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*“Trends in family policies in Europe
versus
expectations and real needs of parents with small children”*

Prague, June 13, 2013

*Nathalie d’Ursel
NWFE President*

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1. Family policy in the EU

- * General remarks
- * Paternal leave legislation
- * Maternal leave legislation
- * Family policies in Member states

2. What parents/women want

- * Theory of the Preference
- * Recent surveys (MMM, UK, CZ)
- * Findings by EAF, Eurochild, UNICEF, WHO, CoE



3. NWFE remarks and advocacy

4. Useful links

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NWFE is an umbrella association, which provides a platform for women's organizations to influence the European political process. NWFE develops a network of women's NGOs in the EU member states and ensures their representation in the European institutions, especially in the European Parliament.

NWFE is first of all its members: more than 100 women's organisations representing the voice of more than half a million women from most of the EU member states. NWFE works towards improved legislation at the national and European levels, provides expertise to European decision-makers and proposes amendments to legislative proposals.

NWFE fulfills its mission by monitoring and influencing processes and policies related especially to the dignity of women, human rights, demography, family, inter-generational solidarity, bioethics, development, employment, health, environment, fight against trafficking in human beings, combating poverty, etc.

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1. Family policy in the EU:

- General remarks
 - *Family policy = not EU competence*
- Parental leave legislation
- Maternal leave legislation
- Family policies in MS



“The right of parents to ensure the education and teaching of their children in conformity with their religious, philosophical and pedagogical convictions shall be respected, in accordance with the national laws governing the exercise of such freedom and right.”

Charter of Fundamental Rights of the European Union, Article 14 (3).

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Parental leave legislation:

Parental leave



The European social partners have concluded a new Framework Agreement on parental leave. This Agreement extends the period of **parental leave to four months for each parent**. It applies to all workers and to all types of employment contract. It represents a means of better reconciling workers' professional and parental responsibilities and of promoting equal treatment between men and women.

ACT

Council Directive [2010/18/EU](#) of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC (Text with EEA relevance).

The **conditions of access to leave and adaptability of leave** shall be defined by national law and/or collective agreements in MS.

But the Agreement **does not contain any stipulations concerning the payment of salary or compensation** during parental leave.

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Příloha 2: Fakta a čísla o systémech rodičovské dovolené v Evropě

Tabulka 1: Dávky rodičovské dovolené ve vybraných evropských zemích

Žádná peněžitá odměna	BG, ES, EL, IE, NL, PT, UK
Paušální částka	AT, BE, CZ, DK, FR, HR, LU, PL, SK
Odměna v poměrné výši k platu	DE, EE, FI, HU, IT, LT, LV, NO, RO, SE, SI

(Zdroj: Leila Maron, Danièle Meulders a Síle O'Dorchai (2008): „Rodičovská dovolená v Belgii“, Bruselské hospodářské sešity, roč. 51, č. 2/3, léto-podzim)

Tabulka 2: Čerpání rodičovské dovolené ve vybraných evropských zemích

Země	
CZ, DE, DK, FI, HU, IT, LU, PL, SI	Vysoký podíl u matek; s výjimkou Švédska čerpá rodičovskou dovolenou méně než 10 % oprávněných otců.
ES, FR, NL	Střední podíl u matek (mezi 1/3 a 2/3 oprávněných žen) velmi slabý podíl u otců s výjimkou Nizozemí (více než 10 %, často v podobě částečné rodičovské dovolené).

(Zdroj: Referát D. Fodena (Eurofound) na konferenci EKOS „Implementace revidované rámcové dohody o rodičovské dovolené: jak čelit výzvěm“ konané ve dnech 16.–17. února 2011 v Bruselu + příspěvky členů výboru žen EKOS)

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Maternal leave legislation:

In a first reading, the European Parliament voted on the European Commission's proposal to reform the 1992 Maternity Leave Directive (Directive 92/85/EEC). The Commission had proposed an increase in the minimum period of maternity leave from 14 to 18 weeks and to pay women 100% of their salary during maternity leave. The European Parliament wants to give women **full pay for 20 weeks** of maternity leave and to introduce **two weeks of fully paid paternity leave**. This goes beyond the Commission's proposal. The next step is for the Council of Ministers, which represents the interests of the 27 EU Member States. (Oct 2010)

http://europa.eu/rapid/press-release_MEMO-10-509_en.htm

EU parliament has been attacked over support for 20 weeks maternity leave and accused of "not listening" to member states on the contentious EU maternity leave directive. (Nov 2011)

