking of taking parental leave? (MAX. 2 ANSWERS)
(% - EU - less than 65 years old)

	Your partner or spouse has taken the entire period of parental leave	Men	Women
EU	21	30	5
BE	16	26	5
BG	34	43	3
CZ	37	40	11
DK	30	49	5
DE	31	34	12
EE	39	45	8
IE	21	29	9
EL	16	26	4
ES	16	26	4
FR	21	31	7
HR	30	36	-
IT	8	16	-
CY	11	19	-
LV	31	36	12
LT	24	28	12
LU	33	40	18
HU	32	40	15
MT	5	9	1
NL	8	10	5
AT	48	55	-
PL	37	51	7
PT	23	35	-
RO	29	37	10
SI	31	37	20
SK	40	50	3
FI	29	36	-
SE	32	52	8
UK	12	18	5

Base: all employees, manual workers or without a professional activity less than 65 years old who didn't take parental leave or are not thinking of doing so (N=4,283)

Breaking responses down by gender and occupational circumstances, **the most common response among men is that their partner or spouse has taken the entire period of leave**, regardless of whether they are employees (33%) or currently without a professional activity (19%). Men who are employees are more likely than those who do not have a professional activity to say that they can or could not afford to take parental leave (21% vs. 10%) or that their child is or was in childcare (14% vs. 7%), while those without a professional activity are more likely to mention other factors (32% vs. 20%).

Female employees are most likely to say that they cannot or could not take parental leave because they cannot afford it (30%). Significantly fewer (19%) women currently without a professional activity give this response. Female employees are also more likely than those who are not employed to mention childcare (26% vs. 7%). Among women without a professional activity, the most frequently mentioned reason for not taking parental leave is that someone is or was looking after their children (22%), but women who are employees (23%) are just as likely to give this answer. Like their male counterparts, women without a professional activity are more likely to mention other factors (45% vs. 29%).

Q10T Which are the main reasons for you not taking or not thinking of taking parental leave? (MAX. 2 ANSWERS)
(% - EU - less than 65 years old)

	Men that are employees	Women that are employees	Men currently without a professional activity	Women currently without a professional activity
You can/could not financially afford to take parental leave	21	30	10	19
Your partner or spouse does/did not work	10	2	13	6
Your partner or spouse has taken/will take the entire period of parental leave	33	6	19	2
Another person takes/took care of your child/children	13	23	14	22
Your child/children is/are/was/were in childcare (childcare facilities, nursery, etc.)	14	26	7	7
Parental leave is/was more for women	13	-	15	-
Other (SPONTANEOUS)	20	29	32	45
Don't know	4	7	8	4

Base: all employees, manual workers or without a professional activity less than 65 years old who didn't take parental leave or are not thinking of doing so (N=4,283)

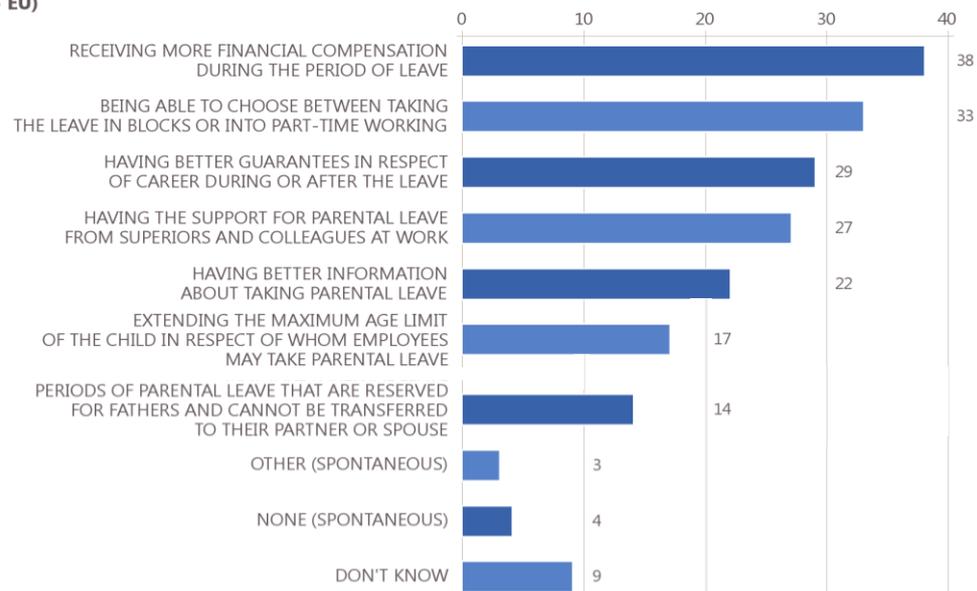
4. Factors that would encourage fathers to take parental leave

All respondents were asked which factors they thought would encourage fathers to take parental leave¹⁵.

Nearly four in ten respondents think that fathers would be encouraged to take parental leave if they received more financial compensation

Out of the seven items that were suggested to the respondents¹⁶, none of the factors are mentioned by more than half of respondents, but five of them are mentioned by at least a fifth of respondents. **The factor identified by the highest proportion (38%) of those polled is the receipt of greater financial compensation during periods of leave.** A third (33%) say that fathers would be encouraged to take parental leave if they were able to choose between taking leave in blocks or working part-time. Slightly fewer mention better guarantees that taking parental leave will not adversely affect their career (29%), and support from superiors and colleagues at work (27%). Just over a fifth (22%) of respondents say that having better information about parental leave would encourage fathers to make use of it. Less than a fifth mention extending the maximum age limit of the child from whom parents derive their entitlement to leave (17%), or reserving periods of parental leave for fathers which cannot be transferred to their spouse (14%).

Q12 In your opinion, what are the main factors that would encourage fathers to take parental leave? (MAX. 3 ANSWERS)
(% - EU)



Base: all respondents (N=26,582)

There are no significant differences between the responses given to this question by respondents aged 65 or less, and those given by respondents overall with the same five items coming first: the receipt of greater financial compensation during periods of leave (41%); being able to choose between taking leave in blocks or working part-time (35%); better guarantees that taking parental

¹⁵ Q12. In your opinion, what are the main factors that would encourage fathers to take parental leave?

¹⁶ Receiving more financial compensation during the period of leave; Being able to choose between taking the leave in blocks or into part-time working; Having better guarantees in respect of career during or after the leave; Having the support for parental leave from superiors and colleagues at work; Having better information about taking parental leave; Periods of parental leave that are reserved for fathers and cannot be transferred to their partner or spouse; Extending the maximum age limit of the child in respect of whom employees may take parental leave

leave will not adversely affect their career (30%); support from superiors and colleagues at work (29%) and having better information about parental leave (23%).

National analysis: In 18 of the 28 Member States, the most frequently mentioned factor that might encourage more fathers to take parental leave is **receiving a greater financial compensation**. In all but one country this is among the three most frequently mentioned factors. Nevertheless, there are significant differences in the proportions of respondents who mention it. In Latvia (62%), Croatia (58%) and Slovakia (57%), well over half of those polled give this response, compared with less than a third of those polled in Cyprus (30%), Italy (30%), Luxembourg (31%), Greece (32%) and Spain (32%).

There is also significant variation among those who mention **being able to choose between taking leave in blocks and part-time working**. This is the most frequently mentioned factor in seven countries, and the second most frequently mentioned in a further nine. However, responses range from over half (53%) of respondents in Germany and nearly half of those polled in Denmark (47%) and Finland (46%) to just over one in ten respondents in Romania (12%) and Cyprus (14%).

The Czech Republic stands out for the particularly large minority (43%) of respondents who say that fathers will be encouraged to go on parental leave if they are given **better guarantees in respect of their career during or after the period of leave**. Elsewhere, the proportion of respondents mentioning this factor runs from just over a third of those polled in Greece, Spain, France, Luxembourg (all 34%) and Malta (35%) to less than a fifth of respondents in Cyprus (18%) and Hungary (18%). In Greece this is the most frequently mentioned factor, and it is the second most frequently mentioned factor in a further nine countries.

Support from superiors and colleagues is mentioned by over four in ten (44%) of those polled in the Netherlands, where this is the most frequently mentioned factor. In all but three Member States at least a fifth (20%) of respondents mention this factor, but only just over one in ten (11%) do in Lithuania. It is the third most frequent response in 12 countries.

In Cyprus, just over a third (34%) think that fathers would be more likely to take parental leave if **they had better information about it**. This is the most frequently mentioned factor in this country. At the other end of the scale, less than one in ten (9%) of respondents give this answer in Lithuania.

In Spain, over a third (35%) of respondents mention **extending the age limit of the child in respect of whom employees may take parental leave**. Elsewhere, it is mentioned by less than a quarter of those polled, and by only 7% in Lithuania and Hungary.

No more than a quarter of respondents in any of the countries surveyed think that **reserving periods of parental leave for the exclusive use of fathers would encourage more of them to make use of this entitlement**. Over a fifth of those polled in Greece (25%), Finland (24%), Portugal (23%), Sweden (22%) and Denmark (21%) mention this factor, compared with less than one in ten respondents in Lithuania (8%), Romania (8%) and the Czech Republic (9%).

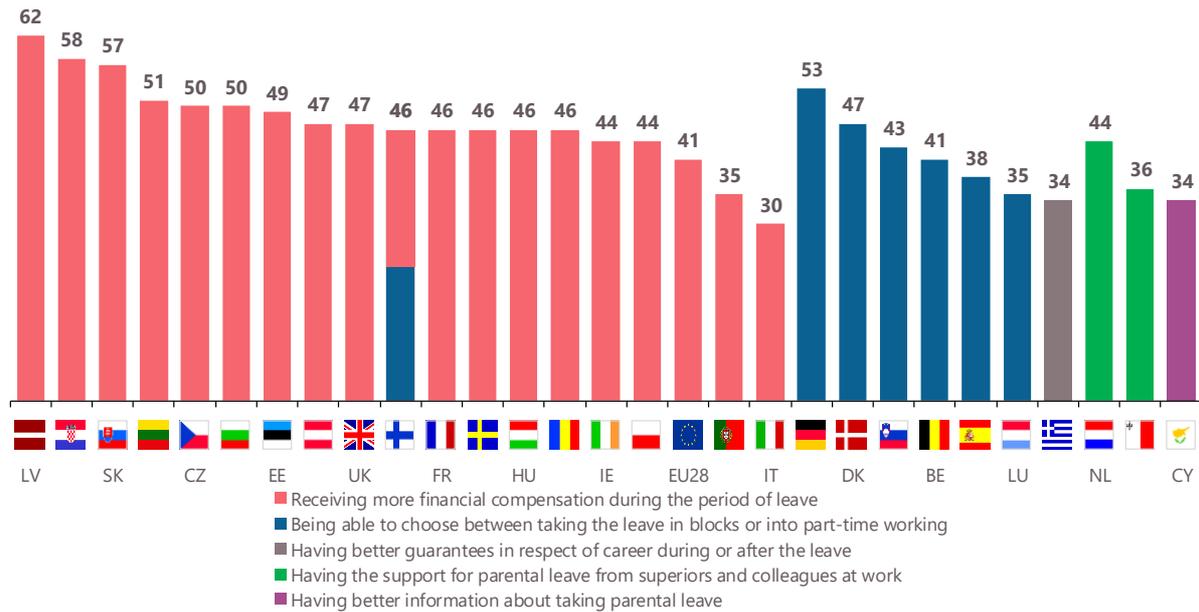
In all countries, less than one in ten (10%) of those polled *spontaneously* mention other factors or say that none of these factors would encourage fathers to take parental leave.

