



UNIVERSIDAD
DE MÁLAGA

SEMINARIO “THINK
FAMILY-ACT FAMILY”

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**The impact of family policies in
Europe.**

**A reflection on the need to approach
work-family balance policies from a
family perspective.**



A reflection on the need to approach work-family balance policies from a family perspective.

1. The Relevance of thinking on Family when approaching Work-Family/life Balance Policies
2. A changing society, The Second Demography Transition. Current socio-demographical, familial and labour changing context
3. Work/family policies impact in Europe. Some examples

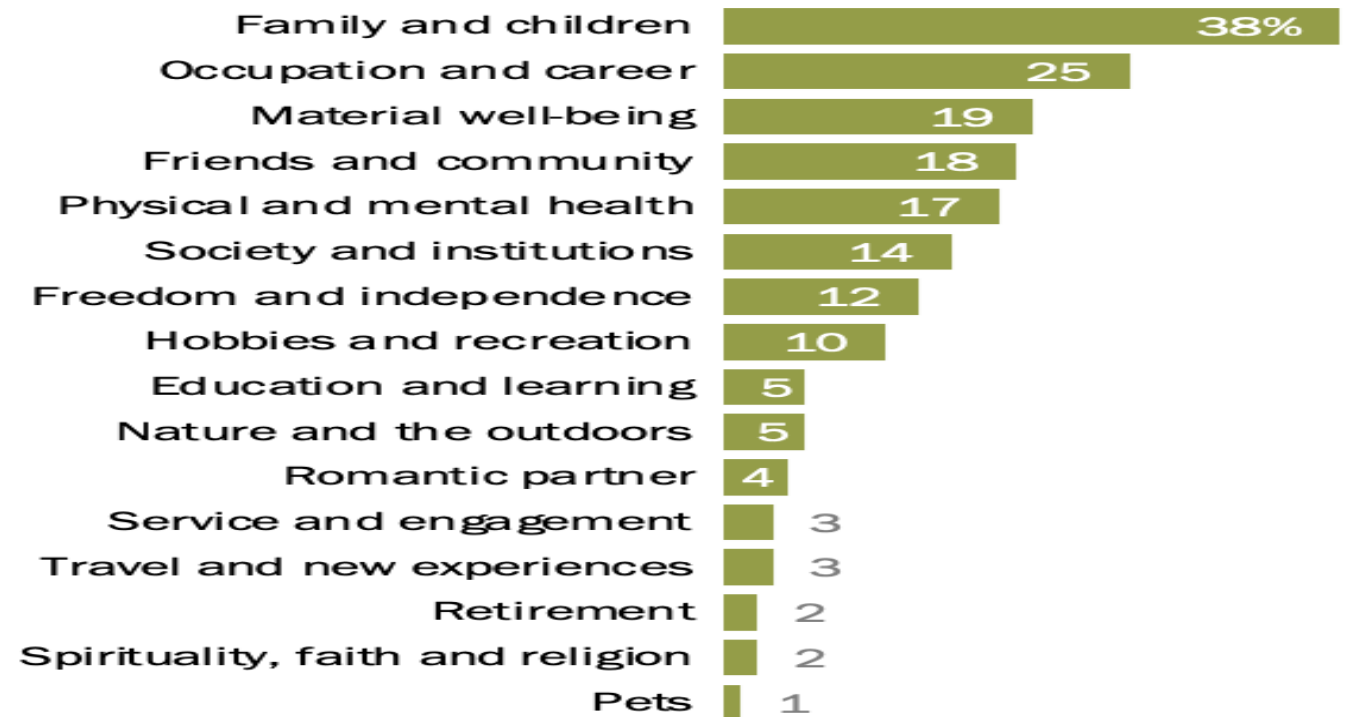
1.-The Relevance of thinking on Family when approaching Work-Family/life Balance Policies

In almost all EU member countries around the 90% of the population, agree that family is the most important thing in their lives.

FAMILY and CHILDREN ARE THE MAIN REASONS THAT MAKES LIFE MEANFUL

Family, careers and material well-being are among the most cited factors for what makes life meaningful

Median % who mention ___ when describing what gives them meaning in life



Note: Percentages are medians based on 17 publics. Open-ended question. See Appendix A for more information.