The draft law is currently 'blocked' with several member states, including the UK, registering reservations about the proposals to give women 20 weeks of paid maternity. One of the MEPs added, "I am a mother and a small businesswoman and I know that 20 weeks of fully-paid compulsory maternity leave, two weeks fully-paid paternity leave and **breastfeeding breaks of three hours a day** are totally unrealistic.,,

<http://www.theparliament.com/latest-news/article/newsarticle/eu-parliament-attacked-over-support-for-20-weeks-maternity-leave/#.Ubk4ktjPIiQ>

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Příloha 3: Širší kontext: Fakta a čísla o jiných podobách dovolené v Evropě (mateřská dovolená, otcovská dovolená, dovolená v případě osvojení dítěte, dovolená za účelem péče o rodinné příslušníky, flexibilní pracovní doba, apod.)

Tabulka 1: Celkový přehled o mateřské dovolené v některých evropských zemích

Doba trvání	Země
Více než 18 týdnů	BG, CZ, EE, FI, HU, IE, IT, SE, SK, UK
Od 14 do 18 týdnů	AT, BE, DK, EL, ES, FR, HR, LT, LU, LV, NL, PL, PT, RO, SI
14 týdnů	DE, MT

(Zdroj: Referát D. Fodena (Eurofound) na konferenci EKOS „Implementace revidované rámcové dohody o rodičovské dovolené: jak čelit výzvám“ konané ve dnech 16.–17. února 2011 v Bruselu + příspěvky členů výboru žen EKOS)

Tabulka 2: Náhradní příjem spojený s mateřskou dovolenou v některých evropských zemích

Výše příjmů	Země
100 % průměrného nebo základního příjmu	AT, DE, DK, EE, EL, ES, FR, LT, LV, LU, MT, NL, PL, PT, SI
Mezi 70 a 99 %	BG, HU, IE, IT, RO, SE
Méně než 70 %	CZ, SK

(Zdroj: Referát D. Fodena (Eurofound) na konferenci EKOS „Implementace revidované rámcové dohody o rodičovské dovolené: jak čelit výzvám“ konané ve dnech 16.–17. února 2011 v Bruselu + příspěvky členů výboru žen EKOS)

Tabulka 3: Celkový přehled nároků na placenou otcovskou dovolenou v některých evropských zemích

Žádné nárok na placenou otcovskou dovolenou	AT, CZ, CY, DE, IE, IT, SK
Od 1 do 5 dnů	EL, HU, MT, LU, NL, PL, RO
Od 6 do 10 dnů	BE, DK, EE, LV, PT, UK
Více než 10 dnů	BG, ES, FI, FR, LT, SE, SI

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2. What parents/women want:

- Findings by EAF, Eurochild, UNICEF, WHO, CoE
- Theory of the Preference
- Recent surveys (MMM, UK, CZ)

“Parents have a prior right to choose the kind of education that shall be given to their children”,
Universal Declaration of Human Rights, Article 26 (3).

The logo for New Women For Europe (NWFE) features the acronym 'NWFE' in a large, blue, serif font. To the right of the text is a stylized graphic of two women in blue and yellow, with yellow stars, and the text 'New Women For Europe' in a smaller, blue, sans-serif font.

European Alliance for Families Best practice Workshop, 30th June 2011

CHILD WELL BEING AND QUALITY OF CHILDCARE

Synthesis Report

“In the past the EU institutions have generally promoted a narrow ‘childcare’ discourse focussed mainly on policies on employment and gender equality; arguing that they had no legal competence in relation to children, they tended to treat them as ‘dependents’ and obstacles to the labour market integration of parents, and until recently paid less attention to their rights...”

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... neuroscience revolution has increased understanding of cognitive development in early childhood, and confirmed *‘that loving, stable, secure, stimulating and rewarding relationships with family and caregivers in the earliest months and years of life are critical for almost all aspects of a child’s development’*.