Q12 In your opinion, what are the main factors that would encourage fathers to take parental leave?
(MAX. 3 ANSWERS)
(%)

		Receiving more financial compensation during the period of leave	Being able to choose between taking the leave in blocks or into part-time working	Having better guarantees in respect of career during or after the leave	Having the support for parental leave from superiors and colleagues at work	Having better information about taking parental leave	Extending the maximum age limit of the child in respect of whom employees may take parental leave	Periods of parental leave that are reserved for fathers and cannot be transferred to their partner or spouse	Other (SPONTANEOUS)	None (SPONTANEOUS)	Don't know
EU28		41	35	30	29	23	18	15	2	3	6
BE		35	41	29	23	25	19	18	3	3	5
BG		50	22	30	24	16	15	11	5	6	8
CZ		50	33	43	30	19	12	9	2	3	5
DK		42	47	26	37	18	18	21	1	3	4
DE		42	53	29	35	23	15	17	2	4	5
EE		49	29	28	24	13	15	14	6	3	14
IE		44	37	29	38	28	22	17	1	1	6
EL		32	21	34	30	28	20	25	1	3	4
ES		32	38	34	28	27	35	14	2	1	4
FR		46	44	34	31	25	17	20	1	1	3
HR		58	21	21	20	16	15	13	4	4	6
IT		30	18	28	14	16	16	11	2	3	11
CY		30	14	18	27	34	14	14	3	5	8
LV		62	34	23	22	19	24	13	2	2	5
LT		51	27	22	11	9	7	8	3	3	12
LU		31	35	34	26	19	23	20	3	3	3
HU		46	16	18	22	25	7	12	2	5	9
MT		33	27	35	36	30	16	14	3	1	7
NL		40	43	29	44	25	16	10	2	3	6
AT		47	43	32	37	24	16	14	1	4	5
PL		44	35	25	29	23	24	16	1	1	5
PT		35	31	32	27	23	17	23	2	2	7
RO		46	12	31	18	19	12	8	3	4	12
SI		41	43	21	33	27	22	18	3	2	5
SK		57	21	27	21	18	13	12	4	2	5
FI		46	46	22	27	21	14	24	2	1	5
SE		46	37	25	29	14	18	22	3	3	6
UK		47	31	29	38	31	14	14	2	2	7
		1st MOST FREQUENTLY MENTIONED ITEM									
		2nd MOST FREQUENTLY MENTIONED ITEM									
		3rd MOST FREQUENTLY MENTIONED ITEM									

Base: all respondents less than 65 years old (N=20,447)

Q12 In your opinion, what are the main factors that would encourage fathers to take parental leave?
 (MAX. 3 ANSWERS)
 (% - THE MOST MENTIONED ANSWER BY COUNTRY)



Base: all respondents less than 65 years old (N=20,447)

Gender analysis: In most countries there is not much difference between the proportions of men and women aged less than 65 who mention receiving more financial compensation as a factor that might encourage more fathers to take parental leave. In Sweden (17 pp.), the proportion of men who give this response is significantly higher than the proportion of women who give the same response, but aside from Sweden, Ireland (6 pp.) and Belgium (6 pp.) there are no other significant differences in this direction. Women are more likely than men to hold this view in Latvia (11 pp.), the Czech Republic (8 pp.), Lithuania (7 pp.) and Austria (7 pp.), while in Denmark there is no gender difference on this question.

- Q12.1** In your opinion, what are the main factors that would encourage fathers to take parental leave?
(READ OUT - MAX. 3 ANSWERS)
(% - EU - less than 65 years old)

	Receiving more financial compensation during the period of leave	Men	Women
EU	41	42	41
BE	35	38	32
BG	50	49	50
CZ	50	46	54
DK	42	42	42
DE	42	41	43
EE	49	51	47
IE	44	47	41
EL	32	34	30
ES	32	34	30
FR	46	46	45
HR	58	57	60
IT	30	31	28
CY	30	32	28
LV	62	56	67
LT	51	48	55
LU	31	32	31
HU	46	44	48
MT	33	30	36
NL	40	41	40
AT	47	43	50
PL	44	47	41
PT	35	35	34
RO	46	44	48
SI	41	42	40
SK	57	57	58
FI	46	45	47
SE	46	54	37
UK	47	45	48

Base: all respondents less than 65 years old (N=20,447)

Women in Slovenia (17 pp.), Lithuania (9 pp.) and Latvia (9 pp.) are significantly more likely than men to say that being able to choose between taking leave in blocks or part-time working would encourage fathers to take more parental leave. However, in most countries the differences between men and women on this question are minimal, and there are no instances where the proportion of men significantly outweighs the proportion of women. In Denmark, Germany, Hungary and Slovakia there are no gender differences on this question.

Q12.2 In your opinion, what are the main factors that would encourage fathers to take parental leave? (READ OUT - MAX. 3 ANSWERS)
(% - EU - less than 65 years old)

	Being able to choose between taking the leave in blocks or into part-time working	Men	Women
EU	35	35	36
BE	41	42	39
BG	22	18	25
CZ	33	31	36
DK	47	47	47
DE	53	53	53
EE	29	26	33
IE	37	33	40
EL	21	18	25
ES	38	38	39
FR	44	45	44
HR	21	22	20
IT	18	19	17
CY	14	11	16
LV	34	29	38
LT	27	22	31
LU	35	36	33
HU	16	16	16
MT	27	27	28
NL	43	42	45
AT	43	41	44
PL	35	33	36
PT	31	30	32
RO	12	13	12
SI	43	34	51
SK	21	21	21
FI	46	44	48
SE	37	37	36
UK	31	30	33

Base: all respondents less than 65 years old (N=20,447)

5. Perceptions on family leave

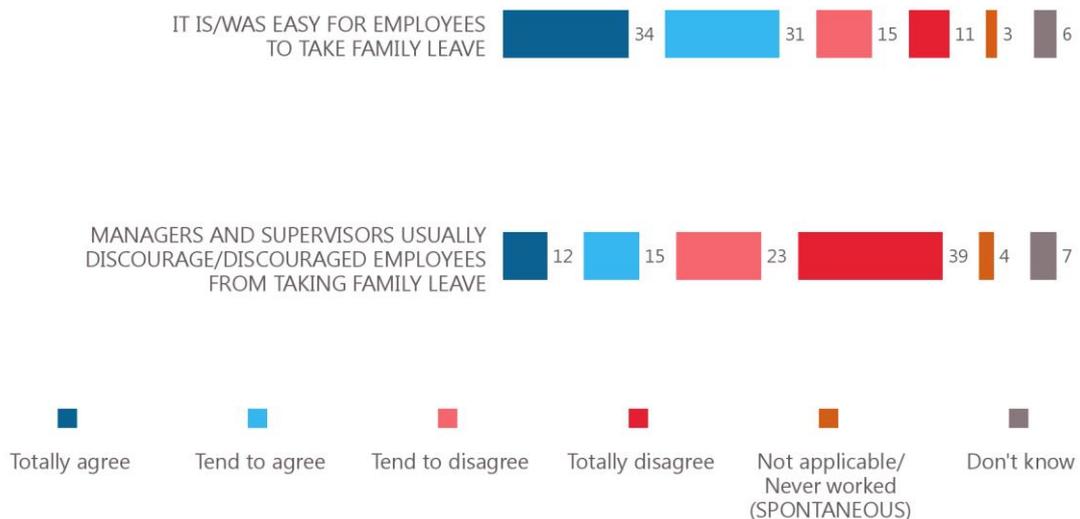
Employees were asked about the attitude taken by their employer to granting family leave, and the way in which family leave is perceived in their workplace. These questions were also asked to those who are currently without a professional activity¹⁷.

A majority of respondents agree that it is or was easy for employees to take family leave, and just over a quarter say employees were discouraged from doing this

Nearly two thirds (65%) of those surveyed say that it is or was easy for employees to take family leave in the company or organisation where they currently work or previously worked. Just over a third (34%) “totally agree” with this statement. Just over a quarter (26%) disagree with it, and just over one in ten (11%) “totally disagree”.

Just over a quarter (27%) of respondents express agreement with the statement that managers and supervisors usually discourage or discouraged employees from taking family leave, and just over one in ten (12%) “totally agree”. Over six in ten (62%) of those polled disagree, with nearly four in ten (39%) totally disagreeing.

Q13T Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you currently work/last worked (% - EU)



Base: all employees, manual workers or without a professional activity (N=21,720)

Respondents aged less than 65 are slightly more likely than respondents overall to agree (69%) that it is or was easy for employees in their place of work to take family leave. There are no differences on the question of whether managers and supervisors usually discouraged employees from taking family leave.

¹⁷ Q13T. Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you currently work/last worked

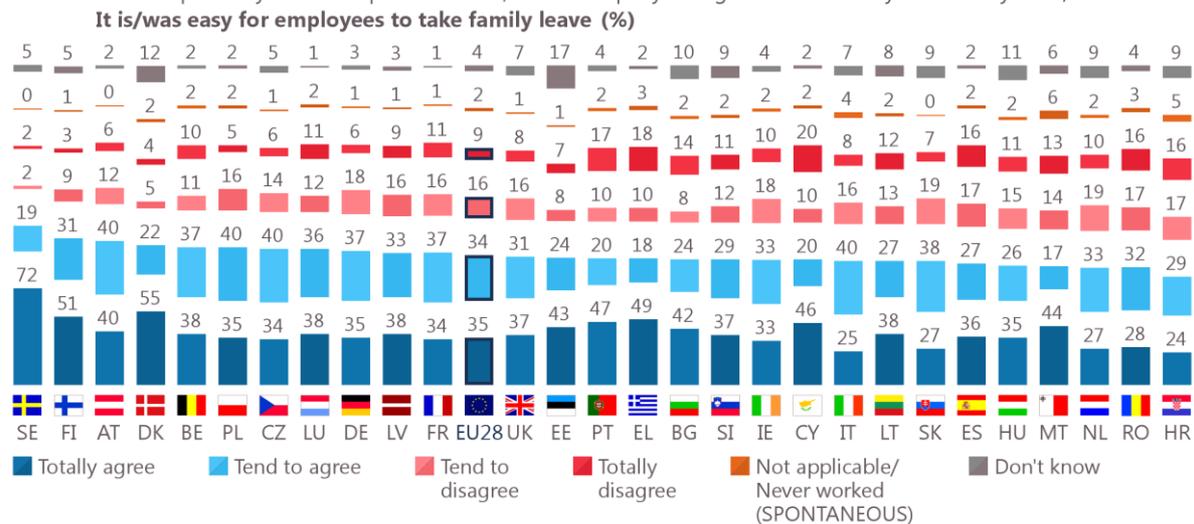
a) Easy for employees to take family leave?

National analysis: As seen above, Sweden stands out for particularly high proportions of respondents who have taken or intend to take family leave. It is therefore unsurprising that it should have the highest proportion of respondents who agree that it is or was easy for employees in their place of work to take family leave, with over nine in ten (91%) giving this answer. In all other countries, at least a majority of respondents agree with this statement, but this ranges from just over half (53%) of those polled in Croatia to eight in ten or more respondents in Austria (80%) and Finland (82%).