Source: Spring 2021 Global Attitudes Survey. Q36.

“What Makes Life Meaningful? Views from 17 Advanced Economies”

1.-The Relevance of thinking on Family when approaching Work-Family/life Balance Policies

- 1.1. Family performs essential social functions,
- 1.2. The main informal social support of care needs to the most dependent members of all societies.
- 1.3. Family diverse contexts- Cultural values-norms

1.-The Relevance of thinking on Family when approaching Work-Family/life Balance Policies

1.1. Family performs essential social functions

First agency of socialization and education.

A System of protection and mutual aid.

An emotional network of support for individuals.

- Are social and family changes influencing on family wellbeing?**
- Lack of time to meet the care demands of the most vulnerable**

1.-The Relevance of thinking on Family when approaching Work-Family/life Balance Policies

1.2. The main informal social support of care needs to the most dependent members of all societies.

- Covid- Relevance role of Family
- Social problems
 - Old adult high level of isolation
 - Low level of children subjective wellbeing
 - Young Mental health problems

1.3.-Family- Cultural values and norms

“The infrastructures built by policy makers reflect the prevailing values of a society. With a plurality of values, policy has to find ways to serve different lifestyles.”

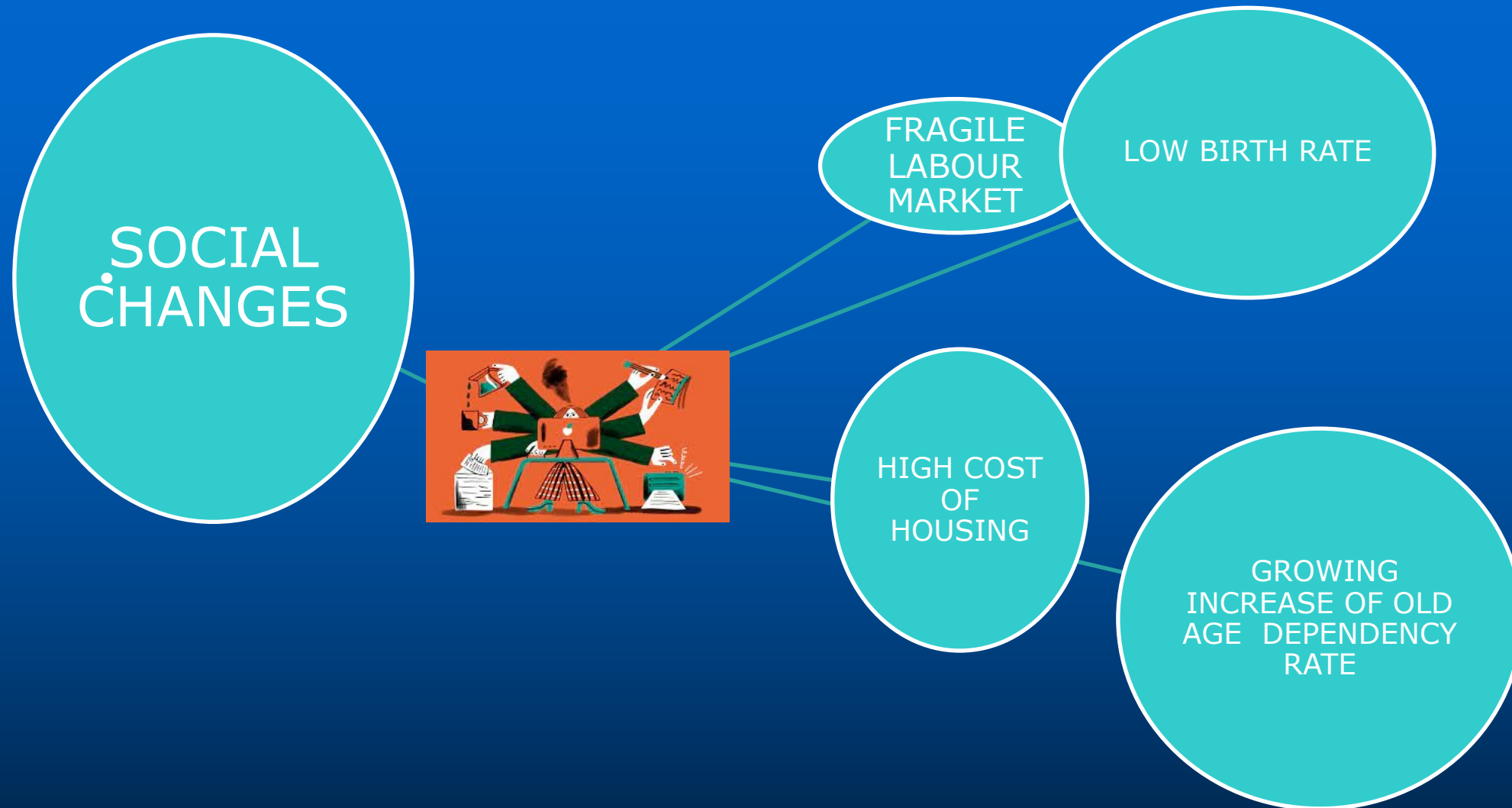


Childcare provision for children under 3 years old

Germany-Austria wide range of 3-5 year olds / low provision for children under 3 years olds

Scandinavian countries wide range of early years provision

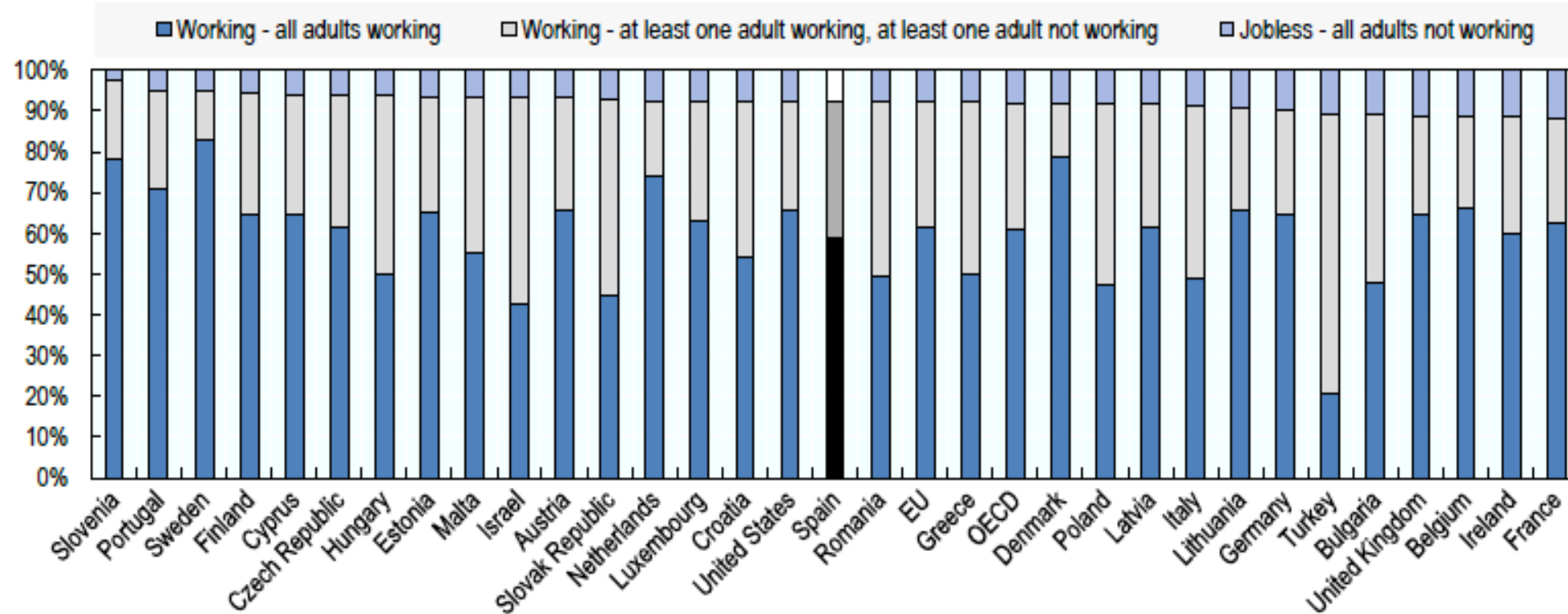
2.-A CHANGING SOCIETY. The Second Demography Transition



