

The use of new technologies for the promotion of work-life balance and for the advancement of family policies aimed at the social inclusion of women and men

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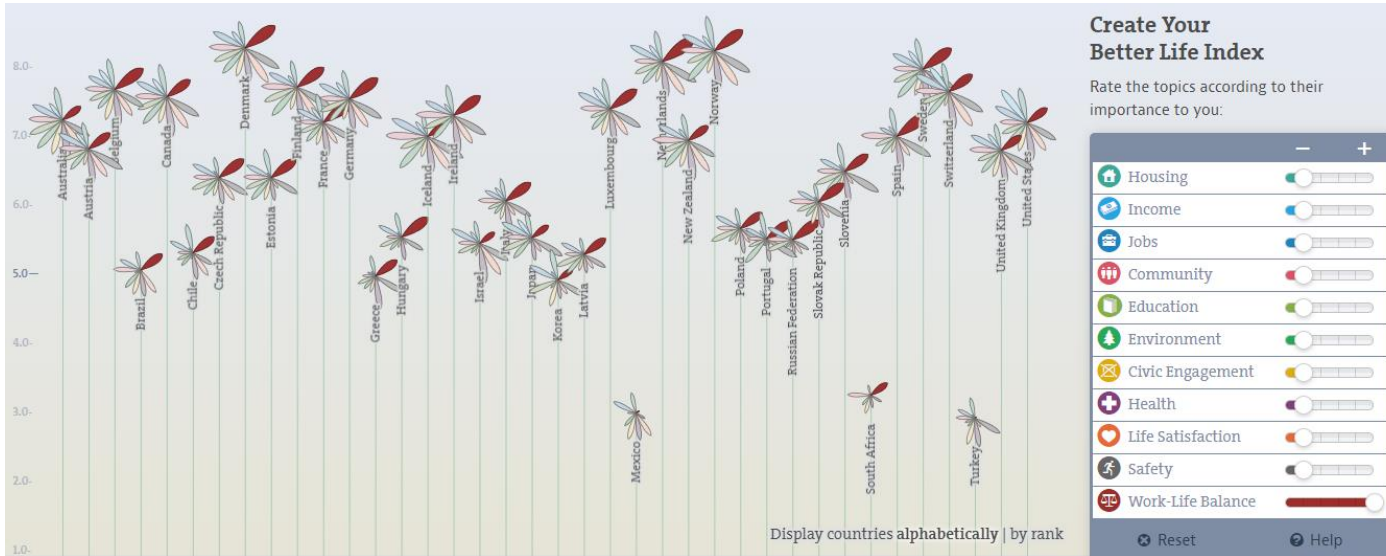


New forms of work-life conciliation through the use of new technologies

- Legislation
- Data
- Good practices
- Recommendations



OECD Better Life Index



Work-life balance:
Indicator of well-being,
especially for parents!

WORK-LIFE CONCILIATION

traditionally based on the provision of parental leave measures, early childhood education and care services, as well as flexible working arrangements including part-time and tele-working from home, it now includes new forms based on the use of technologies



SMART WORKING

«an approach to organising work through a combination of flexibility, autonomy and collaboration which does not necessarily require the workers to be present in the workplace» (UK)



other terms are: Flexible Working, Telework, Work 4.0, Agile Working, Activity Based Working, Mobile Working and New Ways of Working

Improvement in women's labour market prospects



- More work-life balance
- Possibility for men to work from home
- Less inactive women

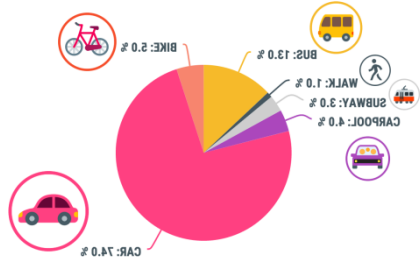
At Eu level the employment rate of women is still 11.5 pp lower than that of men, while caring responsibilities are reasons for inactivity for almost 31% of inactive women



Authonomy
in
Where
when
how
to work

Reduction
CO2 emission

Advantages in the
use of technologies
in working
arrangements



Jobs for
disadvantaged
population

Reduction
in commuting time



LEGISLATION

- **The European Framework Agreement on Telework, 2002**

groundbreaking

Voluntary character, same rights as regards employment conditions, protection measures

- **Proposal for a EU directive on work-life balance for parents and carers, 2017**

1. Extension of **flexible working arrangements** for carers and working parents (child until 8 years)
2. Paternity leave: at least 10 working days of paternity for fathers/equivalent second parents
3. Strengthening of parental leaves: two of the four months of parental leave no transferable
4. Carers' leave: five days per year