Sweden also has a particularly high proportion of respondents who “totally agree” with this statement, with nearly three quarters (72%) expressing this view. In Finland (51%) and Denmark (55%) over half of respondents “totally agree”. In the remaining 25 Member States, the proportion of those who “totally agree” varies between just under a quarter (24%) of respondents in Croatia to nearly half (49%) of those polled in Greece.

In each country, no more than a fifth of respondents say that they “totally disagree” with this statement, and the same is true of those who tend to disagree. The lowest proportion of those who disagree is in Sweden, where only 4% express some disagreement with the statement. On the other hand, in Romania, Croatia and Spain a third (33%) disagree to some extent that it is or was easy for employees to take family leave.

Q13T.1 Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you currently work/last worked



Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Gender analysis: Among respondents aged less than 65 there are some significant gender differences at country level. In Cyprus (19 pp.), the Netherlands (12 pp.), Latvia (11 pp.) and France (10 pp.) more men than women agree that it is or was easy for employees to take family leave, while in Slovakia (8 pp.) and the United Kingdom (7 pp.) women are more likely than men to give this answer.

Q13T.1 Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you currently work/last worked

It is/was easy for employees to take family leave
(% - EU - less than 65 years old)

	Total "Agree"	Men	Women
EU	69	71	68
BE	75	77	72
BG	66	63	68
CZ	74	72	77
DK	77	76	78
DE	72	76	68
EE	67	59	73
IE	66	69	64
EL	67	74	61
ES	63	66	60
FR	71	76	66
HR	53	51	57
IT	65	69	63
CY	66	77	58
LV	71	77	66
LT	65	65	64
LU	74	75	74
HU	61	64	59
MT	61	65	58
NL	60	66	54
AT	80	84	76
PL	75	76	77
PT	67	69	64
RO	60	60	61
SI	66	69	65
SK	65	60	68
FI	82	80	84
SE	91	92	88
UK	68	64	71

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Those who are currently employees are more likely than those who are currently without a professional activity to agree that it is or was easy for employees to take family leave: nearly three quarters (73%) of the employed give this response, compared to less than six in ten (59%) of those without a professional activity. This is the case for those who “totally agree” (37%, compared with 30%) and for those who “tend to agree” (36%, compared with 29%). While approximately equal proportions of respondents in these two categories “tend to disagree” (16%, compared with 15%), those currently employed are less likely to “totally disagree” with this statement (7%, compared with 15%).

Q13T.1 Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you currently work/last worked

It is/was easy for employees to take family leave (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	37	30
Tend to agree	36	29
Tend to disagree	16	15
Totally disagree	7	15
Don't know/ Not applicable/ Never worked	4	11
Total 'Agree'	73	59
Total 'Disagree'	23	30

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

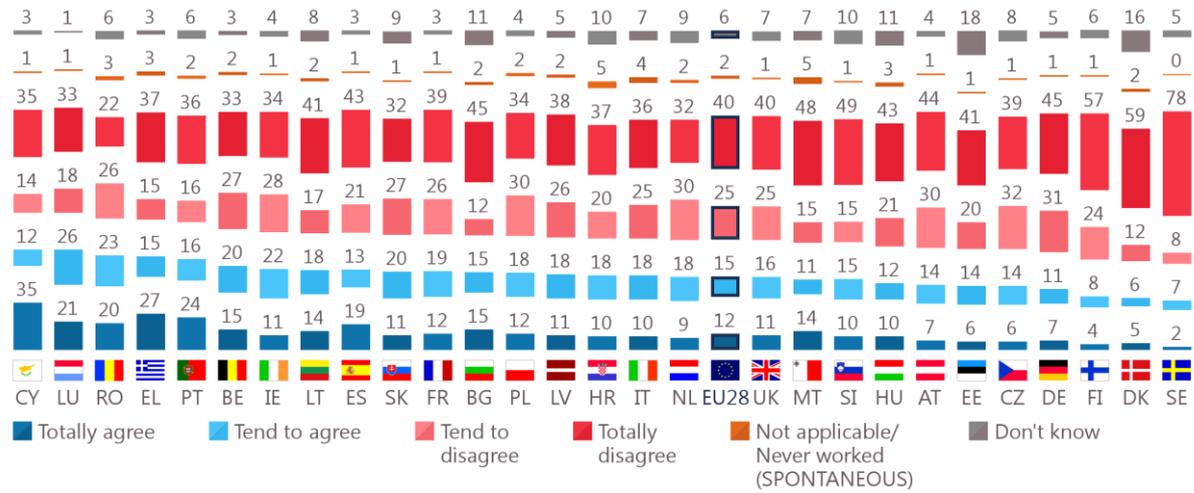
b) Managers and supervisors discouraging employees from taking family leave?

National analysis: In all countries, less than half of respondents agree with the statement that managers and supervisors usually discourage or discouraged employees from taking family leave. However, the proportion of respondents who give this answer differs substantially at country level. Unsurprisingly, the lowest proportion of agreement is found in Sweden, where less than one in ten (9%) of those polled expresses some agreement with this statement. However, in six countries at least a third (33%) of respondents see some truth in this statement, with more than four in ten of those polled in Greece (42%) and Romania (43%) and nearly half of those in Cyprus and Luxembourg (both 47%) giving this answer. Over a third (35%) of respondents in Cyprus “totally agree” that managers and supervisors discouraged the taking of family leave, as do more than a quarter (27%) in Greece.

In almost all countries, the largest proportion of respondents express disagreement with this statement. The exception is Romania, where the proportion who tend to disagree (26%) is slightly higher than the proportion who “totally disagree” (22%). In most cases, a minority of respondents hold this view, but in Finland (57%) and Denmark (59%) nearly six in ten of those polled “totally disagree”, while Sweden again stands out in this respect, with nearly eight in ten (78%) totally disagreeing.

Q13T.2 Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you currently work/last worked

Managers and supervisors usually discourage/discouraged employees from taking family leave (%)



Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Gender analysis: There are few significant gender differences on this question. In Finland and the Czech Republic (both 10 pp.) men are more likely than women to agree that managers and supervisors usually discourage or discouraged employees from taking family leave, while in Slovenia (8 pp.) and Greece (9 pp.) women are more likely to hold this view, while in the Netherlands and Poland there are no differences.

Q13T.2 Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you currently work/last worked

Managers and supervisors usually discourage/discouraged employees from taking family leave

	Total "Agree"	Men	Women
EU	27	27	28
BE	35	36	34
BG	30	31	28
CZ	20	26	16
DK	11	10	12
DE	18	15	21
EE	20	22	17
IE	33	34	33
EL	42	37	46
ES	32	34	29
FR	31	29	32
HR	28	30	26
IT	28	26	28
CY	47	46	47
LV	29	32	27
LT	32	33	30
LU	47	48	46
HU	22	23	22
MT	25	22	27
NL	27	28	28
AT	21	21	22
PL	30	30	30
PT	40	38	41
RO	43	41	45
SI	25	21	29
SK	31	31	32
FI	12	17	7
SE	9	10	7
UK	27	30	25

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Respondents aged less than 65 who do not have a professional activity are more likely than those who are employees to agree that managers and supervisors usually discourage or discouraged employees from taking family leave (32% vs. 25%). This difference can be attributed entirely to the greater proportion of those not currently employed who “totally agree” with this statement (17% vs. 10%). Those who are in work are clearly more likely to disagree (70% vs. 54%), while those without a professional activity are more likely to say that they do not know if this was the case (14%, compared with 5%).

Q13T.2 Please tell me to what extent you agree or disagree with the following statements regarding family leave - which includes paternity leave and parental leave, in the company or organisation where you currently work/last worked

Managers and supervisors usually discourage/discouraged employees from taking family leave (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	10	17
Tend to agree	15	15
Tend to disagree	28	20
Totally disagree	42	34
Don't know/ Not applicable/ Never worked	5	14
Total 'Agree'	25	32
Total 'Disagree'	70	54

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

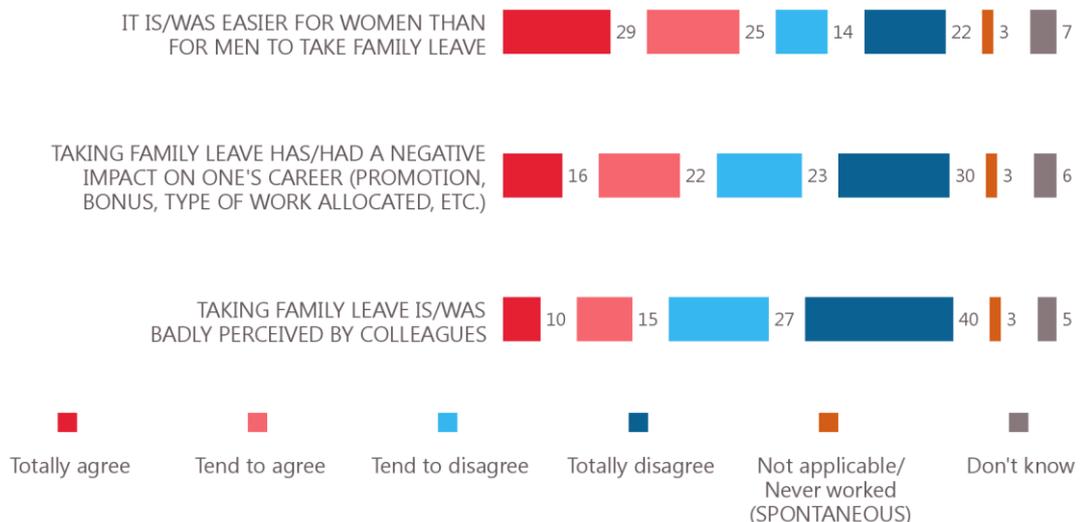
Around half of respondents agree that it is or was easier for women than men to take family leave

Over half (54%) of respondents agree with the statement that it is, or was, easier for women than for men to take family leave¹⁸. Just under three in ten (29%) “totally agree” with this, and a further quarter (25%) “tend to agree”. On the other hand, over a third (36%) disagree with this statement, with just over a fifth (22%) totally disagreeing.

Fewer respondents agree with the statement that taking family leave has or had a negative impact on career prospects. Just under four in ten (38%) express agreement with this claim, and less than a fifth (16%) “totally agree”, while over half (53%) disagree, and three in ten “totally disagree”.

An even smaller minority agree that taking family leave is badly perceived by colleagues. Only a quarter (25%) of those polled agree with this statement, with one in ten (10%) saying they “totally agree”. Over two thirds (67%) of those surveyed express some level of disagreement, with four in ten totally disagreeing.

Q14T Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.
(% - EU)



Base: all employees, manual workers or without a professional activity (N=21,720)

There are no statistically significant differences between the answers given by respondents aged less than 65 and the answers given by respondents overall: 52% agree that it is, or was, easier for women than for men to take family leave; 39% that taking family leave has or had a negative impact on career prospects and 24% that taking family leave is badly perceived by colleagues.

¹⁸ Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is / was perceived in your company/organisation.