2.-A CHANGING SOCIETY

Prevalence of dual-earner couples

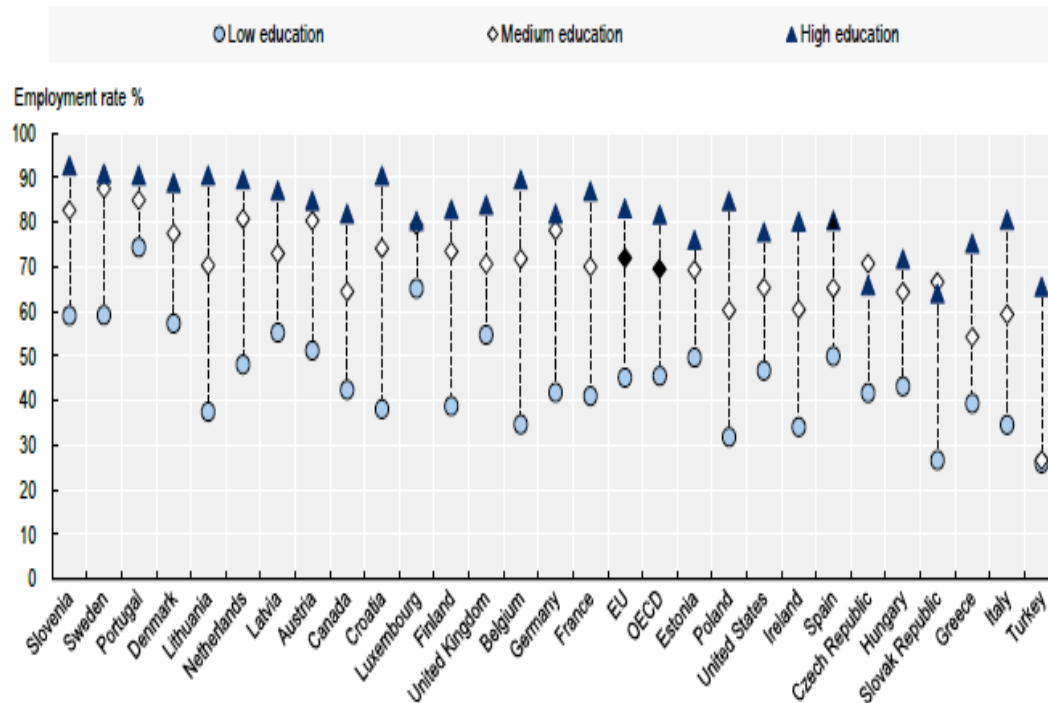
A: Distribution (%) of children (aged 0-14) in all households by the employment status of adults in the household, 2018



2.-A CHANGING SOCIETY

The employment rate of female mothers varies according to the age of the youngest child, the number of children and the mother's education (OECD, 2022).

C. Employment rates (%) for women (15-64 year-olds) with children (0-14 year-olds) by level of education, 2019 or latest available year