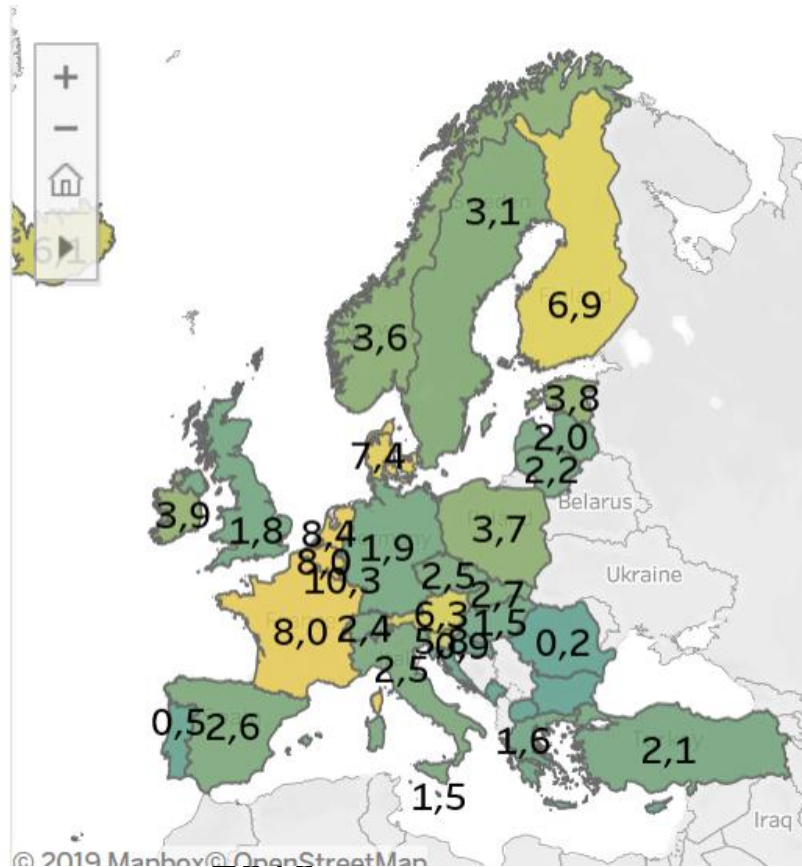
NATIONAL LEGISLATION

- **France**, 2017 Loi du travail
- **Italy**, 2017 Law on smart work
- **UK**, 2014, Flexible working regulation
- **the Netherlands**, the Working Conditions Act revised in 2012
- **Hungary**, 2004 first country to adopt by law the The European Framework Agreement on Telework

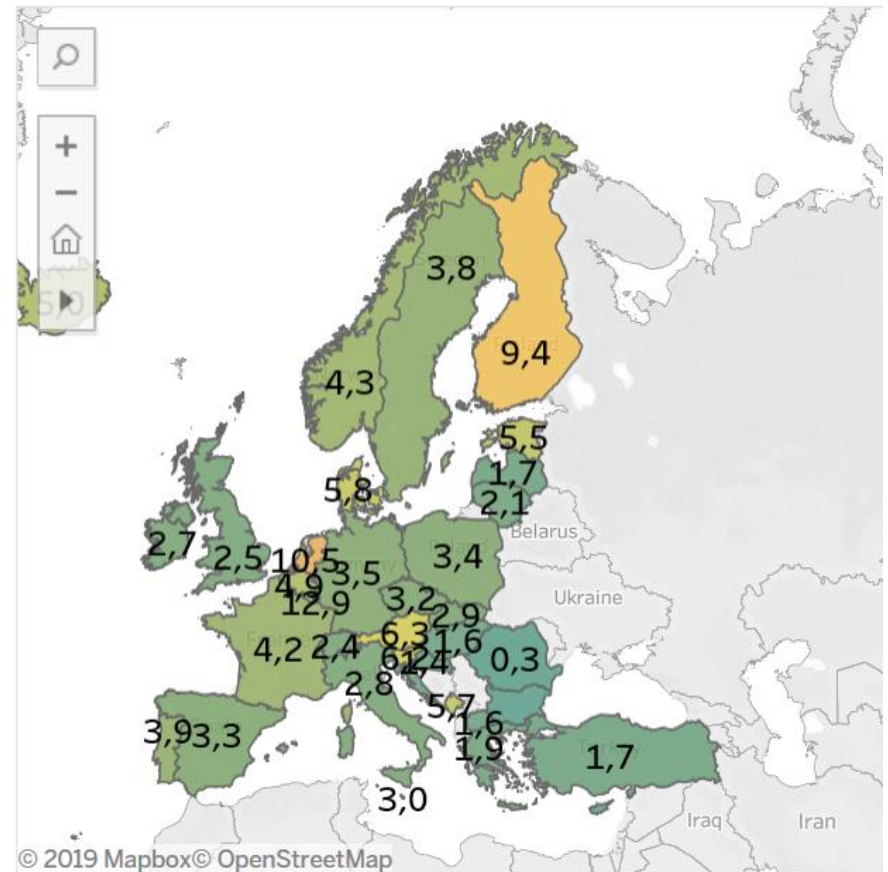
- **US** in 2010 the Telework Enhancement Act (TEA)