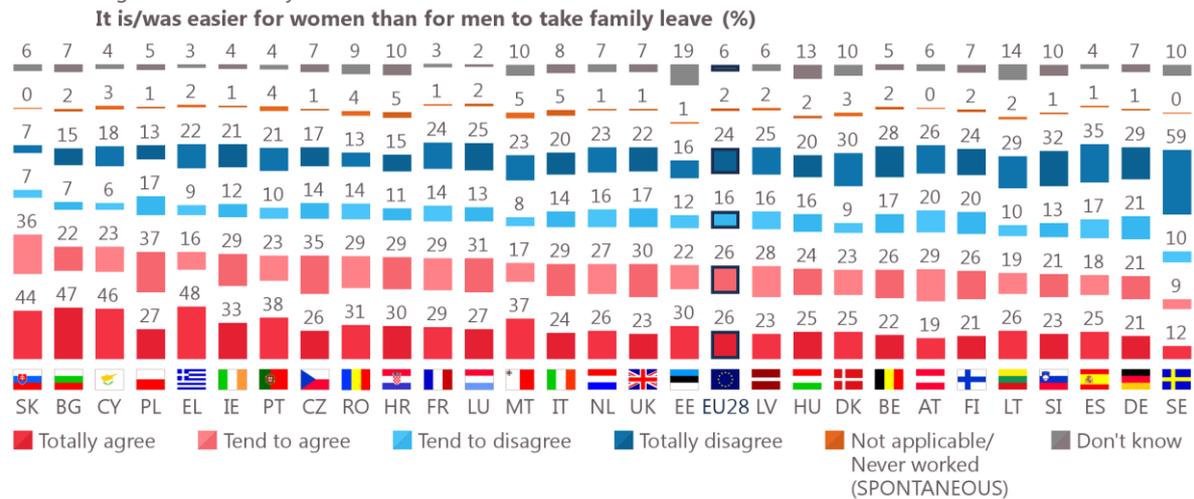
a) Easier for women to take family leave?

National analysis: In all but ten countries, at least half of respondents aged less than 65 agree with the statement that it is or was easier for women than for men to take family leave. Nevertheless, there are still significant differences: in Latvia (51%) and Estonia (52%) just over half of those polled give this answer, compared with eight in ten (80%) of respondents in Slovakia. Among the countries where a minority agree with this statement, Sweden stands out for a particularly low level of agreement, with only just over a fifth (21%) holding this view. This is consistent with the fact that in Sweden a high proportion of men have made use of paternity leave.

In Slovakia (44%), Cyprus (46%), Bulgaria (47%) and Greece (48%) at least four in ten of those polled “totally agree” with this statement. However, in most countries no more than a third give this response, with a particularly low proportion of those surveyed in Sweden (12%) doing so.

Over half (59%) of respondents in Sweden “totally disagree” that it is or was easier for women than men to take family leave. In most other countries less than a third of respondents hold this view, the exception being just over a third (35%) in Spain. In Slovakia, less than one in ten (7%) “totally disagree” with this statement.

Q14T.3 Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.



Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Gender analysis: Among respondents aged less than 65, there are a few gender differences on this question, although in none of the 28 Member States is this difference of particularly large magnitude. In several cases, the proportion of men who say that it was easier for women to take family leave significantly exceeds the corresponding proportion of women, with the largest differences in Cyprus and Latvia (both 9 pp.) and Luxembourg and Italy (both 8 pp.). Conversely, women are more likely than men to give this answer in Germany (9 pp.), Finland (8 pp.) and Denmark and the Netherlands and Slovenia (all 7 pp.).

Q14T.3 Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.

It is/was easier for women than for men to take family leave

(% - EU - less than 65 years old)

	Total "Agree"	Men	Women
EU	52	52	53
BE	48	53	41
BG	69	70	69
CZ	61	63	61
DK	48	44	51
DE	42	37	46
EE	52	55	49
IE	62	64	61
EL	64	67	61
ES	43	47	41
FR	58	57	60
HR	59	59	60
IT	53	58	50
CY	69	74	65
LV	51	56	47
LT	45	46	43
LU	58	62	54
HU	49	47	51
MT	54	56	53
NL	53	49	56
AT	48	50	46
PL	64	62	67
PT	61	63	59
RO	60	59	63
SI	44	40	47
SK	80	78	80
FI	47	43	51
SE	21	20	21
UK	53	51	54

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Employees (52%) are about as likely as those without a professional activity (54%) to agree that it is or was easier for women to take family leave. However, those who are not currently in employment are more likely to “totally agree” with this statement (32% vs. 24%), while employees are more likely to “tend to agree” (28% vs. 22%). Respondents without a professional activity are more likely to say that they do not know whether they agree (14% vs. 6%), leaving a higher proportion of employees who disagree (42% vs. 32%).

Q14T.3 Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.

It is/was easier for women than for men to take family leave (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	24	32
Tend to agree	28	22
Tend to disagree	17	11
Totally disagree	25	21
Don't know/ Not applicable/ Never worked	6	14
Total 'Agree'	52	54
Total 'Disagree'	42	32

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

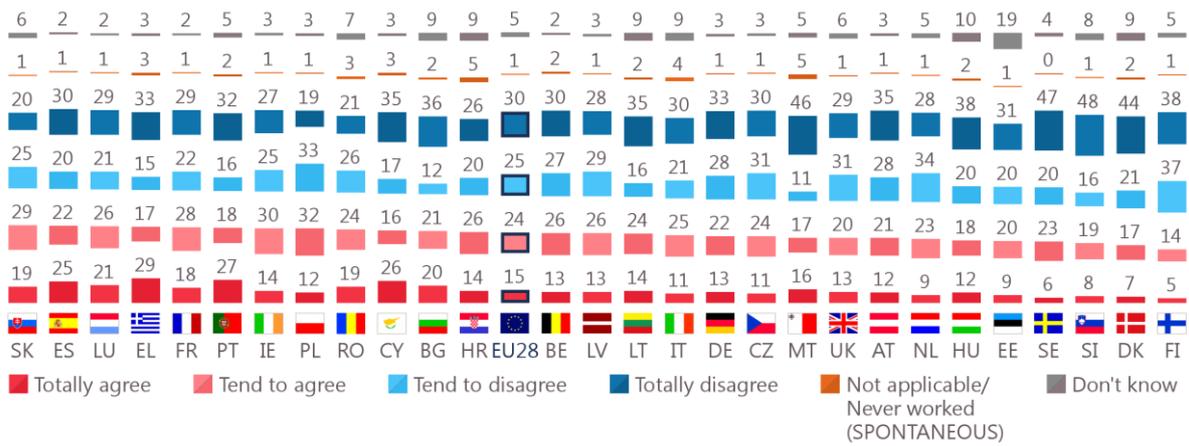
b) Taking family leave: a negative impact on one's career?

National analysis: in all countries, a minority of respondents agree that taking family leave has or had a negative impact on one's career. However, this ranges from nearly half of those polled in Spain and Luxembourg (both 47%) and Slovakia (48%) to less than a fifth (19%) of respondents in Finland. In all but four cases, less than a quarter of those polled “totally agree” with this statement. The exceptions are Spain (25%), Cyprus (26%), Portugal (27%) and Greece (29%). At the other end of the scale, in six countries less than one in ten “totally agree” with this statement, with the lowest proportion observed in Finland (5%).

There is significant variation in the proportions of respondents who “totally disagree” with this statement. While over four in ten of those polled in Denmark (44%), Malta (46%), Sweden (47%) and Slovenia (48%) give this answer, only around a fifth do in Poland (19%), Slovakia (20%) and Romania (21%).

Q14T.2 Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.

Taking family leave has/had a negative impact on one's career (promotion, bonus, type of work allocated, etc.) (%)



Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Gender analysis: In 23 of the 28 Member States, the proportion of women aged less than 65 who agree that family leave has or had a negative impact on one's career is greater than the corresponding proportion of men. Particularly significant differences are noted in Austria and France (14 pp.), Germany (13 pp.) and Estonia (12 pp.). Only in Luxembourg (8 pp.) is the proportion of men who agree with this statement significantly greater than the proportion of women.

Q14T.2 Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.

Taking family leave has/had a negative impact on one's career (promotion, bonus, type of work allocated, etc.)

(% - EU - less than 65 years old)

	Total "Agree"	Men	Women
EU	39	35	42
BE	39	40	37
BG	41	39	42
CZ	35	37	33
DK	24	24	26
DE	35	28	41
EE	29	23	35
IE	44	38	49
EL	46	40	51
ES	47	43	52
FR	46	39	53
HR	40	38	42
IT	36	37	34
CY	42	42	43
LV	39	34	42
LT	38	34	41
LU	47	50	42
HU	30	24	34
MT	33	30	36
NL	32	32	33
AT	33	25	39
PL	44	41	49
PT	45	42	48
RO	43	40	45
SI	27	24	30
SK	48	46	51
FI	19	14	23
SE	29	29	27
UK	33	31	36

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

While approximately the same proportions of employees and those without a professional activity agree with this statement (38% and 39% respectively), those currently in employment are somewhat more likely to disagree (58% vs. 48%), while those without a professional activity are more likely to say that they do not know (13% vs. 4%). However, there are no differences between these two groups in the proportions of those who “totally disagree” (30% vs. 29%).

Q14T.2 Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.

Taking family leave has/had a negative impact on one's career (promotion, bonus, type of work allocated, etc.) (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	13	18
Tend to agree	25	21
Tend to disagree	28	19
Totally disagree	30	29
Don't know/ Not applicable/ Never worked	4	13
Total 'Agree'	38	39
Total 'Disagree'	58	48

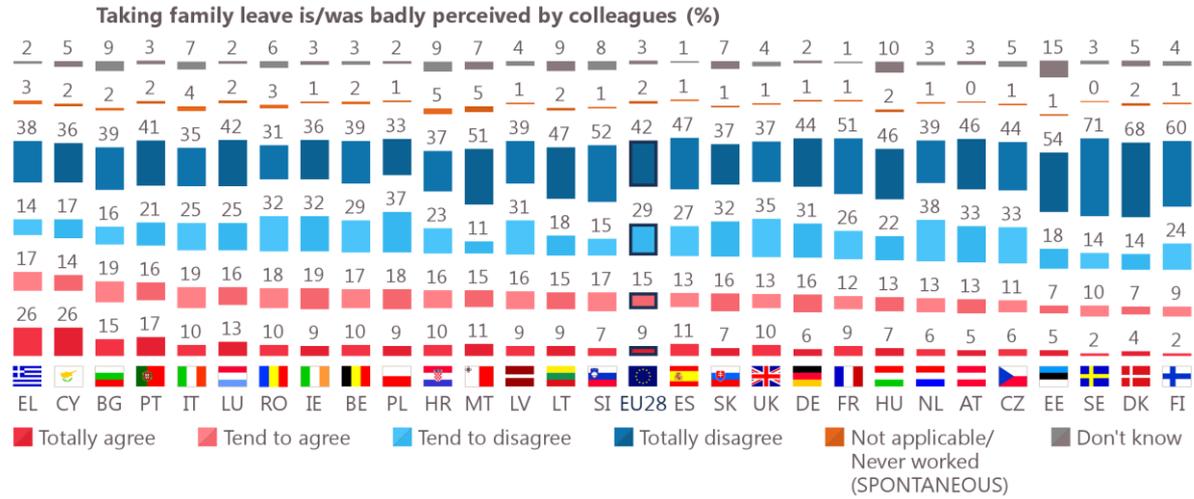
Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

c) Taking family leave: badly perceived by colleagues?

National analysis: In all but four of the 28 Member States, less than a third of those polled agree that taking family leave is or was badly perceived by colleagues. The exceptions are Portugal (33%) and Bulgaria (34%), where around a third give this response, and Cyprus (40%) and Greece (43%), where at least four in ten do. At the other end of the scale, only just over one in ten hold this view in Denmark and Finland (both 11%), and Estonia and Sweden (both 12%). The proportion who “totally agree” is particularly low in Finland and Sweden (both 2%), and in most cases a small minority hold this view. Slightly more of those polled in Bulgaria (15%) and Portugal (17%) “totally agree” with this statement, but Greece and Cyprus (both 26%) stand out for the particularly high proportion of respondents who give this answer.

