

CREATING FAMILY-FRIENDLY JOBS

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LIETUVOS
PROFESINIŲ
SĄJUNGŲ
KONFEDERACIJA





The importance of work-life balance

- Mental and physical well-being
- Increased productivity and job satisfaction
- Improved quality of interpersonal relationships
- Contributing to solving demographic problems



EXCLUSIVE TRADE
UNION RIGHTS -

COLLECTIVE
AGREEMENTS

Countries with highest collective bargaining coverage

	Collective agreed working time	Collective bargaining coverage (%)
Sweden	1,662	88
Finland	1,662	89
Belgium	1,752	96
Austria	1,714	98
France	1,578	98
Average	1674	94

Countries with lowest collective bargaining coverage

	Collective agreed working time	Collective bargaining coverage (%)
Poland	1,848	13
Greece	1,840	14
Romania	1,840	15
Estonia	1,856	19
Hungary	1,856	22
Average	1,848	11

The role of trade unions

- Where unions are strong, work cultures are healthier and more family-friendly.
- Eurofound study - in countries where 9 out of 10 workers are covered by a collective agreement, average working time is **4 working weeks shorter** than in countries where 1 in 10 workers are covered by a collective agreement.
- This extra free time is spent on family, leisure and personal development.

Source: <https://etuc.org/en/pressrelease/highly-unionised-enjoy-month-more-free-time>

The role of trade unions

- A study in the UK found that the **presence of a trade union in a company directly leads to a wider spread of work-life balance measures.** (Source: UK Labour Congress study ["Work/life balance and trade unions"](#))

THE MOST SUCCESSFUL JOBS - PERSONAL THE BEST WORK-LIFE BALANCE MEASURES:

- **Work from home** during normal working hours
- **Flexible working**, where an employee does not have a fixed start or end time but must work a set number of hours per week or month
- **Job sharing** (when one full-time post is shared by several employees)
- Possibility to **reduce working hours** (e.g. by moving from full-time to part-time)
- **Compressed working time** (working fewer days per week for standard working hours, e.g. compressing a 40-hour working week into 4 days)



COMBINING WORK WITH CARING FOR CHILDREN OR ELDERLY RELATIVES:

- Office work **only when children are at school**
- Workplaces have **children's rooms** or **nurseries linked to the workplace**, where employees are guaranteed a place for their child.
- Various **financial support for childcare** or adult care
- **Special leave for parents or adult carers** in emergencies
- **Paid paternity leave** (in addition to standard maternity or paternity leave)
- **Maternity and paternity pay** above the minimum



Remote working

- Often identified as an essential tool for reconciling work and private life

Benefits:

- **Improved concentration and productivity:** fewer environmental distractions allow workers to concentrate better, which increases their productivity.
- **Better work-life balance:** teleworking saves commuting **time** and offers **greater flexibility**, allowing employees to better balance work and personal commitments.
- **Increased inclusiveness:** teleworking **facilitates access to the labour market** for vulnerable groups, such as **people with disabilities or those caring for their relatives.**

But unless it is subject to certain restrictions and rules, teleworking will have the opposite effect:

- Constant "**being available**" or "**being online**", with work-related notifications coming in on phones even during rest periods, can blur the boundaries between work and personal life, leading **to stress or burnout.**
- Teleworking can also contribute to **social isolation**: workers can feel alienated from their colleagues, which can **affect their mental health and their satisfaction with work and life.**
- **The risk of working longer hours and increased workload** if clearly defined working hours are not respected.



Right to Disconnect



TRADE UNIONS ADVOCATE THE INCLUSION OF TELEWORKING IN NATIONAL AND EU LEGISLATION TO ENSURE FAIR WORKING CONDITIONS AND PROPER WORKING TIME RECORDS.

ENSURING PROPER IMPLEMENTATION OF THE "RIGHT TO DISCONNECT" IS CRUCIAL

Teleworking and women in the labour market

- Teleworking reduces the "motherhood penalty" - the financial, professional and other systemic barriers that women face after having children.
- In the US, a study showed that teleworking has had a positive impact on women's labour market participation, especially for mothers: where teleworking increased by 10%, the employment rate of women with children increased by almost 1 percentage point. This effect was not observed among men with children. (Source: ["Has the Rise of Work-from-Home Reduced the Motherhood Penalty in the Labour Market?"](#))
- But as the pandemic has shown, working from home is often a luxury available only to highly skilled workers.
- Given the disproportionate burden of unpaid domestic work on women, teleworking and staying at home all the time risks exacerbating this inequality.
- Trade unions want to see more support measures for maternity and paternity, and for teleworking to be made at least partially available to more workers than just highly skilled professionals.





Conclusions

- Trade unions are the **main defenders of workers' interests**, and **their presence in** the workplace leads to **more work-life balance measures** and **more free time** (thanks to ongoing social dialogue and collective agreements)
- **Employers, trade unions** and **politicians** must **work together** to create an environment that promotes workers' well-being. This is the only way to **achieve long-term productivity** and **job satisfaction**, while ensuring that **workers can fully enjoy their personal lives.**