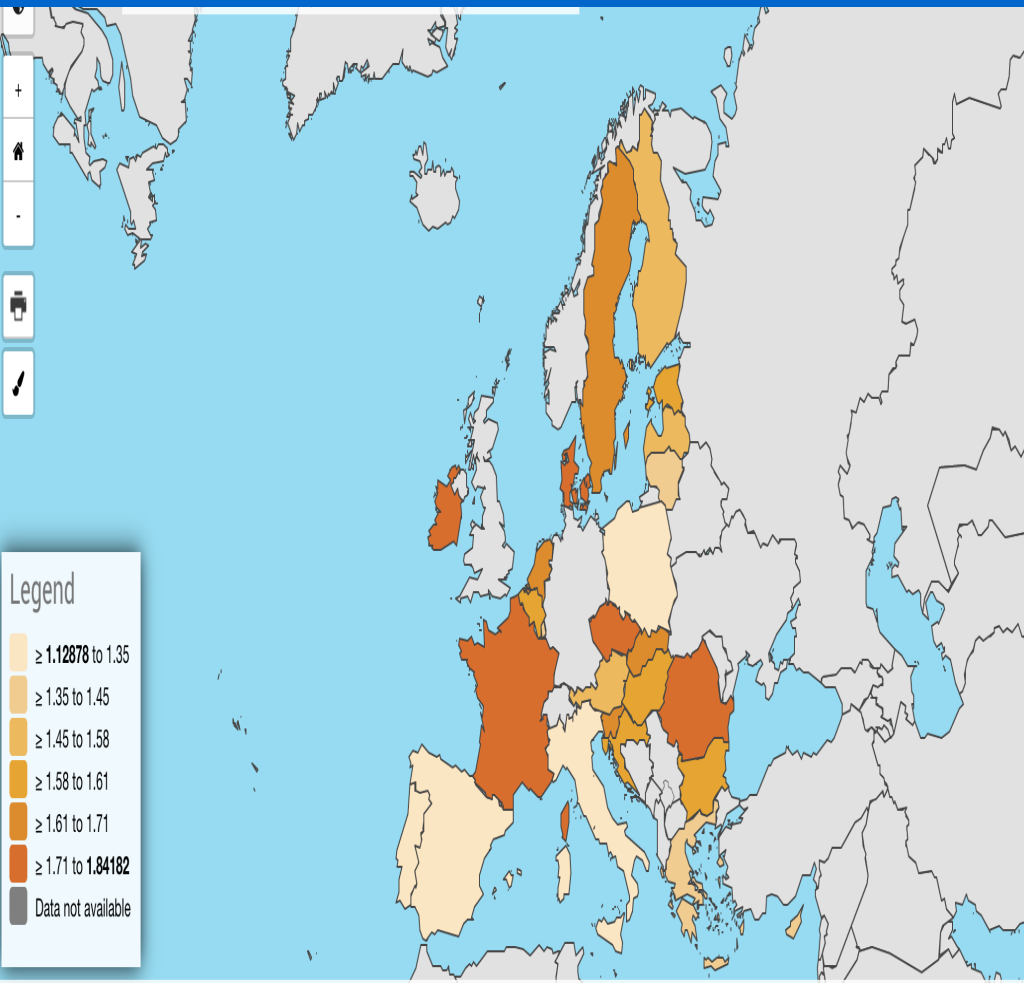
The impact of parenthood correlates with the accessibility, cost and quality of educational provision for young children.