In most cases, there is only moderate country-level variation in the proportion of respondents who “totally disagree” that taking family leave is or was badly perceived by colleagues, ranging from just under a third in Romania (31%) to nearly half of those polled in Spain and Lithuania (both 47%). However, in seven countries, a majority of respondents give this answer. **In Denmark (68%) and Sweden (71%), the number of respondents who “totally disagree” that taking family leave is or was badly perceived by colleagues, is particularly high.**

Q14T.1 Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.



Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Gender analysis: There are few substantial gender differences on this question. In Greece (11 pp.), Latvia (9 pp.) and Slovenia (8 pp.) the proportion of women who give this response exceeds the proportion of men, while in the Czech Republic and Denmark (both 7 pp.) men are more likely to agree that taking family leave has or had a negative impact on one's career. In Malta, there are no gender differences on this question.

Q14T.1 Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.

Taking family leave is/was badly perceived by colleagues

(% - EU - less than 65 years old)

	Total "Agree"	Men	Women
EU	24	22	26
BE	27	24	30
BG	34	32	36
CZ	17	20	13
DK	11	15	8
DE	22	21	23
EE	12	15	11
IE	28	26	30
EL	43	37	48
ES	24	22	25
FR	21	19	23
HR	26	25	28
IT	29	32	26
CY	40	38	42
LV	25	20	29
LT	24	20	26
LU	29	31	28
HU	20	16	24
MT	26	26	26
NL	19	20	19
AT	18	16	21
PL	27	24	30
PT	33	26	40
RO	28	27	31
SI	24	20	28
SK	23	20	27
FI	11	12	10
SE	12	13	11
UK	23	19	25

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Employees are slightly less likely than those who are currently without a professional activity to agree that taking family leave is or was badly perceived by colleagues (22%, compared with 28%). They are considerably more likely to disagree with this statement (75% vs. 61%), and more likely to “totally disagree” (44% vs. 38%), while those without a professional activity are more likely to say that they do not know whether they agree (11% vs. 3%).

Q14T.1 Regardless if you already took or are planning on taking family leave, please tell me to what extent you agree or disagree with the following statements about the way this family leave is/was perceived in your company/in the last organisation where you worked.

Taking family leave is/was badly perceived by colleagues (% - EU - less than 65 years old)

	Employees	Currently without a professional activity
Totally agree	7	13
Tend to agree	15	15
Tend to disagree	31	23
Totally disagree	44	38
Don't know/ Not applicable/ Never worked	3	11
Total 'Agree'	22	28
Total 'Disagree'	75	61

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

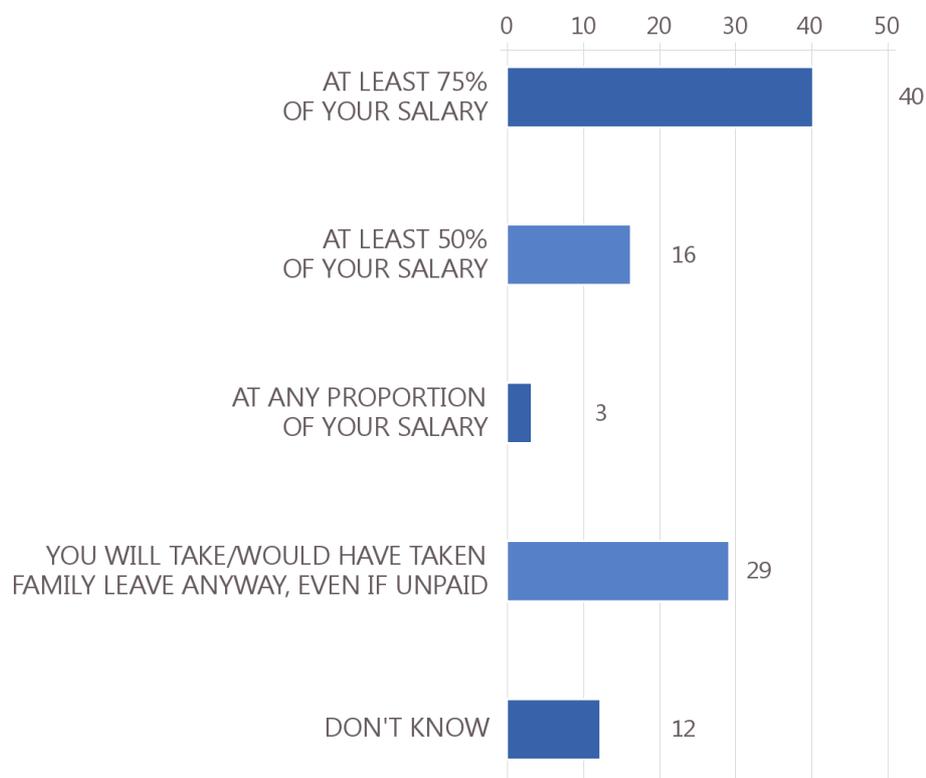
6. Impact on the salary

Finally, employees were asked at what proportion of their salary they would be willing to take family leave. This question was also asked of those not currently in employment, in reference to when they were employed¹⁹.

Four in ten respondents would take family leave at 75% of their current salary, but three in ten would take leave even if unpaid

Just under three in ten (29%) of those polled say that they would take, or would have taken, family leave even if it was unpaid. **Four in ten say that they would require to be paid at least 75% of their salary to make this choice**, while less than a fifth (16%) would be willing to take family leave on half of their salary. Very few said that they would be willing to do this at any proportion of their salary (3%). Just over a fifth (12%) do not know what their preference is.

Q11T Thinking only about the financial aspect, please tell me at which proportion of your salary you would take/have taken family leave? If it was paid:
(% - EU)



Base: all employees, manual workers or without a professional activity (N=21,720)

¹⁹ Q11T. Thinking only about the financial aspect, please tell me at which proportion of your salary you would take/have taken family leave? If it was paid:

There are only few differences in the answers given by those aged less than 65 and the answers given by respondents overall: 43% say that they would require to be paid at least 75% of their salary to make this choice, while 17% would be willing to take family leave on half of their salary. Finally, 28% of those aged less than 65 polled say that they would take, or would have taken, family leave regardless of whether it was paid or not.

National analysis: In all but two of the 28 Member States, the proportion of salary most frequently mentioned by respondents is 75%. Ireland (19%) stands out for a particularly low proportion of respondents who give this answer, as do a rather low proportion of those in the United Kingdom (26%), Portugal (28%) and Austria (29%). In France (59%), Spain (55%) and Lithuania and Slovakia (both 51%) over half of those polled give this answer.

Over a third (37%) of those polled in Finland say that they would be willing, or would have been willing, to take family leave on 50% of their salary. In all other cases no more than a quarter of respondents give this answer, ranging from 25% of those in Germany to only 4% in Romania.

There is a wide spread of responses among those who say they will take, or would have taken, family leave regardless of whether it was paid or not. In Portugal nearly half (49%) of those polled give this answer, as do over four in ten respondents in Ireland (45%), Greece (42%) and Cyprus and the United Kingdom (both 41%). On the other hand, less than a fifth of respondents in Finland (13%) and Estonia and Croatia (both 15%) give this response.

Q11T Thinking only about the financial aspect, please tell me at which proportion of your salary you would take/have taken family leave? If it was paid: (%)

		At least 75% of your salary	At least 50% of your salary	At any proportion of your salary	You will take/would have taken family leave anyway, even if unpaid	Don't know
EU28		43	17	4	28	8
BE		39	11	5	39	6
BG		46	14	4	23	13
CZ		46	19	4	21	10
DK		45	18	4	19	14
DE		38	25	4	26	7
EE		47	9	2	15	27
IE		19	23	3	45	10
EL		35	13	4	42	6
ES		55	16	3	20	6
FR		59	14	3	20	4
HR		50	14	6	15	15
IT		39	21	6	22	12
CY		32	15	4	41	8
LV		39	13	2	40	6
LT		51	8	3	28	10
LU		40	19	5	33	3
HU		50	9	5	19	17
MT		31	12	7	33	17
NL		44	15	3	26	12
AT		29	23	4	34	10
PL		45	9	2	39	5
PT		28	11	2	49	10
RO		49	4	2	36	9
SI		46	17	3	26	8
SK		51	18	4	18	9
FI		36	37	7	13	7
SE		45	18	5	21	11
UK		26	19	3	41	11

Highest percentage per country *Lowest percentage per country*

Highest percentage per item	Lowest percentage per item
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Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Gender analysis: In most countries, men aged less than 65 are more likely than women to say that they would take or would have taken family leave if paid at least 75% of their salary. In several cases the difference is substantial, particularly Luxembourg (19 pp.), the Czech Republic (18 pp.) and Italy (17 pp.). There is only one country in which the proportion of women significantly exceeds the proportion of men: Hungary (7 pp.). In Greece, there are no gender differences.

Q11T.1 Thinking only about the financial aspect, please tell me at which proportion of your salary you would take/have taken family leave? If it was paid:
(% - EU - less than 65 years old)

	At least 75% of your salary	Men	Women
EU	43	47	39
BE	39	40	39
BG	46	49	42
CZ	46	56	38
DK	45	51	39
DE	38	43	34
EE	47	51	44
IE	19	25	13
EL	35	35	35
ES	55	59	51
FR	59	59	58
HR	50	54	46
IT	39	48	31
CY	32	35	28
LV	39	39	40
LT	51	51	50
LU	40	50	31
HU	50	46	53
MT	31	37	25
NL	44	46	42
AT	29	29	30
PL	45	52	38
PT	28	32	24
RO	49	48	50
SI	46	45	48
SK	51	58	44
FI	36	39	35
SE	45	50	39
UK	26	30	22

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

By contrast, in most countries women are more likely than men to say that they would take or would have taken family leave even if it were unpaid. In several countries, there is a large difference, in particular the Czech Republic and Poland (both 16 pp.) and Portugal, the United Kingdom and Ireland (all 14 pp.). There are no cases in which the proportion of men who give this answer significantly exceeds the proportion of women. In Germany and Slovenia there are no gender differences.

Q11T.4 Thinking only about the financial aspect, please tell me at which proportion of your salary you would take/have taken family leave? If it was paid:
(% - EU - less than 65 years old)

	You will take family leave anyway, even if unpaid	Men	Women
EU	28	25	31
BE	39	38	40
BG	23	23	24
CZ	21	13	29
DK	19	15	24
DE	26	26	26
EE	15	10	20
IE	45	38	52
EL	42	43	41
ES	20	17	24
FR	20	19	21
HR	15	10	20
IT	22	16	27
CY	41	39	43
LV	40	40	39
LT	28	25	31
LU	33	27	39
HU	19	18	21
MT	33	32	35
NL	26	28	25
AT	34	32	35
PL	39	31	47
PT	49	41	55
RO	36	35	36
SI	26	26	26
SK	18	10	26
FI	13	13	12
SE	21	18	24
UK	41	34	48

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Respondents aged less than 65 who are currently in employment are more likely than those who are not currently employed to say that they would be prepared to take family leave at 75% of their salary (45%, compared with 37%). On the other hand, those without a professional activity are more likely to say that they would take or would have taken family leave anyway, regardless of whether it was paid (33%; 26%).

