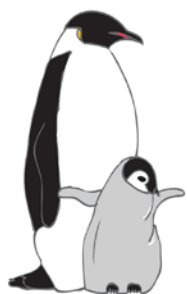


Discrimination: hidden traps for working parents

Agnes Uhereczky, COFACE



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2014 Year of
Reconciling
Work and Family Life
in Europe

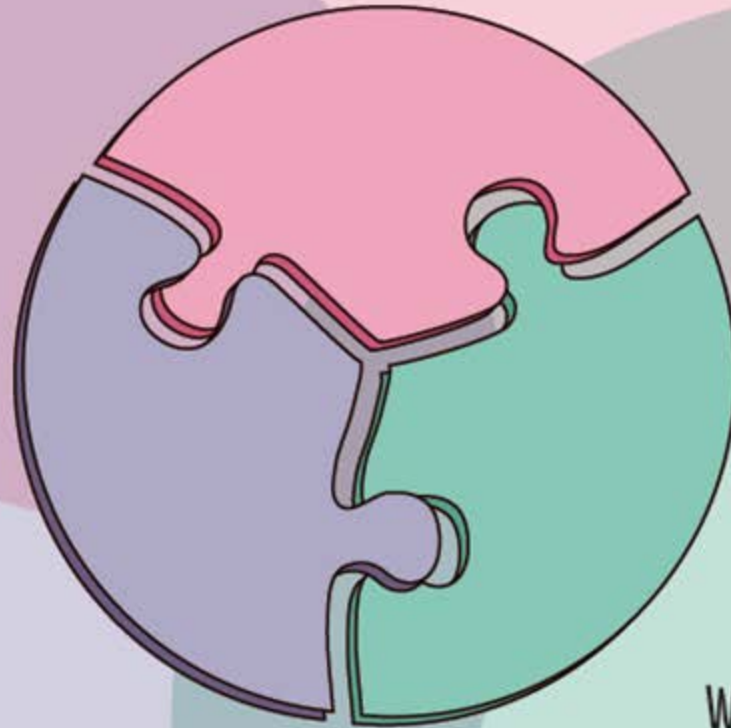
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CONFEDERATION OF FAMILY ORGANISATIONS IN THE EUROPEAN UNION

COFACE

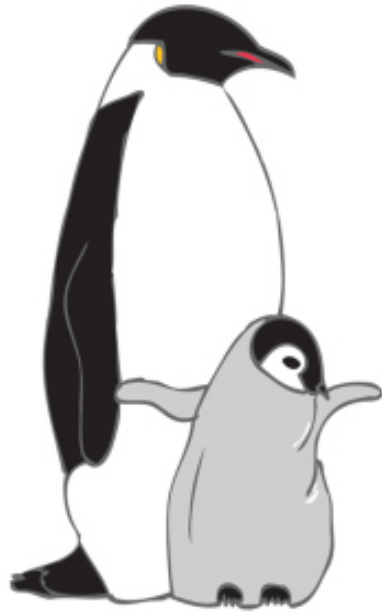
- Founded in 1958
- 58 organisations in 24 countries
- 100 million citizens
- Work-life balance, vulnerable families, disability, care, gender equality, housing, health issues, consumption, safer internet...