Another important factor is The level of parental involvement in caregiving tasks.

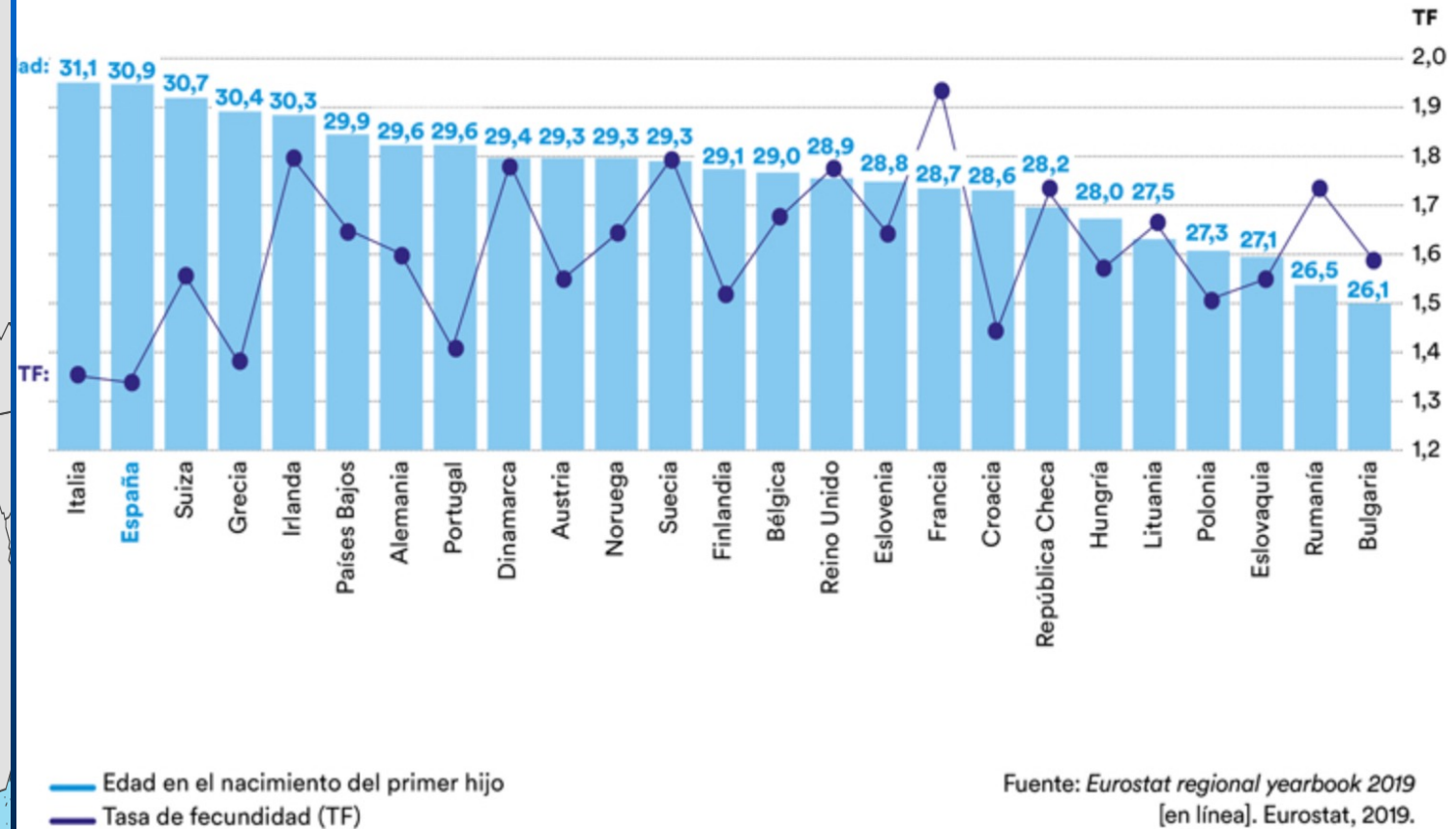
OECD, 2022, *Evolving Family Model in Spain*