For babies and infants, a lack of stable and quality interaction and care with parents and caregivers can negatively affect mechanisms for managing stress; for some children, this may result in sub-optimal cognitive and linguistic development, and possible long-term effects which may include depression, withdrawal, inability to concentrate and other forms of mental ill-health. The most important generalisation to be made is that *“the younger the child and the longer the hours-per-week spent in childcare the greater the risk. In particular, long hours of child care for those under the age of one year is widely regarded as inappropriate”*.

The Childcare Transition: Leonardo Menchini – Child Poverty and Social and Economic Responses Unit, UNICEF Innocenti Research Centre

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Eurochild:

“Early childhood is the most critical time in a child’s development”, since it is “the period when the foundation for the psychological, emotional intellectual well-being lies...”



UNICEF + WHO: promoting “6 months of breast-feeding”

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* **Recommendation Rec(2006)19** of the Committee of Ministers of the Council of Europe to member states on policy to support positive parenting
(Adopted by the Committee of Ministers on 13 December 2006)

“Committee of Ministers...

...Recommends that the governments of member states:

- acknowledge the essential nature of families and of the parental role and create the necessary conditions for positive parenting in the best interests of the child.”

* The Parliamentary Assembly of the Council of Europe (PACE) adopted on Jan 27, 2012 the **resolution RES 1864 (2012) on Demographic trends in Europe: turning challenges into opportunities: “Human capital notion”**

http://assembly.coe.int/ASP/Doc/ATListingDetails_E.asp?ATID=11408

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Theory of the Preference:

Within European society, three groups of women can be distinguished, according to their preferences and lifestyle choices [1]:

- The “home-centred preference group”, made up of approx. 20% of women. Their main priority is family life and children. They prefer not to work, are very responsive to social and family policies but not to any employment policy.
- The “work-centred preference group”, made up of approx. 20% of women. Their main priority is employment or equivalent activities. Childless women are concentrated here. They are responsive to economic and political opportunity rather than to social and family policy.
- The “adaptive preference group” is made up of approx. 60% of women. This group is most diverse and includes women who want to combine work and family without giving a fixed priority to either.

[1] According to the Theory of the Preference, by Prof. Catherine Hakim, Sociologist, London School of Economics, “*Work-Lifestyle Choices in the 21st Century*”.



Mouvement Mondial des Mères Europe
Make Mothers Matter Europe

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The “*Survey of Mothers in Europe*”

Launched on February 1, 2010 by MMM Europe in 16 countries.

The survey was conducted online: www.mmmeurope.org/survey

Directed to mothers living in Member States of the European Union.

Aimed to identify their realities and to record their opinions, concerns, and priorities with regard to key life issues.

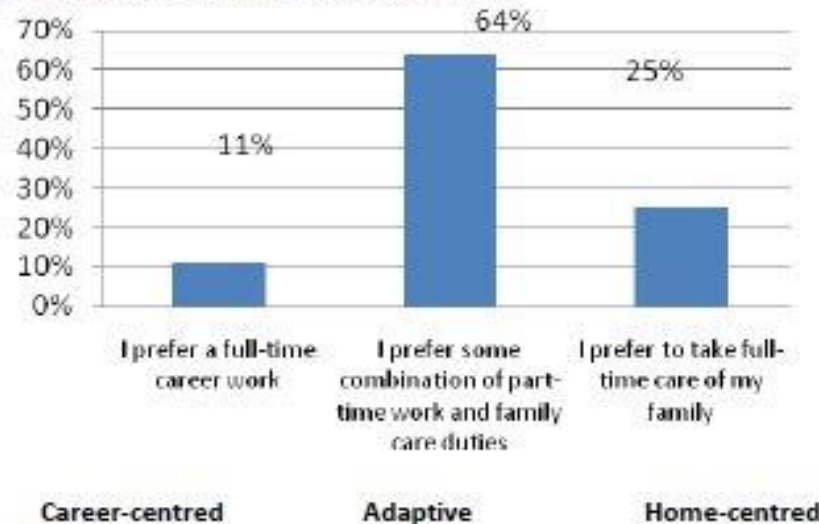
Asked mothers to draft messages to European policy makers in their own terms and to participate in subsequent dialogue with MMMEurope since **mothers are rarely recognised** as specific and distinct participants with a special role and identity. Even more **rarely** are they **given the opportunity to speak** with their own voice.