Q11T Thinking only about the financial aspect, please tell me at which proportion of your salary you would take/have taken family leave? If it was paid:
(% - EU - less than 65 years old)

	Employees	Currently without a professional activity
At least 75% of your salary	45	37
At least 50% of your salary	18	15
At any proportion of your salary	4	4
You will take/would have taken family leave anyway, even if unpaid	26	33
Don't know	7	11

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

IV. FAMILY EMERGENCIES

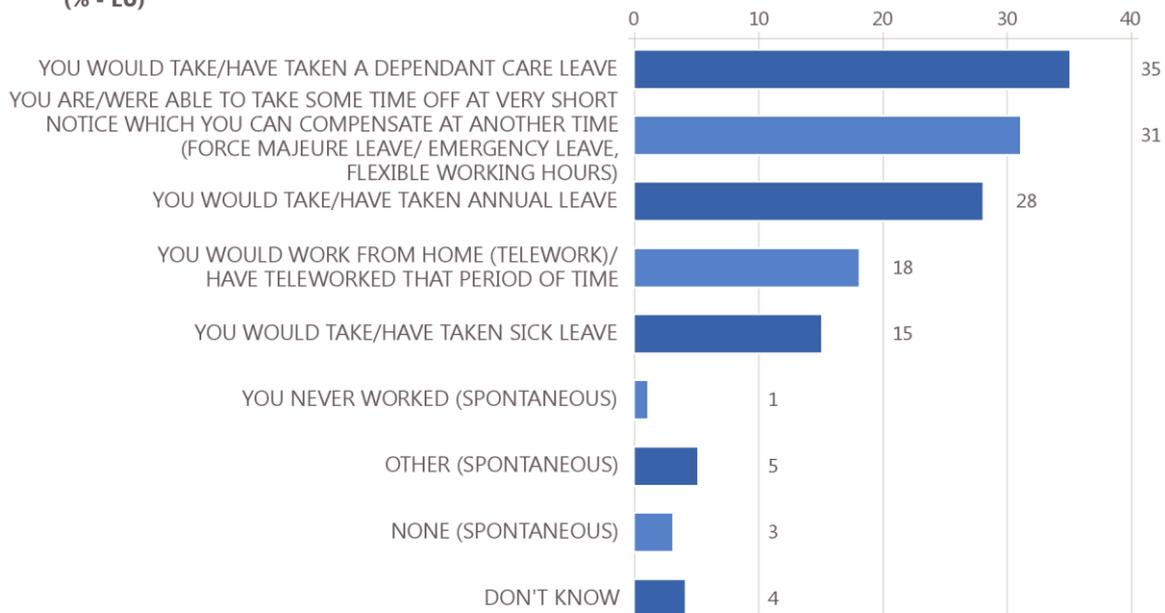
1. Dealing with family emergencies

This chapter examines the responses of Europeans with respect to what kind of leave they would take in order to deal with a family emergency. Employees were asked what they would do if there was a sudden need to care for a sick, disabled or frail relative. This question was repeated for those who are not currently in employment²⁰.

Most respondents would take dependent care leave, take time off at short notice, or take annual leave

Just over a third (35%) of those polled said that they would take, or would have taken, a dependent care leave in order to care for a sick, disabled or frail relative. Slightly fewer say that they were able to, or would be able to, take time off at short notice which could be compensated for at another time (31%), or that they would take/have taken annual leave (28%). Nearly one in five of those polled would work from home during the period in question (18%) or would take sick leave to deal with this issue (15%). Only a small minority give other answers (5%) or say that they don't know how they would respond (4%).

Q15T Imagine that a need to care for a sick, disabled or frail relative suddenly arises/arose in your family, how would you deal/have dealt with this situation with your employer? (MAX. 2 ANSWERS)
(% - EU)



Base: all employees, manual workers or without a professional activity (N=21,720)

There are no significant differences between the proportions of those aged less than 65 who choose these options and the proportions of respondents overall: 37% would take, or would have taken, a dependent care leave in order to care for a sick, disabled or frail relative. A third say that

²⁰ Q15T. Imagine that a need to care for a sick, disabled or frail relative suddenly arises/arose in your family, how would you deal/have dealt with this situation with your employer?

they were able to, or would be able to, take time off at short notice which could be compensated for at another time, and 28% that they would take/have taken annual leave.

National analysis: in 13 of the 28 Member States, the response mentioned by the largest proportion of those polled **is the taking of dependent care leave**. Over half of those polled in Austria (63%), the Netherlands (57%) and Sweden (53%) mention this option. However, in ten countries no more than a quarter of those polled choose this response, with only just over one in ten (12%) of those polled in Malta saying that they would take dependent care leave.

In eight countries, the largest proportion of respondents say that **they would, or were able to, take some time off at very short notice which could be compensated for at another time**. This ranges from nearly half (46%) of those polled in Ireland to three in ten (30%) respondents in Estonia and Cyprus. Among those countries where this was not the most frequently chosen option, in five cases less than a fifth of those polled give this answer, including Latvia and Slovakia (both 17%), where it is the least frequently chosen option of all the situations mentioned.

In six countries, the largest proportion of respondents say **they would take, or have taken, annual leave to deal with this situation**, varying from just over a quarter (27%) in Lithuania and Romania to nearly four in ten (38%) of those polled in Bulgaria. The largest proportion of respondents who give this answer is in Ireland, where over four in ten (42%) say they would take annual leave in these circumstances. By contrast, only just over one in ten (11%) of those surveyed in Denmark and less than one in ten (7%) respondents in Portugal give this answer.

Only in Malta (33%) does the largest proportion of respondents say that they would deal with this situation by working from home, and in ten countries this is the least or joint least frequently mentioned option. In Croatia (9%) and Cyprus (10%) only around one in ten of those polled gives this response.

Slovenia (45%) stands out for the particularly high proportion of respondents who say they would take or have taken sick leave to deal with a sick, disabled or frail relative, and it is the most frequently mentioned response in this country. With the exception of Croatia (30%), in all other cases no more than a quarter of those polled give this answer, with the lowest proportions observed in Austria (5%) and the Netherlands (4%). In 14 countries this is the least or joint least frequently mentioned option.

Q15T Imagine that a need to care for a sick, disabled or frail relative suddenly arises/arose in your family, how would you deal/have dealt with this situation with your employer? (MAX. 2 ANSWERS)
(%)

		You would take/have taken a dependant care leave	You are/were able to take some time off at very short notice which you can compensate at another time (force majeure leave/ emergency leave, flexible working hours)	You would take/have taken annual leave	You would work from home (telework)/ have teleworked that period of time	You would take/have taken sick leave	You never worked (SPONTANEOUS)	Other (SPONTANEOUS)	None (SPONTANEOUS)	Don't know
EU28		37	33	28	20	17	1	4	2	3
BE		41	30	23	19	17	1	4	1	3
BG		30	21	38	16	23	0	5	4	4
CZ		37	35	28	24	17	0	3	0	4
DK		41	35	11	19	22	0	3	2	6
DE		42	35	33	24	14	1	3	2	3
EE		19	30	23	22	15	0	9	6	8
IE		20	46	42	14	21	1	4	1	2
EL		27	43	20	13	21	2	5	3	2
ES		48	31	37	18	12	0	3	0	1
FR		36	37	29	25	22	0	3	1	1
HR		22	23	34	9	30	2	8	4	3
IT		39	19	19	17	10	1	5	3	5
CY		25	30	30	10	10	2	10	4	2
LV		25	17	34	23	25	0	7	3	3
LT		25	20	27	19	17	0	7	4	6
LU		30	38	32	21	21	1	2	2	2
HU		32	19	17	12	25	1	6	4	5
MT		12	31	20	33	13	1	8	1	4
NL		57	39	31	28	4	0	3	0	1
AT		63	32	37	20	5	0	2	2	2
PL		44	37	18	17	22	0	2	1	1
PT		45	41	7	14	21	1	3	1	4
RO		21	21	27	13	20	2	7	4	7
SI		23	18	30	18	45	0	6	0	1
SK		35	17	25	18	23	1	6	1	4
FI		37	42	24	24	12	1	3	1	3
SE		53	33	17	29	10	0	2	0	4
UK		17	42	39	22	18	0	7	1	4

Highest percentage per country

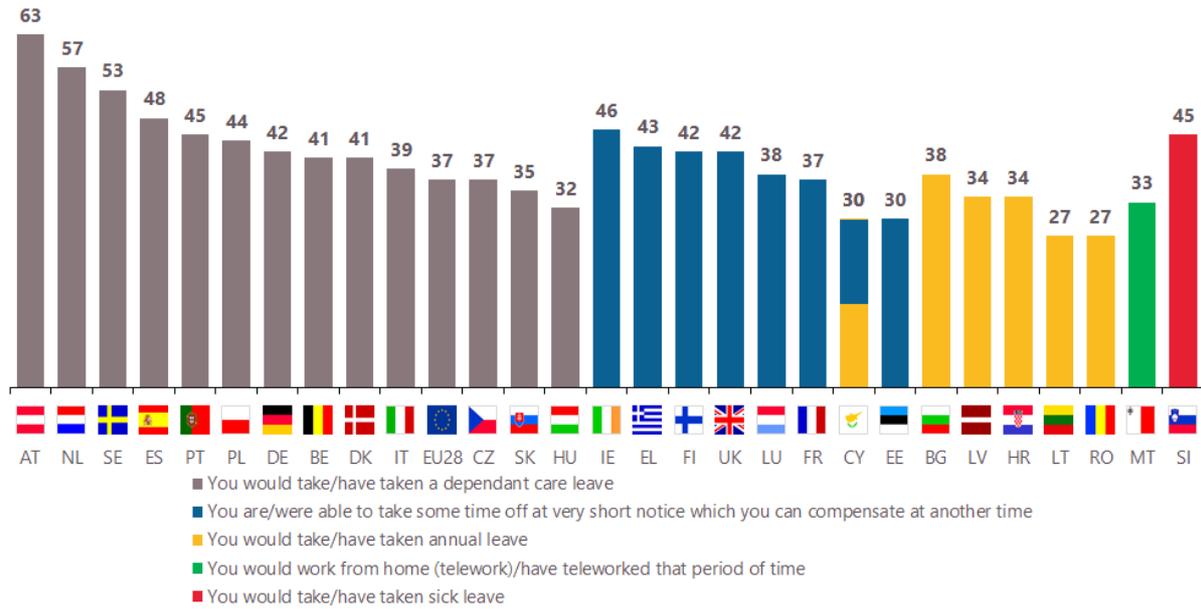
Lowest percentage per country

Highest percentage per item

Lowest percentage per item

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Q15T Imagine that a need to care for a sick, disabled or frail relative suddenly arises/arose in your family, how would you deal/have dealt with this situation with your employer? (MAX. 2 ANSWERS)
 (% - THE MOST MENTIONED ANSWER BY COUNTRY)



Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Gender analysis: In 26 of the 28 Member States, the proportion of women under 65 who say that they would take dependent care leave in this situation exceeds the corresponding proportion of men. The largest difference is seen in Denmark (19 pp), followed by Netherlands, Cyprus, Poland, Portugal (all 12 pp) and the Czech Republic (11 pp.). Only in Italy (4 pp.) does the proportion of men who give this response significantly exceed the proportion of women. In the United Kingdom there is no gender difference among those who give this response.