2.-A CHANGING SOCIETY

A general tendency towards :Low birth rates
and to delay the age of giving birth of the first child
A gap between desired and achieved fertility



Tasa de fecundidad y edad de la mujer en el nacimiento del primer hijo
Europa, 2019



3.-Work-family balance Policies in Europe

- Care services
- Parental/maternity/paternity leave
 - Work flexibility
 - Financial benefits

Campillo (2010) Reconciliation policies promote the development of different public policy measures, such as tax or social security benefits, employment-related rights, services and incentives for job creation and the development of the private care sector. The choice of one or the other measure will be conditioned by the political objective underlying the reconciliation policy".

W/F Policies- Laws-Decisions-Behaviours

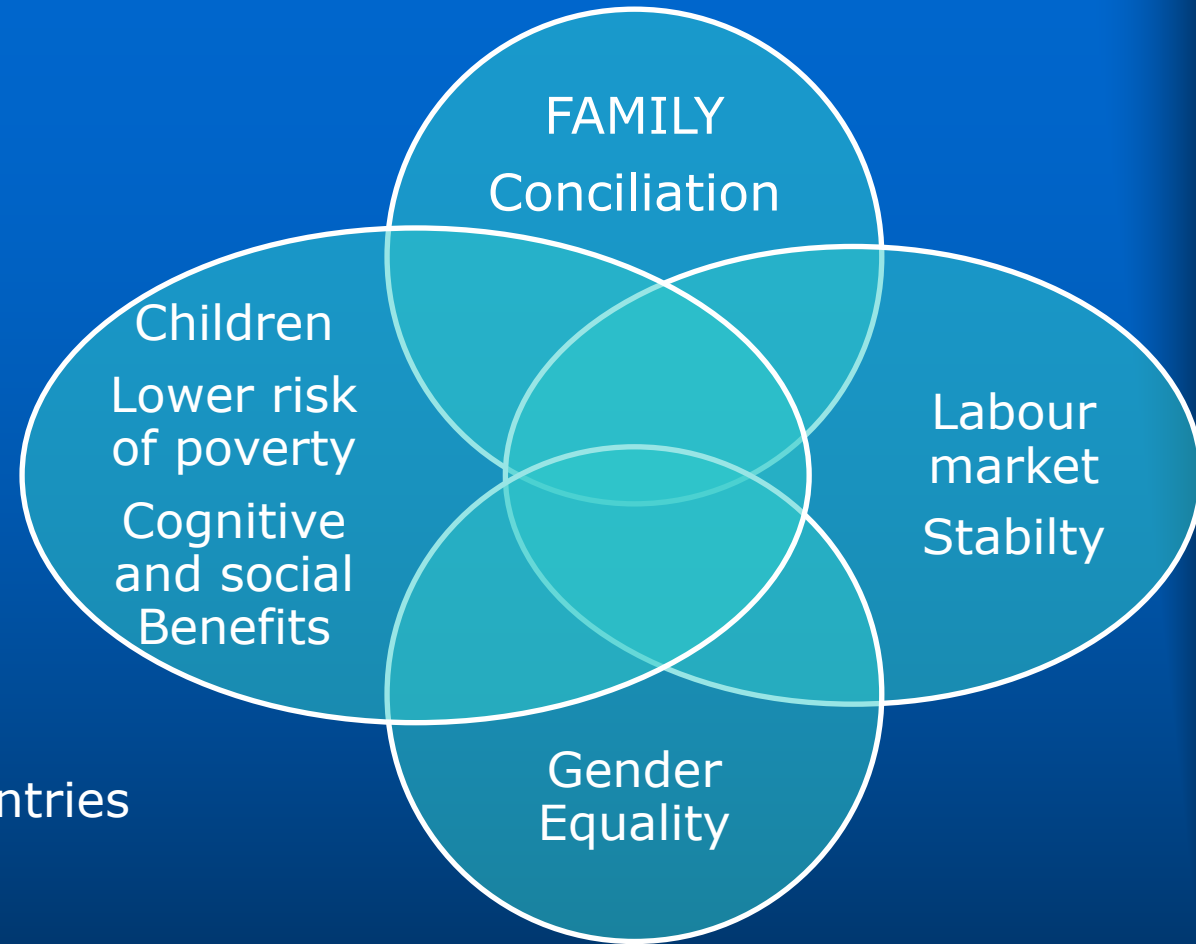
- "Normative and institutional factors are present in personal decisions and have a direct impact on the functioning of society".
- "It is indisputable that the existence of a strong social policy on care and childcare has a direct impact on strengthening the labour market and specifically on improving the position of women in the labour market. Kamerman (2000)

EFFECTS OF CHILDCARE SERVICES POLICIES

Family Policy have been changing according to the main objectives that guided them (Daly, 2023; Gauthier, 1996):

- From the traditional core concern focused on Financial Support to families with children that aims to reduce poverty and social inequalities

-Towards a gender core concern Nordic European countries Focused on Protect mothers and children

