Gender, Age and Care duties

how to make care duties compatible with work for all

Agnes Uhereczky, Director COFACE
COFACE

- Founded in 1958
- 58 organisations in 24 countries
- 100 million citizens
- Work-life balance, vulnerable families, disability, care, gender equality, housing, health issues, consumption, safer internet…
ACCESSIBLE, QUALITY AND AFFORDABLE CARE SERVICES

ADEQUATE RESOURCES

WORKING TIME ARRANGEMENTS
2014 Campaign

First meeting of the European Year 2014 Alliance.

Publication of the Alliance Manifesto.

Launch of the campaign logo and promotional materials: The Emperor penguin.

MARCH 2014

APRIL 2014

MAY 2014

JUNE 2014

JULY 2014

AUGUST 2014

SEPTEMBER 2014

OCTOBER 2014

NOVEMBER 2014

DECEMBER 2014

JANUARY 2015

FEBRUARY 2015

MARCH 2015

APRIL 2015

MAY 2015

JUNE 2015

JULY 2015

AUGUST 2015

SEPTEMBER 2015

OCTOBER 2015

NOVEMBER 2015

DECEMBER 2015

JANUARY 2016

2014: Launch of the campaign with a penguin.

1. Launch of the campaign logo and promotional materials: The Emperor penguin.

2. Strasbourg, session 1: Launch of the Written Declaration 32/2012 asking for the designation of 2014 to be the European Year for Reconciling Work and Family Life (66 signatures collected).


5. Strasbourg, session 4: 334 signatures collected.

6. The Written Declaration 32/2012 on the European Year for Reconciling Work and Family Life, signed by 388 MEPs, was officially adopted by the European Parliament.

7. Official launch of the campaign at COFACE's office in Brussels.

8. We met at the European Parliament in Brussels with our supporters MEPs.

9. COPACE directly asked a question to the President of the European Commission during its online debate.

10. COPACE directly asked a question to the President of the European Commission during its online debate.

11. COPACE directly asked a question to the President of the European Commission during its online debate.

12. COPACE directly asked a question to the President of the European Commission during its online debate.

13. COPACE directly asked a question to the President of the European Commission during its online debate.

14. However, we decided to move to focus on delivering events and activities to the highest level. We adopted the name of the campaign and our logo towards 2014 Year of Reconciling Work and Family Life in Europe, with the aim of making a real change.
EUROPEAN RECONCILIATION PACKAGE

2014: YEAR OF RECONCILING WORK AND FAMILY LIFE IN EUROPE
European Reconciliation Package

Common principles and values:
- Gender Equality
- Non Discrimination
- Intergenerational solidarity
- Social Inclusion
- Reconciliation for all
- Men’s involvement
- Life-course perspective
- Children’s well-being
Carers
13% of Europeans aged 50-64 care for a disabled or elderly family member every day or several times a week.

80% of care work in Europe is provided by informal carers.
Key Policy points & Examples

- Recognition of carers and care work.
- Flexible working arrangement and carers’ leave.
- Ageing and gender dimension of care.
- Accessible, affordable and quality care services.
EUROPEAN CHARTER FOR FAMILY CARERS

The Charter deals with all aspects pertaining to the life of persons with disabilities and their families. Meeting the needs of family carers, irrespective of the cause of the dependency of the person that is being cared for (age, illness, accident, etc.) through targeted measures, contributes to the quality of care and helps preserve a qualitative family life.

Article 1: Definition of a family carer
Article 2: Choice of family carer
Article 3: Public solidarity
Article 4: Family solidarity
Article 5: The place of the family carer within the health system
Article 6: Official status of the family carer
Article 7: Quality of Life
Article 8: Right to respite
Article 9: Information/training
Article 10: Assessment
What We Call For

EU level:
• EC Recommendation on the status of Family and Informal carers

National and local level:
• National Law recognising family carers
• Support and adequate service provision
Nearly 60% of EU university graduates are women, but they account for less than 33% of scientists and engineers across Europe, yet represent nearly 80% of the total workforce in the health, education and welfare sectors.

The unequal share of unpaid work in the family has a direct impact on gender segregation, because women still adjust their working arrangements considering their caring responsibilities. They are more likely to take leaves, work part time or withdraw from the labour market.
Key Policy points & Examples

• Employment rate of women in the EU 62.5% compared to 74.2% of men.
• Part-time and flexible work arrangements.
• Leave provisions.
• Tapping into the potential of older women.
Maternity Leave in the EU

- **Current EU legislation**: 14 weeks minimum, of which 2 mandatory
- **Commission proposal**: 18 weeks minimum, of which 6 mandatory after birth
- **EP amendment**: 20 weeks minimum, of which 6 mandatory after birth
What We Call For

EU:
- coherent legislative package on leaves, including maternity, paternity, parental and carers’ leaves,
- promote a more equal share of care responsibilities between women and men.

EU and Member States:
- support the negotiations of flexible working arrangements,
- local or company-based “reconciliation plans”
Reconciling at the workplace, not a matter of size or sector
Reconciling at the workplace

Less than half of the European workforce has flexibility in working hours (Eurofound EQLS 2012)

In order to create a reconciliation friendly environment, all stakeholders must be involved in shaping legislative and practical initiatives.
Almost 60% of parents identifies availability (waiting lists, lack of services) as a difficulty concerning the usage of childcare in the EU27. Across the EU, women reported that they do not work or work part-time because...

- 53%: Childcare is too expensive
- 25%: Lack of availability of childcare services
- 4%: Childcare is of insufficient quality
Key Policy points & Examples

• Available, accessible and quality care services and pre-school education.
• Skills for childcare professionals.
• Coordination of education systems for easier mobility within the EU labour market.