- Q15T.1** Imagine that a need to care for a sick, disabled or frail relative suddenly arises/arose in your family, how would you deal/have dealt with this situation with your employer?
(MAX. 2 ANSWERS)
(% - EU - less than 65 years old)

	You would take/have taken a dependant care leave	Men	Women
EU	37	34	40
BE	41	36	47
BG	30	24	35
CZ	37	31	42
DK	41	31	50
DE	42	37	46
EE	19	16	22
IE	20	16	24
EL	27	23	29
ES	48	46	50
FR	36	33	39
HR	22	19	26
IT	39	41	37
CY	25	18	30
LV	25	21	28
LT	25	23	27
LU	30	28	32
HU	32	27	36
MT	12	11	13
NL	57	51	63
AT	63	58	68
PL	44	38	50
PT	45	39	51
RO	21	20	23
SI	23	18	27
SK	35	35	36
FI	37	33	41
SE	53	53	54
UK	17	17	17

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

In 26 of the 28 Member States, the proportion of men aged less than 65 who would take time off at short notice to deal with this situation is larger than the corresponding proportion of women. In most cases, this difference is not substantial, the exceptions being Denmark (13 pp.), the Netherlands (13 pp.), Belgium (12 pp.) and Germany, Poland and Sweden (all 10 pp.). Only in Slovakia (4 pp.) and Malta (1 pp.) do more women than men give this answer.

Q15T.5 Imagine that a need to care for a sick, disabled or frail relative suddenly arises/arose in your family, how would you deal/have dealt with this situation with your employer?

(MAX. 2 ANSWERS)

(% - EU - less than 65 years old)

	You are/were able to take some time off at very short notice which you can compensate at another time	Men	Women
EU	33	37	29
BE	30	36	24
BG	21	22	20
CZ	35	40	31
DK	35	42	29
DE	35	40	30
EE	30	32	28
IE	46	46	45
EL	43	47	40
ES	31	33	29
FR	37	42	33
HR	23	26	20
IT	19	21	18
CY	30	31	29
LV	17	19	16
LT	20	21	19
LU	38	41	35
HU	19	21	18
MT	31	30	31
NL	39	46	33
AT	32	37	28
PL	37	42	32
PT	41	48	35
RO	21	22	20
SI	18	22	14
SK	17	15	19
FI	42	47	38
SE	33	38	28
UK	42	45	38

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

Employees aged less than 65 are more likely than those without a professional activity to say that in these circumstances they would take or have taken care leave (39%, compared with 34%) or some time off at very short notice (36%, compared with 26%), or to say that they would work or have worked from home (22%, compared with 15%).

Q15T Imagine that a need to care for a sick, disabled or frail relative suddenly arises/arose in your family, how would you deal/have dealt with this situation with your employer?

(MAX. 2 ANSWERS)

(% - EU - less than 65 years old)

	Employees	Currently without a professional activity
You would take/have taken a dependant care leave	39	34
You are/were able to take some time off at very short notice which you can compensate at another time (force majeure leave/ emergency leave, flexible working hours)	36	26
You would take/have taken annual leave	29	27
You would work from home (telework)/have teleworked that period of time	22	15
You would take/have taken sick leave	16	18
Other (SPONTANEOUS)	4	5
None (SPONTANEOUS)	1	3
Don't know/ Never worked	2	6

Base: all employees, manual workers or without a professional activity less than 65 years old (N=15,784)

V. A FOCUS ON WORKERS WITH CARE RESPONSIBILITIES AGED LESS THAN 65

The final chapter focuses on the responses given by **workers aged less than 65 with care responsibilities**²¹ to the questions in this survey.

Just over three quarters (77%) of workers with care responsibilities say that they are satisfied with their work-life balance, with just over a quarter (26%) “very satisfied” and just over half (51%) “fairly satisfied”, while less than one in ten (5%) are “not at all satisfied”. Among this subgroup of workers with responsibilities, there are almost no differences between men and women. Moreover, **overall levels of satisfaction are almost the same when the responses given by workers with care responsibilities are compared with those given by respondents in general** aged less than 65.

Workers with care responsibilities are more likely than respondents in general to say that there is or was access to flexible work arrangements in their place of work (71% vs. 65%), and more likely to say that they have used these arrangements (50% vs. 42%). While there are no differences between men and women who care for others with respect to availability, women are more likely than men to have made use of flexible working arrangements (54% vs. 46%).

Just under six in ten (59%) workers with care responsibilities say that flexitime was or is widespread in their place of work, with just over a quarter (27%) describing it as “very widespread”, and nearly a third (32%) saying that it is “fairly widespread”. Among this subgroup, women are more likely than men to say it is “very widespread” (29% vs. 25%). Over half (56%) say that part-time work is or was widespread (22% “very widespread”; 34% “fairly widespread”), and **women are significantly more likely to say that part-time work is widespread** (66% vs. 43% of men). Three in ten say that working from home is or was widespread in their workplace, which is slightly higher than the overall proportion of those aged less than 65 who give this answer (25%). There are no gender differences in this case.

Just under a third (32%) of workers with care responsibilities totally agree that it is or was easy for employees to make use of these arrangements and less than one in ten (7%) totally disagree. Men are more likely than women to “totally agree” with this statement (35% vs. 30%). Just under three in ten (29%) of workers with care responsibilities say that managers and supervisors usually discourage or discouraged employees from making use of flexible work arrangements, and less than one in ten (9%) “totally agree” with this statement.

Just over a third (34%) of workers with care responsibilities agree that it is or was easier for women than for men to make use of flexible working arrangements. Just over one in ten (13%) “totally agree”, but the largest proportion of respondents (35%) “totally disagree” with this statement. There are only few gender differences. A third of those workers with care responsibilities agree that making use of flexible work arrangements has or has had a negative impact on one’s career, with women more likely than men to give this response (36% vs. 30%). Again, over a third (35%) “totally disagree” with this statement, with men more likely to give this response than women (39% vs. 32%). Finally, just over a quarter (26%) say that making use of flexible working arrangements was badly perceived by colleagues, but nearly four in ten (39%) “totally disagree” with this statement.

Among those workers with care responsibilities who have not used flexible working arrangements, the form they would most like to have access to is flexitime, mentioned by over six in ten (61%) of those polled. Less than a quarter mention part-time (24%) or working from home (22%). Here also,

²¹ To simplify the reading, we will speak in this chapter of workers with care responsibilities.

there is a clear gender difference in the case of part-time work, with women significantly more likely than men to mention it (29% vs. 19%).

When asked about how the availability of flexible work arrangements would affect their career choices, over six in ten (63%) of workers with care responsibilities say that they would decide to continue to work instead of taking extended leave or retiring. Nearly half of workers with care responsibilities (47%) say that they would move from a part-time to a full-time job, with men (60%) significantly more likely than women (45%) to give this answer.

On the question of whether male respondents ever thought of or are thinking of taking paternity leave, there are significant differences between workers with care responsibilities and respondents aged less than 65 in general. **Over four in ten (42%) of men with care responsibilities say that they have taken paternity leave, compared with a fifth of respondents generally,** while only just over one in ten (13%) are thinking of doing so in the future, compared with nearly a quarter (23%) of all respondents aged less than 65. **Overall, while 41% of men in general have taken or are thinking on taking paternity leave, this proportion reaches 51% among working men with care responsibilities.**

On the question of parental leave, there are also significant differences. **Workers with care responsibilities are more likely than respondents in general to say that they have taken parental leave (42% vs. 26%),** and women are significantly more likely to give this response (62%, compared with 20% of men). A third (33%) of workers with care responsibilities say that they did not want to take, or are not thinking of taking, parental leave, and men are much more likely than women to give this response (48% vs. 19%). **Overall, while 45% of respondents in general have taken or are thinking on taking parental leave, this proportion reaches 53% among working men with care responsibilities.**

There are also some differences between workers with care responsibilities and respondents aged less than 65 on the question of the reason for which they did not take parental leave. **Nearly three in ten (29%) of workers with care responsibilities say that they could not financially afford to take parental leave,** compared with just over a fifth (21%) of respondents generally. Workers with care responsibilities are also more likely to say that they did not take parental leave because their partner or spouse had already taken the entire period of parental leave (28% vs. 21%) or because their child or children were in childcare facilities (20% vs. 15%).

When asked to identify factors that would encourage fathers to take parental leave, nearly half (48%) of workers with care responsibilities mention receiving more financial compensation during the leave period, compared with just over four in ten (41%) of all respondents aged less than 65. Men are slightly more likely than women to mention this factor (51% vs. 46%). Less than four in ten of workers with care responsibilities mention being able to choose between taking leave in blocks or part-time working (37%), while three in ten mention better guarantees in respect of career (30%) or support from superiors and colleagues (31%), a fifth mention better information about taking parental leave (20%) or extending the maximum age limit of the child which entitles parents to take parental leave (21%), and less than a fifth (16%) say that reserving periods of parental leave for fathers would have a positive effect.

Just over a third of workers with care responsibilities “totally agree” (37%) that it is or was easy for employees to take family leave and just over a third “tend to agree” (37%), but less than one in ten (7%) “totally disagree”. On the question of whether managers and supervisors discouraged employees from taking family leave, just over a quarter (27%) of workers with care responsibilities agree, with one in ten totally agreeing. The most common response is total disagreement (41%).

Over half (52%) of workers with care responsibilities say that it was easier for women than for men to take family leave, with women more likely than men to give this response (55% vs. 49%). Just under a quarter (24%) “totally agree”, and just under three in ten (28%) “tend

to agree”, while just over a quarter (26%) “totally disagree”. **When asked whether taking family leave has had a negative impact on one’s career, just over four in ten (41%) agree**, compared to 39% of all respondents aged less than 65. **Among those with care responsibilities**, women are more likely than men (45% vs. 36%) to give this answer. Less than a fifth (16%) “totally agree”, while a quarter (25%) “tend to agree”. Over a quarter (26%) tend to disagree, and the largest proportion of respondents “totally disagree” (30%). A quarter of workers with care responsibilities polled say that taking family leave is or was perceived badly by colleagues. Less than one in ten (9%) “totally agree”, and over four in ten (43%) “totally disagree”.

Workers with care responsibilities are slightly more likely than respondents aged less than 65 overall to say that they would take family leave if they received 75% of their salary while doing so (48% vs. 43%), with men slightly more likely than women to give this response (51% vs. 46%). Less than a fifth (15%) would do this if given at least 50% of their salary, while almost none (3%) would do this at any proportion of their salary. Just over a quarter (27%) would take family leave anyway, even if unpaid.

When asked how they would respond if a sick, disabled or frail relative suddenly became in need of care, nearly four in ten (39%) of workers with care responsibilities say that they would take dependent care leave, with women giving this answer more frequently than men (42% vs. 35%). Just over a third (35%) would take some time off at very short notice, while just under three in ten (29%) would take annual leave. Just over a fifth (22%) would work from home during the period required, with men slightly more likely than women to give this answer (25% vs. 20%). Just under a fifth (18%) would take sick leave.

CONCLUSION

The results of this Eurobarometer survey indicate that there are **important gaps** regarding the satisfaction with work-life-balance and the availability and use of flexible working arrangements and family leaves. It also shows obstacles at the workplace that prevent Europeans from fully enjoying the existing rights to conciliate professional and private life.

There is clearly room for improvement in the area of **work-life balance satisfaction**. A fifth of Europeans are not satisfied with the balance between their work and personal life. While overall 78% of European workers express some degree of satisfaction in this field, only around a quarter are very satisfied with their work-life-balance. Across the EU, women are slightly less satisfied with their work-life balance than men are.