ACCESSIBLE, QUALITY AND
AFFORDABLE CARE SERVICES



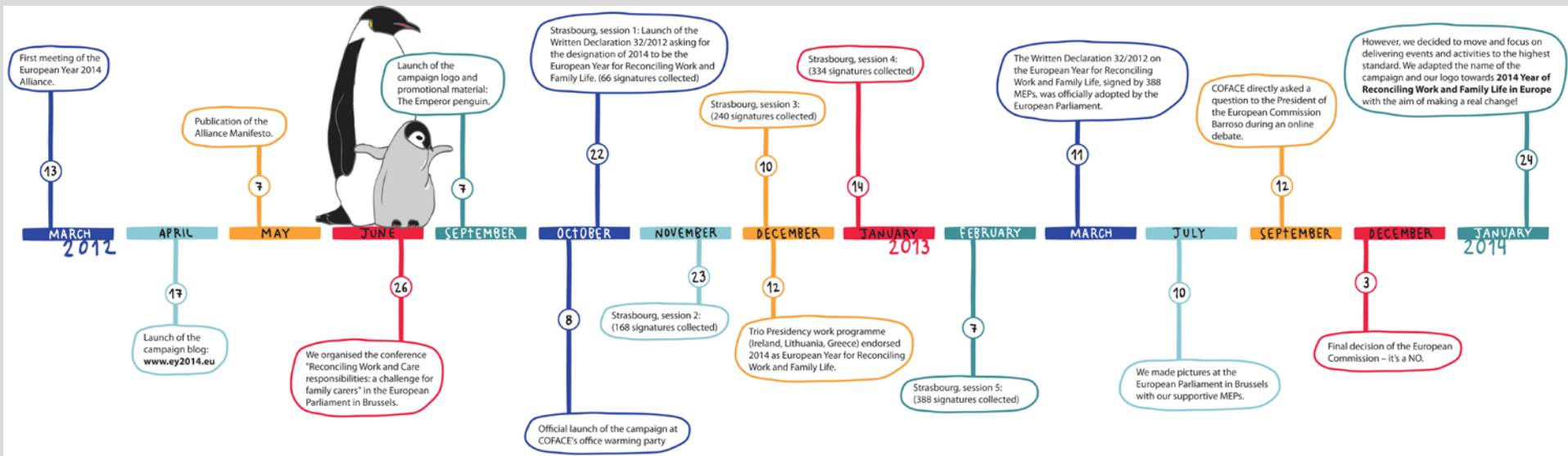
ADEQUATE
RESOURCES

WORKING TIME
ARRANGEMENTS



2014 Year of
Reconciling
Work and Family Life
in Europe

2014 Campaign



2014 actions and outcome

3 Major Events:

- April, Athens "Families in the Crisis. Finding work-life balance in difficult economic context"
- September, Helsinki "European Employers' Forum for Work-Life Balance"
- November, Rome "Sustainable care system for Europe"

MAIN
EVENTS
2014





EUROPEAN RECONCILIATION PACKAGE

2014: YEAR OF RECONCILING WORK
AND FAMILY LIFE IN EUROPE

Principles and Values

- Gender Equality
- Non Discrimination
- Intergenerational solidarity
- Social Inclusion
- Reconciliation for all
- Men's involvement
- Life-course perspective
- Children's well-being

Challenges

- Pervasive gender bias – “mommy issues”
- Policies and legal framework complex, and changes frequently (Leave, childcare, allowances, entitlements)
- Persistent professional norms
- Unrealistically high expectation on mothers, workers, consumers “ideal worker”
- Great uncertainty about the future, lack of sense of security

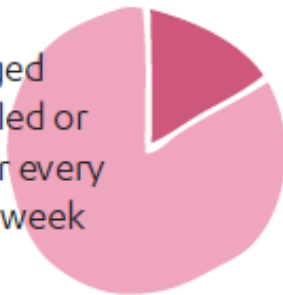
“Married mother-of-two becomes the Army’s first female commander of a brigade of 5,000 frontline troops”



© WO2 Ian Houlding GBR Army

RECONCILING FOR CARERS

13% of Europeans aged 50-64 care for a disabled or elderly family member every day or several times a week



RECOMMENDATION

The European Commission should initiate a Recommendation on the recognition of family and informal carers and for the adoption of provisions recognizing their legal status in Member States.

80% of care work in Europe is provided by informal carers.

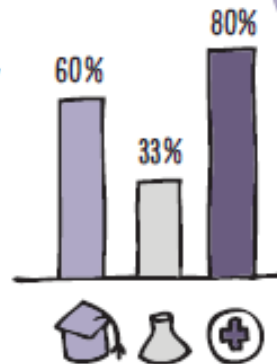




Average Gender pay Gap in the EU **16%**

Average gender pension gap in the EU **39%**

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.

