

5.6 Work-family life balance measures for men & women

Work-family life balance measures include, for instance, labour and schedule flexibility, maternity and paternity leaves, or reduce workdays. These measures are intended to reduce gender inequality in the labour market. However, the reality that most companies find is that women are the ones primarily making use of these measures; what could make one think that these measures actually create new inequalities. In other words, even if the ultimate motivation for these measures is good, some issues need to be considered. Following these ideas, the reduction of working hours is already a well-settled measure in many companies.



Now the challenge is to boost it among men as well, so that not only women appeal it, contributing thi way to a greater equality.

In fact, some public policies already acknowledge these issues. For example, the equal rights for paternity and maternity leaves is considered as an equality foster.