This report was produced by **FAMILYPLATFORM** (Social platform on research for families and family policies) funded by the EU’s 7th Framework Programme (€1,400,000) and had a duration of 18 months (October 2009 – March 2011).

1

Figure 3.2: Mothers' Expressed Work Preference according to Survey of Mothers in Europe 2010

Q. Surveys* have asked women their preferences concerning paid work. About 20% choose to centre their lives on a career, about 60% would like to combine paid work with family care duties, and about 20% would prefer to centre their lives on full-time unpaid family care duties. What would be your preference? (*Dr Catherine Hakim...)



N = 8720, one possible answer

Source: Survey of Mothers in Europe 2010: Wave 1 data. MMM Europe, June 17 2010

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This is reflected in the messages that the surveyed mothers address to the European policy makers. Mothers do not ask for more love...., they want measures taken that have a direct impact on their day-to-day life:

- **In order to improve their work/family life balance, the surveyed mothers demand enough time to educate their children, an increase in maternity/parental leaves, more flexibility, more possibilities and opportunities to work part-time, more family-friendly companies and better adapted daycare solutions.**
- **Mothers want choice. They do not want to be imposed in a specific model usually based on economic criteria. They want to be respected and enabled in whatever choice they make to raise their children and employment model they choose depending on the lifecycle they are in.**
- **They want a better recognition of the importance of “unpaid family care” and motherhood in society.**
- **They want a better recognition of the role of mothers/parents who decide to stay at home temporarily to take care of their children.**
- **They want a financial solution that enables them to choose between a quality daycare solution and to take care of their under school-age children by themselves.**

Clearly, they want the family to be considered as a resource for the entire society and recognition that families with their children are the future of our society.

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*Happy at home: A majority of British women admitted in a recent survey they would rather be housewives than have a career - but felt under pressure from other women to be independent.
(Polled by fashion website mycelebrityfashion.co.uk)*

MailOnline



Home | News | U.S. | Sport | **TV&Showbiz** | Femail | Health | Science | Money | RightMin
Femail Home | Food | Pictures | Femail Boards | Fashion Store | Beauty | MyDish Recipe Finder | Baby Blog

Did the feminists burn their bras for nothing? Majority of British women would pick being a housewife over having a career

- Women aged 25 plus in a relationship and full time jobs were polled
- 62% admitted they 'secretly' wished to be a housewife
- 74% said they felt pressure from other women to be independent
- 78% said they wouldn't mind being financially dependent on their partner

By LUCY WATERLOW

PUBLISHED: 14:28 GMT, 15 May 2013 | UPDATED: 14:48 GMT, 15 May 2013

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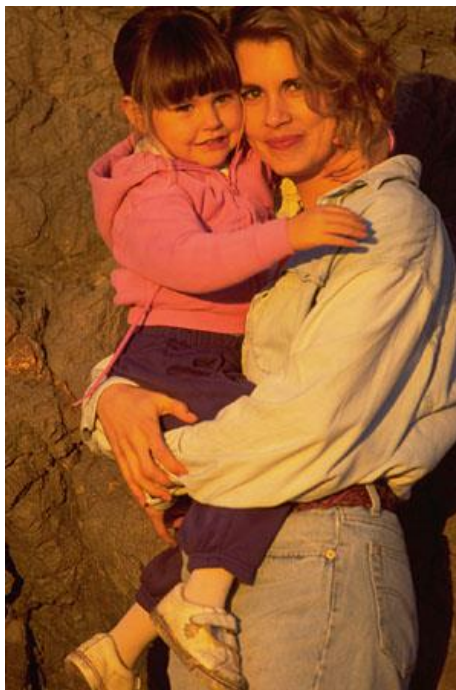


According to the research, women keep their desire to stay at home secret because they feel under pressure from other women to live an independent lifestyle...

