

# **Follow-up to the Lisbon Strategy: A new paradigm for citizenship**

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**In our days, Europe needs  
equal citizenship of women and men**

Until now

EU and member States have shown an unequal need of men and women:

Men – for economic activity and politics

Women – for the unpaid structure that supports life

That dual citizenship is now unsustainable  
for

- the improvement of labour force
- the modernisation of the European social model

Men and women are now seen as individuals:

- equally active
- equally autonomous
- equally tax payers
- equally interested in having and caring children
- equally responsible for dependents

Now is the time for **global citizenship**,  
that includes  
equal rights, equal power and  
equal responsibilities  
for women and men  
in the public sphere and in private sphere

There is an urgent need of  
knowledge and skills for the exercise  
of this new paradigm of citizenship

**TRAINING**

Men and women  
must be equally qualified  
for the adequate exercise  
of professional activity in the market  
and of care activity at home

Knowledge and skills for all the agents of  
economic activity  
in order they assume that  
every individual as equal importance for  
production and for reproduction ...

... and so are able to understand  
why and how  
reconciling work and family  
must be adequately promoted

This new paradigm of citizenship  
answers to the will of men and women  
that want balanced lives

The appropriate training should be a visible priority in the roadmaps about Lisbon Strategy follow-up

It should be supported by structural funds and Community initiatives

The New Integrated Guidelines should include:

- Gender equality plans
- A new indicator to compare the time of unpaid work of women and men
- The encouragement to the transfer of maternity and paternity labour costs to the State's budget

The new paradigm of citizenship will also imply new Community legislation:

**A new directive to protect paternity and working fathers** including:

...

- 14 days of compulsory paid paternity leave
- Prohibition of dismissal during that period
- Insurance of employment rights
- Protection against discrimination
- Defence of rights

in the same terms as maternity leave

A directive to protect paternity in work  
is a clear and uniform sign,  
for people and organisations in all the EU,  
of revaluation of care  
as a fundamental element  
of economic competitiveness  
and as an equal right  
and an equal responsibility  
of men and women

The optional nature  
of leaves for family reasons  
puts pressure on men not to enjoy them,  
in order to keep intact  
the image of 'a good and devoted worker'  
indispensable for promotions,  
and the expectations of the still remaining  
masculinity code

A directive to protect paternity in work  
would also be a decisive instrument  
with clear effects in gender perceptions  
of immigrants communities  
in the member States

## Other measures:

- The indispensable reinforcement of care equipment and services
- The revaluation of care professions

But what seems essential now  
is to make obvious  
that the actual paradigm of social  
organisation  
based in values, law and in the sustainable  
development of the European Union  
is no more the mail bread winner model ...

... but the **global citizenship**  
of each individual  
living in the territory of member States

Thank you for your attention