

**Question for written answer E-000100/2018
to the Commission**
Rule 130
Tania González Peñas (GUE/NGL)

Subject: Maternity/parental leave

In November 2015, I asked the Commission about the possibility of replacing the two directives on maternity and parental leave with a single directive that would guarantee an equal period of leave for each parent, entirely non-transferable and without any loss of pay, in order to ensure real equality in the use of such periods of leave.

In January 2016, the Commission replied that it would come forward with a package that would aim to address women's participation in the labour market, ensure a better sharing of care responsibilities between men and women, and strengthen gender equality.

Almost two years later, the Commission has still not merged the two existing directives, and although the proposed reform appears to be a step forward for equality, it will have the effect of perpetuating inequality in the sharing of post-natal care tasks and labour market access since, as the Commission has recognised, men are reluctant to use periods of leave unless they are non-transferable and paid at the rate of at least 80% of their usual salary.

Why has the Commission not taken the opportunity to merge the two directives into one and ensure a real work-life balance for both women and men?