Smart working's employees in Europe, EUROSTAT Data, Age 15- 39 years old

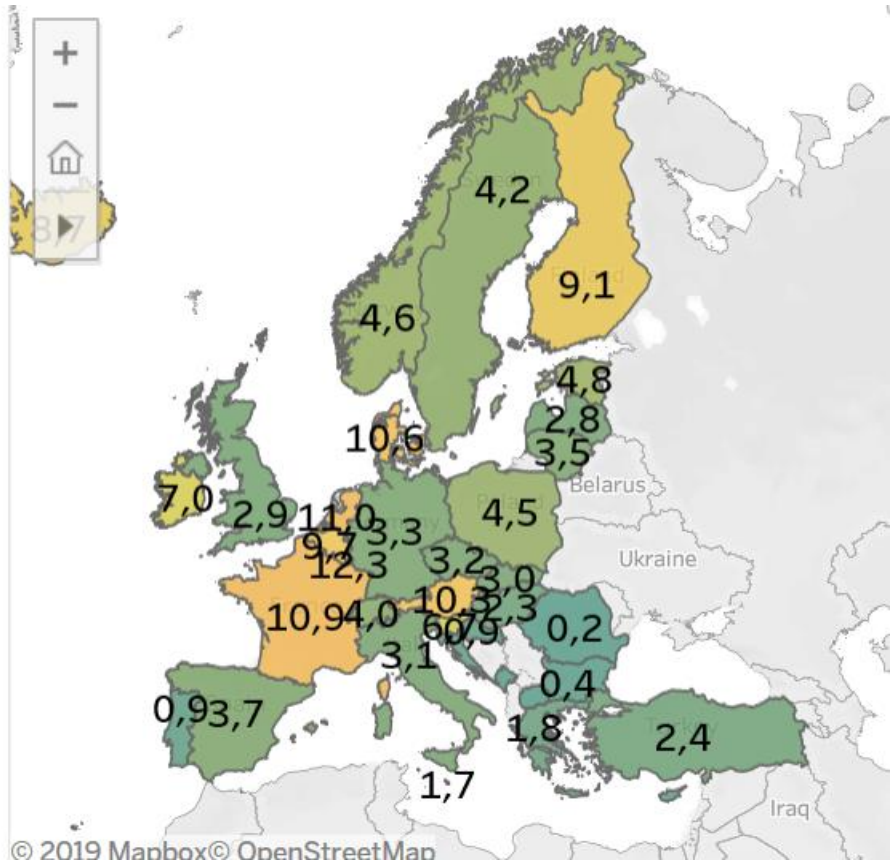


2010

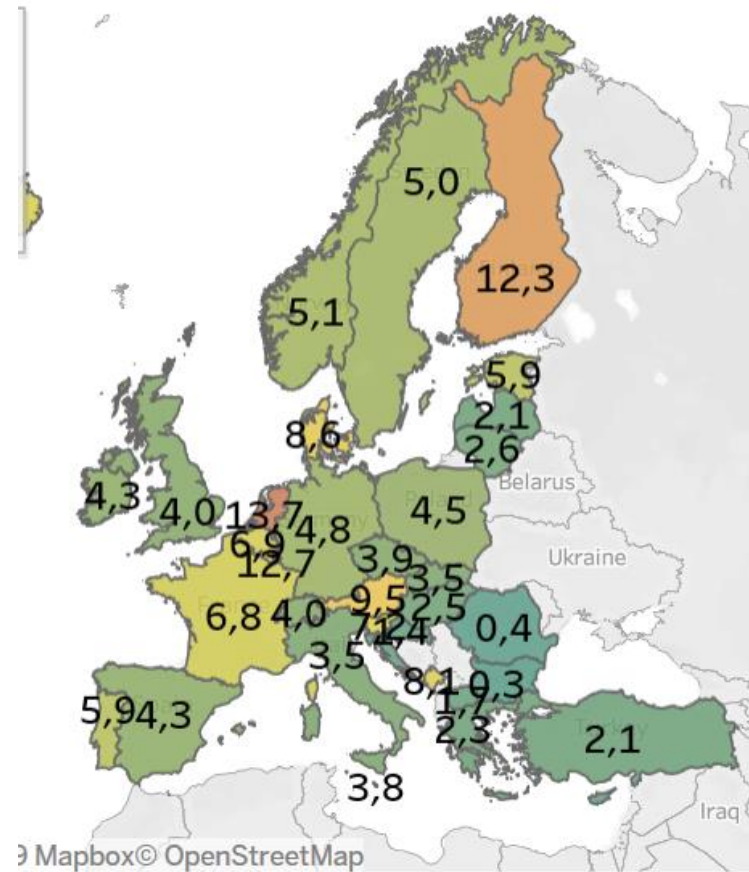


2017

Smart working's employees in Europe, EUROSTAT Data, Age 15- 64 years old



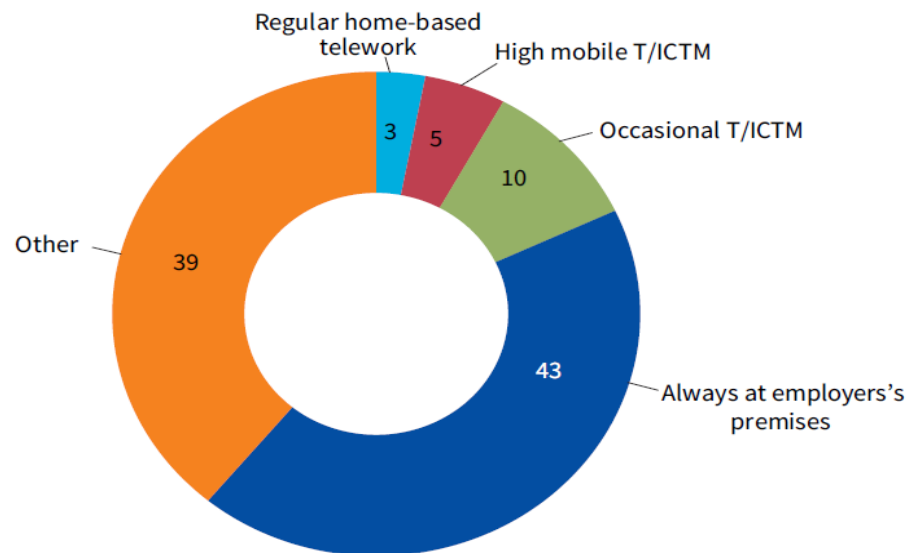
2010



2017

EU AVERAGE 2015 18%

Figure 3: Proportion of employees engaged in T/ICTM in the EU28 (%)



Note: These data are based on the proxy categorisation of T/ICTM.

SMART WORKING

Good practices



Italy: Department for Family Policies has launched a procedure of expression of interest aimed at setting up an **institutional table for discussion and dialogue with companies**



Finland: 'employer guide for teleworking' by the Finnish Ministry of Employment; **national teleworking day** established by the Finnish Environment Institute

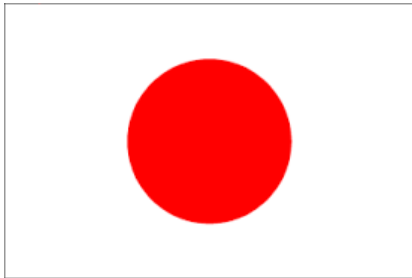


SMART WORKING

Good practices



Argentina: Ministry for Work, Employment and Security: **teleworking network; a manual of best practices in telework; a tripartite observatory**



Japan: Guidelines for appropriate adoption and execution of telecommuting with ICT equipment; **Nationwide Development Project for Teleworking; Telework Consultation Center** (by the Ministry of Health, Labour and Welfare)



SMART WORK: RISKS

- Difficulty of separating working life from private life. The so-called '**blurring of boundaries**' phenomenon
→ Right to disconnection (French and German regulations)
- **Occupational work and well-being**
- **Job security and social protection systems**

[ILO-Eurofound Report, 2017 *Working anytime, anywhere: The effects on the world of work*]



RECOMMENDATIONS – RELEVANCE OF GOVERNMENTS' ROLE

- ✓ Granting all employees **a right to request flexible working time** arrangements;
- ✓ Ensure more flexible ways of working do not lower job quality. This includes guaranteeing that **working time regulations** (including minimum rest periods) are respected.
- ✓ Ensure **gender equality** in support for displaced workers.
- ✓ Adapt **social protection systems** to the new forms of work.

[Oecd, 2017, *Going Digital the Future of Work for Women*]



**THANK YOU FOR YOUR
ATTENTION**

