



European Commission



NEW WORK-LIFE BALANCE RIGHTS

August 2022

On 2 August, new work-life balance rights start applying in the European Union. They come on top of the existing maternity leave rights. The new rights will make it easier to share responsibilities between parents and for every parent and carer to balance family with professional careers and to take time off when needed.



Parental leave

- At least **4 months** of leave per parent
- 2 of which are **paid and non-transferable** between parents
- Option to take leave in **flexible form**



Paternity leave

- At least **10 working days** around birth of the child
- Compensated at least at the **level of sick leave**



Flexible Working Arrangements



- **Working parents** with children up to at least 8 years old, and all carers have the right to request:
 - Reduced working hours
 - Flexible working hours
 - Flexibility of the workplace



Carers' leave

- 5 working days of **carers leave** per year for **all workers**.