- Poll of 1,582 British women
 - Women aged 25 and over
 - All in a relationship
 - All in full time employment
- The respondents were asked if they classed themselves as an 'independent woman' and 65% said they did.
 - The women who replied 'yes', were then asked if they felt pressure from other women to be independent and 74% confessed they did.
 - More than half of the women (57%) admitted that they longed for a more relaxing way of life.
 - 62% admitted they secretly wished to be a housewife rather than have a career.
 - 78% of the women said they wouldn't mind being financially dependent on their partner.

***"It is not JUST being a house wife. Raising a child is a responsibility.
Wasn't feminism also about choice?"***

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Anketa

Jak má stát podporovat mateřství?

- Vyplácením podpory po dobu, kdy chce být žena doma
 (49.5%)
- Podporou jeslí, školek, pečovatelských služeb apod.
 (39.4%)
- Je to věc matky, stát se do toho má míchat co nejméně
 (11.1%)



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3. NWFE remarks and advocacy:

- Equating value with remuneration
- Some mistaken approaches in work-family balance
 - *State absorption of the family*
 - *Legislation of private life*
- Advocating for reconciliation
- Advocating for child well-being
- Parents in Europe advocating for their children and families

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EQUATING VALUE WITH REMUNERATION

Men and women can and do receive great satisfaction and fulfillment from their work *even when this work is not a job* or a career or part of professional employment. Such is the case with *parenting, performing volunteer work, or caring for others*; in other words, with all various forms of the *informal work*.

While it is important and desirable that all women and men have the right to have access to education and professional training, and all have the right to exercise remunerated work, it should not be forgotten that *family relationships* are precisely about *interdependence*. The members need each other and need the specific contribution each of the members makes to family life if the family is to function. It is a mistake to only consider work to be valuable and “empowering” when it is remunerated. This fails to consider that *the most important work – the work of creating, loving, caring for, and educating another human being – is precisely the work that can never be remunerated because it is priceless*.



If work-family balance is about anything at all, it is about recognizing that the *family comes first*; that *parents’ first responsibility is to raise their children*; that work *should be a means to developing family life, not the greatest obstacle to it*. It is a mistake to approach work-family balance as a way to get as much of family responsibilities off one’s shoulders in order to dedicate more time and attention to pursuing professional ambitions. Finding work-family balance is not trying to find the way to accommodate family life into the moments leftover once work needs have been met.

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SOME MISTAKEN APPROACHES IN WORK-FAMILY BALANCE

a) State absorption of the family:

*State run or state supported family assistance programs and institutions such as crèches for infants, day care for the elderly or disabled, after school care for children, nursing homes, while they can be a means to help families achieve better work-family balance, **can never replace the family.***

Care, after all, is not about fulfilling a series of functions, but about forming personal relationships with those being cared for. Hired help and institutions (such as nannies or nurses, daycares or nursing homes), while they hopefully might imitate the personal relationships that are naturally part of family life, cannot substitute for them.

*True work-family balance is not that which seeks to make it possible for families to spend the least possible time caring for each other, but rather, which makes it possible for them to **care for each other**: to earn a decent and dignified living while being able to ensure their family members' development and wellbeing.*



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b) Legislation of private life:

*Another mistaken attempt to resolve the work-family balance dilemma is that of **legislating private life**, particularly **care for dependent family members and division of domestic duties**.*

*The issue of “division of household labor” is one that must be addressed **with great realism and full respect for the private life**. Government initiatives aimed at achieving a 50-50 division of domestic duties (and of even making “inequalities” punishable by law), not only **violate the principle of family sovereignty**, but also undermine the principle of interdependence that governs family life. Maintaining the household and caring for family members is the **responsibility of all family members**, but in order to achieve these goals, it is not necessary nor realistic to expect that all members of the family do exactly the same tasks and in equal measure. It is **exclusively up to the family** to decide how they distribute labor.*

*True work-family balance policies, while they should give both men and women new opportunities to develop their talents and to find greater personal fulfillment, must also leave men and women room for **personal choice**.*

Work-family balance proposals must also respect men and women’s preferences regarding their involvement in the workforce, preferences that stem from (among other factors) the natural differences between men and women, and moreover, the natural differences between mothers and fathers.

