

Balancing work and social life



The term “work-life balance”

This term is commonly used to describe the struggle between **maintaining a full-time job** while also fulfilling **caregiving responsibilities** (raising children, taking care of elders, spending time with partners and loved ones) and being **involved in community activities**.

Poor work-life balance: the causes

- **Job strain:** the worker has very high job demands but little control over those demands.
- **Effort-reward imbalance:** the worker invests a lot of effort to meet work demands but the returns he receive are disproportionately less.
- **Job insecurity:** the overall concern about the continued existence of a job in the future.



Poor work-life balance: the risks

- Stress can have damaging effects **on your physical health** (cardiovascular issues).
- Isolation and lack of social life can cause **mental health issues** - in 2019, **5.5% of the European male population** aged 15 and over reported experiencing chronic depression because of this.

- Exhaustion can cause a lack of attention, leading to **workplace accidents** - in 2023, **around 2 out of every 3** (67.6%) non-fatal accidents at work in the EU involved men.
- It can damage a **worker’s social relationship**, especially with his family, adding to the feeling of isolation and stress.



Improving Work-life balance : The European measures

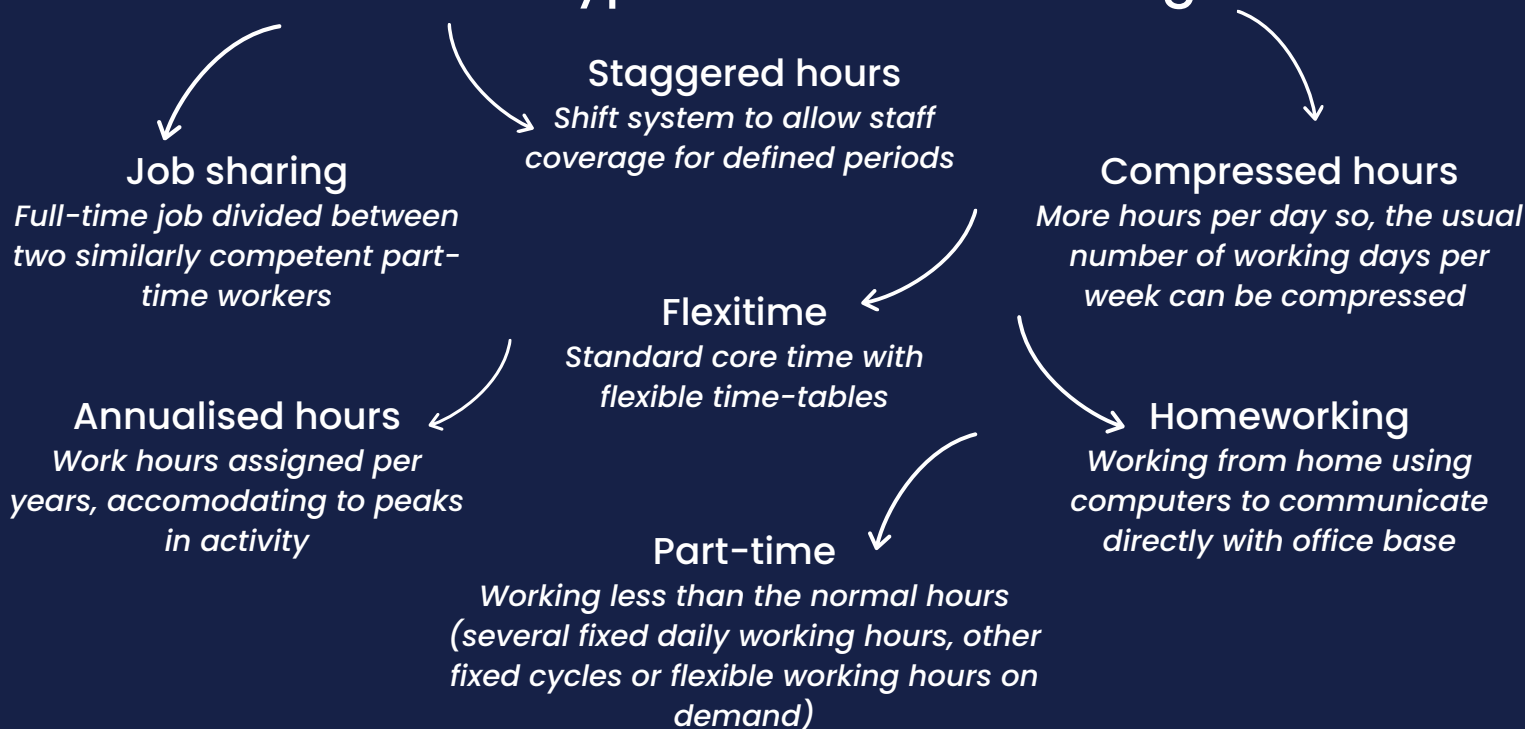
In 2019, the EU adopted the **Work-Life Balance Directive**, with the goal of improving work life balance for both men and women.

For men, the advantages are:

- a **paternity leave** (at least 10 working days)
- a **carers’ leave for workers** providing personal care or support to a relative (five days of leave per year)
- **flexible working** arrangements and protection against unfair dismissal related to exercising these rights



Different types of flexible working



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