

A regulatory framework for measures to reconcile work and family life

Responsability and obligations of social partners

Consensus at EU Level

- European Council of Barcelona, 2002
- Guidelines on reconciliation, 2005
- Roadmap for Equality, 2006
- European Pact for Gender Equality, 2006

Social Partners Negotiations

- Parental Leave
- Part Time Work
- Framework of Actions on Gender Equality

ETUC's Scenario

- Redefining the concept of standard worker
- Family has to be perceived as a diverse concept
- Focus on providing support for families including incentives

ETUC's Demands

- Urgent need for further actions
- Coordination, stimulating, monitoring
- Ensure a level playing field between MS regarding direct and indirect costs of reconciliation policies

Three policy directions

- Alleviate the burden on women
- Children and family friendly equal opportunity policies
- Incentives for men to take up more care tasks

Responsibility of Social Partners

- Framework or collective agreements
- Human resource management
- Child care solutions

Role of Social Partners? (I)

- Organisation of working hours
- Availability and quality of childcare and care services
- Leave schemes (including paternity leave)

Role of Social Partners? (II)

- Providing parental leave regulations
- Preventing from long working hours/working time agreements
- Promoting flexible and innovative forms of work: part-time, job-sharing, tele working, working time accounts ...
- Joint campaigning