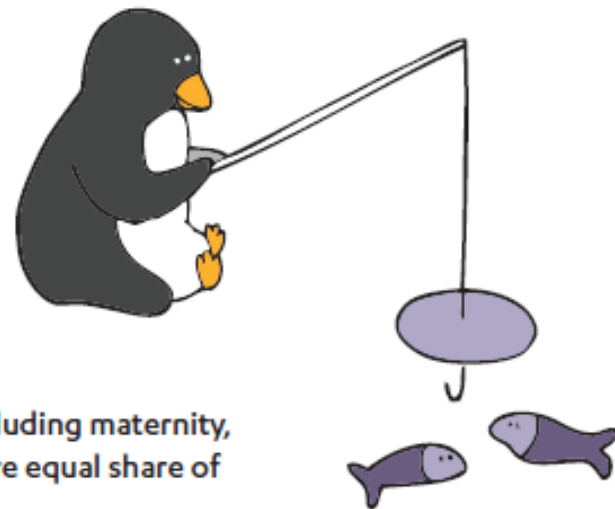


RECOMMENDATION

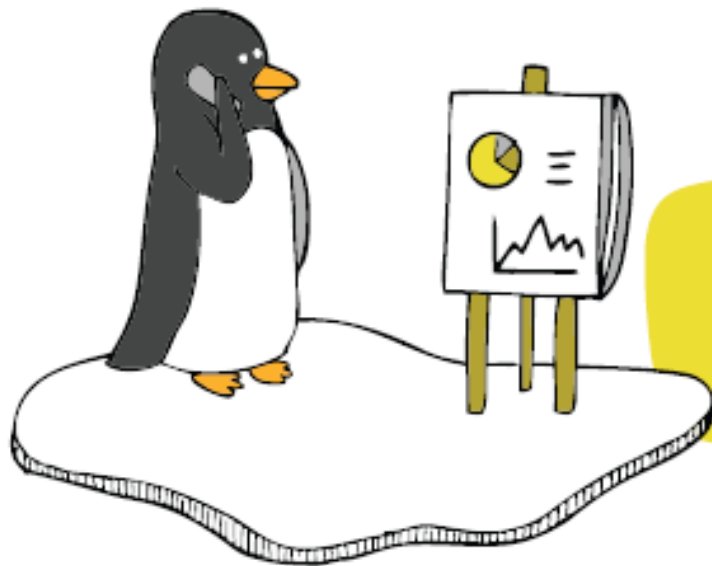
The EU should adopt a coherent legislative package including maternity, paternity, parental and carers' leaves, to promote a more equal share of care responsibilities between women and men.

WOMEN AT WORK

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.



RECONCILING AT THE WORKPLACE



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

43%

In order to create a reconciliation friendly environment, all stakeholders must be involved in shaping legislative and practical initiatives.

WORKERS

EMPLOYERS

PUBLIC
AUTHORITIES

FAMILIES

RECOMMENDATION

Reconciliation policies are not a “one-solution-fits-all” type of policies and companies should elaborate and introduce adapted instruments to fulfil the specific needs of the workers and of the company, according to its size and sector.



**Childcare and
elder-care**

Flexible working hours

**Job-sharing,
top-sharing**

**Care
for disabled
relatives**

**Convenience
services**

**Emergency
childcare**

**Tele-
working**

Company culture

**Line
managers**

**In-house training
and support**

CHILDCARE, EDUCATION AND PARENTING

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...

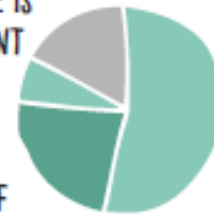
RECOMMENDATION

In addition to guaranteeing a legal right to a childcare place for all children after the end of the Leave period, there is the need for a childcare policy that supports the diversity of types of provision and is flexible enough to be able to reflect the real lives of the families who rely on these services locally.



4%: CHILDCARE IS
OF INSUFFICIENT
QUALITY

25%: LACK OF
AVAILABILITY OF
CHILDCARE SERVICES



53%: CHILDCARE
IS TOO EXPENSIVE

Working conditions - discrimination

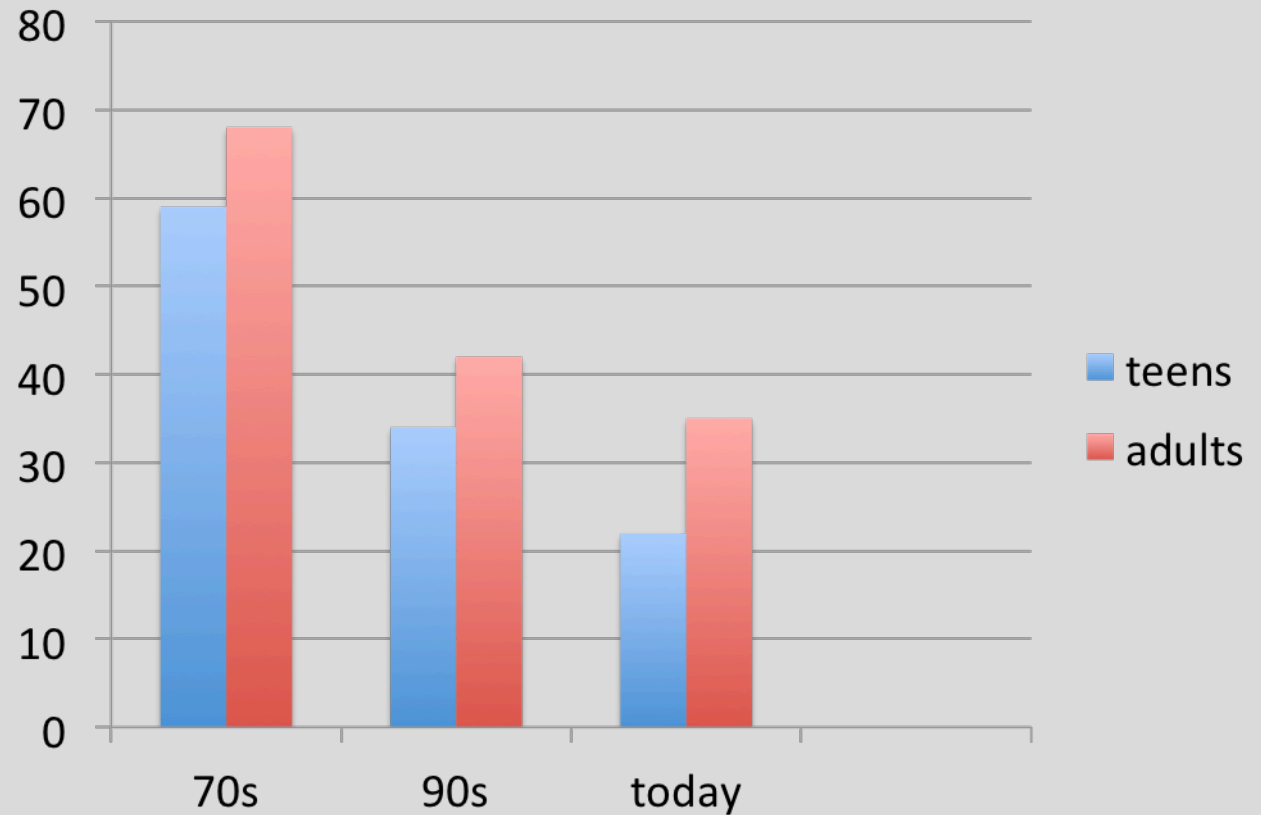
- Labour market polarisations (high end – low end)
- Low end working conditions in general bad for everyone (long hours, 0-hour contracts,
- For women this can mean: no water breaks, no toilet breaks, no separate changing rooms, impacts health and mental health
- Discrimination can be explicit and also hidden