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RECONCILIATION

NWFE advocates for:



- Policies that recognize the human, social and economic **value of the non-remunerated work** of parents and carers at home, and grant social benefits on equal terms to remunerated work.
- **Innovative forms of remuneration**, such as the home care allowance, which can be regarded as a wage for childcare at home, as a partial replacement for earnings foregone, or as a subsidy for purchased childcare services which enable the parent to return to work.
- Policies that promote a **higher presence of women in decision-making positions**.

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- The **fight against parenthood-based discrimination** at the workplace.
- **Equal pay for work of equal value**, where inherent feminine characteristics are valued on equal terms to masculine.
- Policies that stress the importance of **flexible working hours** allowing both male and female employees to meet their professional, family and educational responsibilities, for example a 20% reduction in working hours, job-sharing or teleworking.
- Policies facilitating the **re-entry of women to the labour market** after career breaks for family reasons, including life-long learning opportunities.
- The active involvement of all social partners in the promotion of **quality part-time work** for both men and women.

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CHILD WELL-BEING

NWFE advocates for:

- Focus on the real needs of families
- Seek the best interest of the child
- Respect the free choice of parents
- Recognize and evaluate the investment in human capital by the family
- Offer a variety of family oriented means and services (“pro- family measures”)



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- **No discrimination** of those parents who freely choose to take care of their children themselves during the first years
- **Tear down stereotypes** when looking at and approaching these parents by decision makers and society
- **Recognize the irreplaceable role of the family in inter-generational solidarity**
- **Promote “family mainstreaming”**



4. Useful links:

The provision of childcare services: A comparative review of 30 European countries



The importance of providing childcare services has also been recognised at the EU level. At the **Barcelona Summit in 2002**, some explicit conclusions and targets were defined with regard to the provision of childcare services. Confirming the goal of full employment, the European Council agreed that Member States should remove disincentives to female participation in the labour market and strive to **provide childcare by 2010 to at least 90 % of children between 3 years old and the mandatory school age and at least 33 % of children under 3 years of age.**

Taking into account EU-SILC data on the provision of childcare services, this report provides an analysis of both the quantitative and qualitative provision of childcare services for 27 EU Member States and three European Economic Area (EEA) countries, Iceland, Liechtenstein and Norway. It discusses the extent to which the demand for childcare is covered, the importance attached to childcare services within the national context, and the policies developed at the national level to improve the provision of childcare facilities.

<http://ec.europa.eu/social/main.jsp?langId=en&catId=89&newsId=545&furtherNews=yes>

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OECD family:

<http://www.oecd.org/els/family/>

<http://www.oecd.org/els/family/oecdfamilydatabasethefamilysupportcalculator.htm>

How much income do families have and where does it come from? Find out how taxes and social benefits in OECD countries affect the incomes of families with children from before birth, during the years following a child's birth and in later years.

*The OECD has taken the rules about who is entitled to what benefits and who should pay how much tax in different countries, and put them into one simple **Family support calculator**. This tool allows users to choose and compare the income situation of various family types as their children age.*

Calculations take into account Birth-related leave payments, social assistance benefits, family benefits, housing benefits and in-work benefits. Taxes and social security contributions due on earnings and benefits are also included in the calculations.

Key features of the calculator:

- * Explore how tax-benefit systems affect income changes at different stages of a child's life cycle.
- * Calculate the income situation of sole-parent or couple-parent families with differing earnings level.
- * Calculate the income of small and large families.
- * View charts providing detailed breakdown of earnings, benefits and taxes.
- * Compare the income situation between different types of families.



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European Platform for Investing in Children (= following the European Alliance for Families)

The European Platform for Investing in Children (EPIC) wants to provide information about all policies that can help children and their families face up to the unprecedented challenges that exist in the current economic climate in Europe.

EPIC will also serve as a platform for sharing the best of policymaking for children and their families, and foster cooperation and mutual learning in the field through thematic seminars and workshops.

http://europa.eu/epic/index_en.htm

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Parents in Europe advocating for their children and families



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Logo PROHIBITED...

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Thank you for your attention!

Děkuji za pozornost!

Nathalie d'Ursel
NWFE President