As regards **access to flexible work arrangements**, several shortcomings emerge. One in three Europeans does not have access to flexible work arrangements. For those who have access, flexitime and part-time work are the most widespread forms of flexible work arrangements in their company or organisation, whereas the availability to work from home lags significantly behind.

Among those Europeans who do not have access to flexible work arrangements, a **majority would opt for flexitime**, while less than one quarter are interested in part-time work or working from home. Across all Member States, - with only a few exceptions - more women than men are prone to part-time work.

As regards the use of flexible work arrangements, only 42% of Europeans make use of flexible working arrangements. An important number of Europeans (22%) found it **difficult to make use of flexible work arrangements** and nearly three in ten do not generally experience accommodating attitudes from their employers and fellow workers. More precisely, over a quarter of Europeans say that the use of flexible work arrangements is badly perceived by their colleagues and an even higher number considers making use of flexible work arrangements as negative for their career.

When asked what impact the extension of flexible work arrangements would have on their current employment situation, a majority of Europeans who are not currently in work agree that **flexible work arrangements would give them a better chance of entering paid work**, and a majority of those who are in work would decide to continue to work instead of taking extended leave or retirement. Moreover, around four in ten of those who are currently employed in a part-time job say that they would move to a full-time job in response to the introduction of other flexible work arrangements, suggesting that a higher availability of certain flexible work arrangements could enable a significant number of people to work full time. The results indicate that the availability of flexible forms of work can contribute to increasing labour market participation.

A minority of European men have taken or thought about taking paternity leave (41%). This varies significantly across the 28 Member States, with Sweden in particular standing out for high rates of take-up and Italy on the other extreme.

A minority of Europeans have taken or thought about taking parental leave (45%), which is a leave for both working mothers and fathers. However, significantly more European women are thinking of taking parental leave (57% as opposed to 32% of European men).

When asked why they have not taken parental leave or why they are not thinking of doing so, Europeans offer a variety of reasons. The two main reasons for not taking or not thinking of taking parental leave are that respondents could not financially afford it (21%) or that their partner or spouse has already used up the allocation of leave (21%). Men are more likely than women to say that they do not take parental leave because their spouse had already used up their allocation (30% of men compared to 5% of women). When asked about the main factors that would

encourage fathers to take parental leave, the most frequent answer was financial compensation (41%), followed by having the choice of part-time work or taking such leaves in a flexible way such as in blocks (35%).

As regards the use of paternity leave and parental leave, a quarter of Europeans say that it is **difficult** for employees in their workplace **to take family leave**, and a similar proportion says that employees are usually discouraged from doing so by managers and supervisors. Nearly a quarter of respondents say that taking family leave is badly perceived by colleagues and nearly four in ten agree that it has a negative impact on an employee's career. When taking family leave, more women than men feel badly perceived by colleagues and consider family leave as negative for their career.

Supporting the contention that it is **primarily concerns about money that discourage people from taking family leave**, it is clear that a significant proportion of Europeans are not willing to take family leave at any cost to their income, but would expect to be paid a significant proportion of their current salary. This is particularly the case for men, almost half of whom would expect to be paid at least 75% of their salary if on family leave.

When asked about current strategies for dealing with the **need to care for a relative in an emergency**, most Europeans (70%) would take dependent care leave or time off at short notice. More men than women would take time off at short notice, whereas more women than men would take dependent care leave.

Finally, **workers who are directly faced with care responsibilities seem to have in general very similar attitudes towards work-life balance and** the measures that make it more sustainable, in particular **flexible working arrangements**, including a preference for flexitime, as other worker. However, they are **more likely** to indicate that they **took or think about taking paternity and parental leave**, are more likely however to cite that **financial costs are the main reason for not taking parental leave** and are more likely to link higher take-up of leave, both on their own part as on part of others, with greater financial comp

TECHNICAL SPECIFICATIONS

Between the 26th June and 5th July 2018, Kantar Public Brussels on behalf of TNS Political & Social carried out the FLASH EUROBAROMETER 470 survey on request of the European Commission, Directorate-General for Justice and Consumers. It is a public survey co-ordinated by the Directorate-General for Communication, "Media Monitoring, Media Analysis and Eurobarometer".

The FLASH EUROBAROMETER 470 survey covers the population of the nationalities of the European Union Member States, resident in each of the 28 Member States and aged 15 years and over.

All interviews were carried using the Kantar Public e-Call centre (our centralised CATI system). In every country, the respondents were called both on fixed lines and mobile phones. The basic sample design applied in all states is multi-stage random (probability). In each household, the respondent was drawn at random following the "last birthday rule".

Kantar Public has developed its own RDD sample generation capabilities based on using contact telephone numbers from responders to random probability or random location face-to-face surveys, such as Eurobarometer, as seed numbers. The approach works because the seed number identifies a working block of telephone numbers and reduces the volume of numbers generated that will be ineffective. The seed numbers are stratified by NUTS2 region and urbanisation to approximate a geographically representative sample. From each seed number the required sample of numbers are generated by randomly replacing the last two digits. The sample is then screened against business databases to exclude as many of these numbers as possible before going into field. This approach is consistent across all countries.

COUNTRIES	INSTITUTES	N° INTERVIEWS	DATES FIELDWORK		POPULATION 15+	PROPORTION EU28
BE	Belgium Kantar Belgium (Kantar TNS)	1.006	26/06/2018	29/06/2018	9.430.478	2,18%
BG	Bulgaria KANTAR TNS BBSS	1.009	26/06/2018	02/07/2018	6.108.289	1,41%
CZ	Czech Rep. Kantar CZ	1.001	26/06/2018	29/06/2018	8.930.036	2,07%
DK	Denmark Kantar Gallup	1.009	26/06/2018	05/07/2018	4.793.807	1,11%
DE	Germany Kantar Deutschland	1.000	26/06/2018	30/06/2018	71.834.280	16,62%
EE	Estonia Kantar Emor	1.000	26/06/2018	29/06/2018	1.102.407	0,26%
IE	Ireland Kantar UK Limited	1.001	26/06/2018	29/06/2018	3.666.259	0,85%
EL	Greece Taylor Nelson Sofres market research	1.000	26/06/2018	02/07/2018	9.190.023	2,13%
ES	Spain TNS Investigación de Mercados y Opinión	1.004	26/06/2018	30/06/2018	39.460.860	9,13%
FR	France Kantar Public France	1.002	26/06/2018	29/06/2018	54.651.908	12,64%
HR	Croatia HENDAL	1.002	27/06/2018	04/07/2018	3.548.976	0,82%
IT	Italy Kantar Italia	1.000	27/06/2018	29/06/2018	52.545.031	12,16%
CY	Rep. Of Cyprus CYMAR Market Research	501	26/06/2018	29/06/2018	717.310	0,17%
LV	Latvia Kantar TNS Latvia	1.000	26/06/2018	30/06/2018	1.650.098	0,38%
LT	Lithuania TNS LT	1.000	27/06/2018	03/07/2018	2.428.325	0,56%
LU	Luxembourg Kantar Belgium (Kantar TNS)	506	26/06/2018	30/06/2018	493.032	0,11%
HU	Hungary Kantar Hoffmann	1.006	26/06/2018	30/06/2018	8.395.200	1,94%
MT	Malta MISCO International	509	26/06/2018	28/06/2018	376.304	0,09%
NL	Netherlands TNS NIPO	1.007	26/06/2018	03/07/2018	14.312.179	3,31%
AT	Austria Kantar Deutschland	1.000	26/06/2018	30/06/2018	7.516.038	1,74%
PL	Poland Kantar Polska	1.000	26/06/2018	30/06/2018	32.246.194	7,46%
PT	Portugal Marktest – Marketing, Organização e Formação	1.000	26/06/2018	02/07/2018	8.877.432	2,05%
RO	Romania Centrul Pentru Studierea Opiniei si Pietei (CSOP)	1.005	26/06/2018	30/06/2018	16.608.007	3,84%
SI	Slovenia Mediana DOO	1.007	26/06/2018	02/07/2018	1.756.267	0,41%
SK	Slovakia Kantar Slovakia	1.000	26/06/2018	29/06/2018	4.599.960	1,06%
FI	Finland Kantar TNS Oy	1.003	26/06/2018	02/07/2018	4.608.516	1,07%
SE	Sweden Kantar Sifo	1.000	26/06/2018	02/07/2018	8.227.534	1,90%
UK	United Kingdom Kantar UK Limited	1.004	26/06/2018	29/06/2018	54.203.274	12,54%
TOTAL EU28		26.582	26/06/2018	05/07/2018	432.278.024	100%*

Readers are reminded that survey results are estimations, the accuracy of which, everything being equal, rests upon the sample size and upon the observed percentage. With samples of about 1,000 interviews, the real percentages vary within the following confidence limits:

Statistical Margins due to the sampling process

(at the 95% level of confidence)

various sample sizes are in rows

various observed results are in columns

	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	
	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%	
N=50	6,0	8,3	9,9	11,1	12,0	12,7	13,2	13,6	13,8	13,9	N=50
N=500	1,9	2,6	3,1	3,5	3,8	4,0	4,2	4,3	4,4	4,4	N=500
N=1000	1,4	1,9	2,2	2,5	2,7	2,8	3,0	3,0	3,1	3,1	N=1000
N=1500	1,1	1,5	1,8	2,0	2,2	2,3	2,4	2,5	2,5	2,5	N=1500
N=2000	1,0	1,3	1,6	1,8	1,9	2,0	2,1	2,1	2,2	2,2	N=2000
N=3000	0,8	1,1	1,3	1,4	1,5	1,6	1,7	1,8	1,8	1,8	N=3000
N=4000	0,7	0,9	1,1	1,2	1,3	1,4	1,5	1,5	1,5	1,5	N=4000
N=5000	0,6	0,8	1,0	1,1	1,2	1,3	1,3	1,4	1,4	1,4	N=5000
N=6000	0,6	0,8	0,9	1,0	1,1	1,2	1,2	1,2	1,3	1,3	N=6000
N=7000	0,5	0,7	0,8	0,9	1,0	1,1	1,1	1,1	1,2	1,2	N=7000
N=7500	0,5	0,7	0,8	0,9	1,0	1,0	1,1	1,1	1,1	1,1	N=7500
N=8000	0,5	0,7	0,8	0,9	0,9	1,0	1,0	1,1	1,1	1,1	N=8000
N=9000	0,5	0,6	0,7	0,8	0,9	0,9	1,0	1,0	1,0	1,0	N=9000
N=10000	0,4	0,6	0,7	0,8	0,8	0,9	0,9	1,0	1,0	1,0	N=10000
N=11000	0,4	0,6	0,7	0,7	0,8	0,9	0,9	0,9	0,9	0,9	N=11000
N=12000	0,4	0,5	0,6	0,7	0,8	0,8	0,9	0,9	0,9	0,9	N=12000
N=13000	0,4	0,5	0,6	0,7	0,7	0,8	0,8	0,8	0,9	0,9	N=13000
N=14000	0,4	0,5	0,6	0,7	0,7	0,8	0,8	0,8	0,8	0,8	N=14000
N=15000	0,3	0,5	0,6	0,6	0,7	0,7	0,8	0,8	0,8	0,8	N=15000
	5%	10%	15%	20%	25%	30%	35%	40%	45%	50%	
	95%	90%	85%	80%	75%	70%	65%	60%	55%	50%	