The devil is in the detail

- Tele-work
- Flexible work
- HR
- Leave and return policies
- Promotion, demotion
- Line managers

There is hope...

San Diego State University examined data from some 600,000 participants:
"Do young children suffer when moms work outside of the home?"

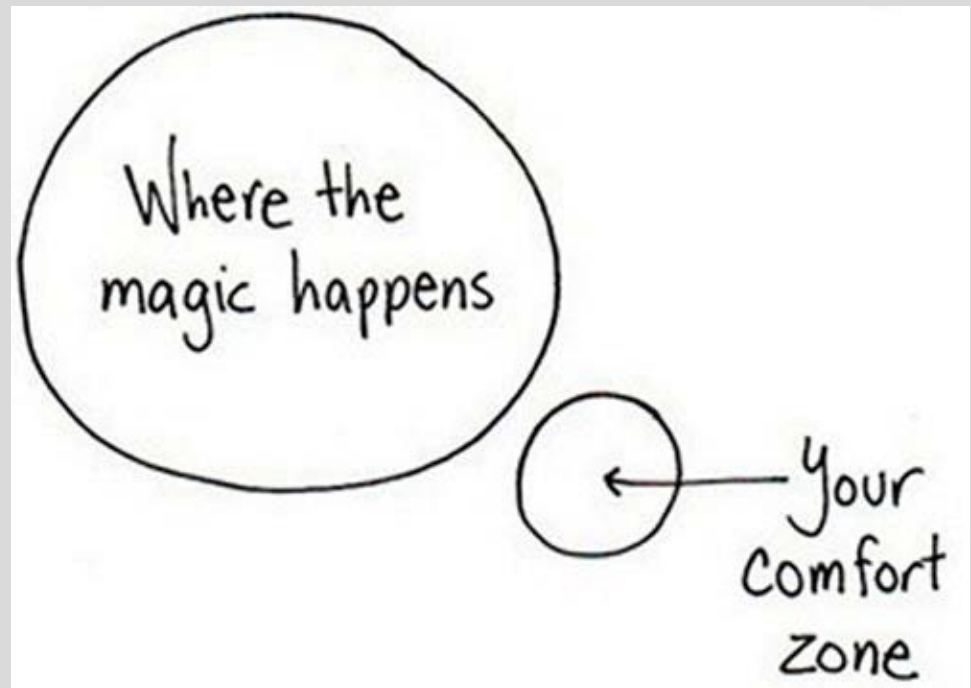


There is hope...

According to a working paper published June 19 by the Harvard Business School, daughters of working mothers are more likely to be employed, hold supervisory positions, and earn more money than the daughters of women who don't work outside the home. The researchers also found a statistically significant effect on the sons of working women, who are likely to spend more time caring for family members and doing household chores than are the sons of stay-at-home mothers.

Session 6 - Workshop

- Building strategic alliances
- Thinking out of the box
- Challenging bias and stereotypes
- Removing barriers





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CONFÉDÉRATION DES ORGANISATIONS FAMILIALES DE L'UNION EUROPÉENNE
CONFEDERATION OF FAMILY ORGANISATIONS IN THE EUROPEAN UNION

Thank you
for your
attention!

www.coface-eu.org
www.ey2014.eu