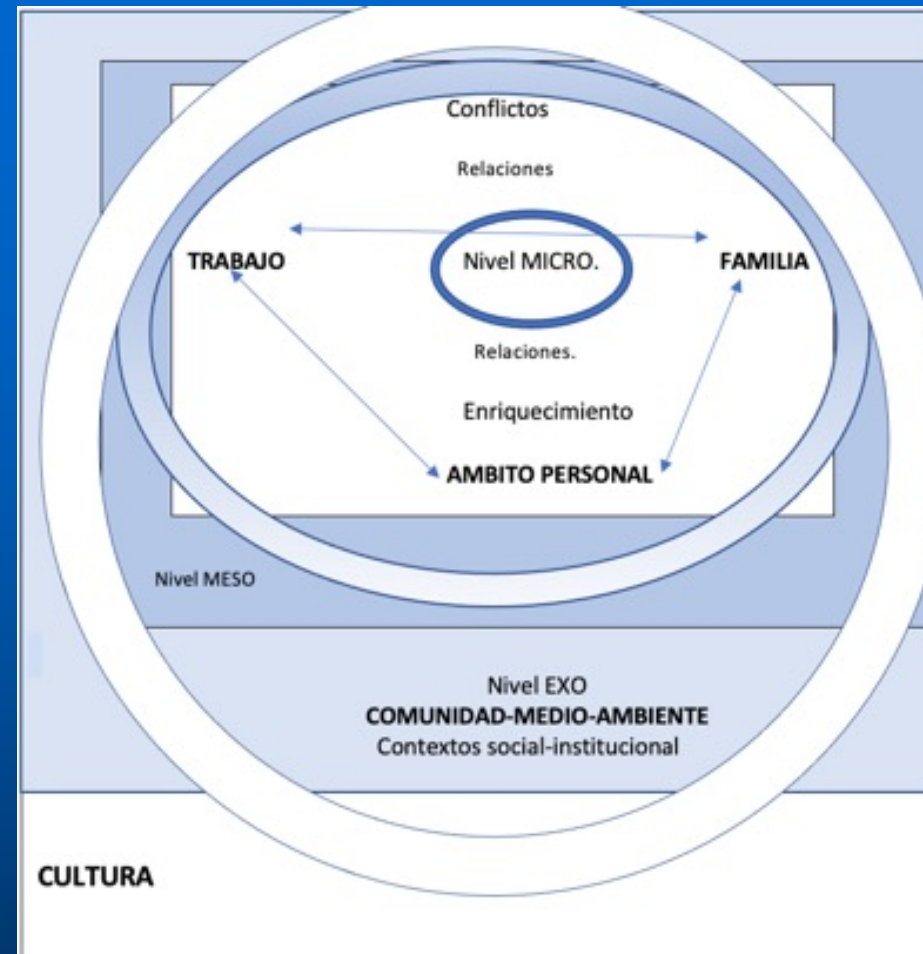


INTERCONNECTIONS

Voydanoff 2007

Bookman 2004

Wall and Escobedo 2013



Voydanoff, 2007

DIVERSE EFECTS Work/Family balance Policies

Campillo 2010

- Familists
- Desfamilists (Esping-Andersen)

Esping-Andersen 2000

- Positive correlation between family policies and fertility rates

Daly 2022; Fine-Davies
et al 2004

Fernández Cordon y
Tobío 2005

De Villota 2008

- Each government's policies have different levels of effectiveness and consequences.

DIVERSE EFFECTS Work/Family balance Policies

Wall and Escobedo (2013)

- Analysis focused on interconnections – leave systems -policy and societal factors
 - Leave generosity have increased (different impact)
 - Current pluralisation of leave policy models
 - In EU there are some important commonalities:

New commonalities (Wall and Escobedo 2013)

- No country in Europe conforms today to the idea of family well-being based exclusively on female caring and staying at home throughout most of married life
- All countries have paid maternity leave, some form of parental leave and are turning to father's specific entitlements.
- A move away from dependency on male earning and total absence from caring and **the flagging up of policy objectives which take into account family well-being based on parental sharing and conjugal work-family balance**

13 Best practices

- To inspire regional governments and the central government, The Family Watch has analysed various family policies that some EU countries are already implementing with notable success

Peñalver, 2023

13 best family practices in Europe.

Family Watch

- 1. Work and Family Audit (Bolzano, Italy).
- 2. The Parents' Kit (France)
- 3. The Kaunas Institute for Family Relations (Lithuania)
- 4. Vaestöliitto Family Federation, Finland.
- 5. Family Day Care (Denmark).
- 6. Lifestart Parental Programme (UK)
- 7. Aprender em Parceria (Portugal).
- 8. Family District (Trento, Italy).
- 9. Letter to companies (Belgium).
- 10. Family Pressure Indicator (UK)
- 11. Positive Parenting Program (Switzerland, Netherlands, Germany).
- 12. Family Summer School (Poland)
- 13. Family Mark (Trento, Italy).

Family District (Trento, Italy).

- A plan of family policies approved by broad multi-party political consensus, in collaboration with the private sector, so that all public policies in the region (budgets, infrastructures, education, tourism, taxes, leisure...) analyse the impact on families and try to benefit them as much as possible. It includes multiple programmes for family leisure, assistance to the elderly, tax relief...

Sumarizing

- 1. Family Policy main goals-Economics and Social
 - Reduce social inequality-poverty
 - Predominant F.M- Male breadwinner-Financial support to Family with children
- 2.F.P. other economic objectives
 - GDP+Competitiveness
 - Dual Earners-Childcare services
- 3.Currently- starting to focus on Care and Carers
 - Ageing society-Dual Earners-Non-intact family growing up
 - Importance of thinking FAMILY and the dynamics of its LIFE CYCLE

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Grazie



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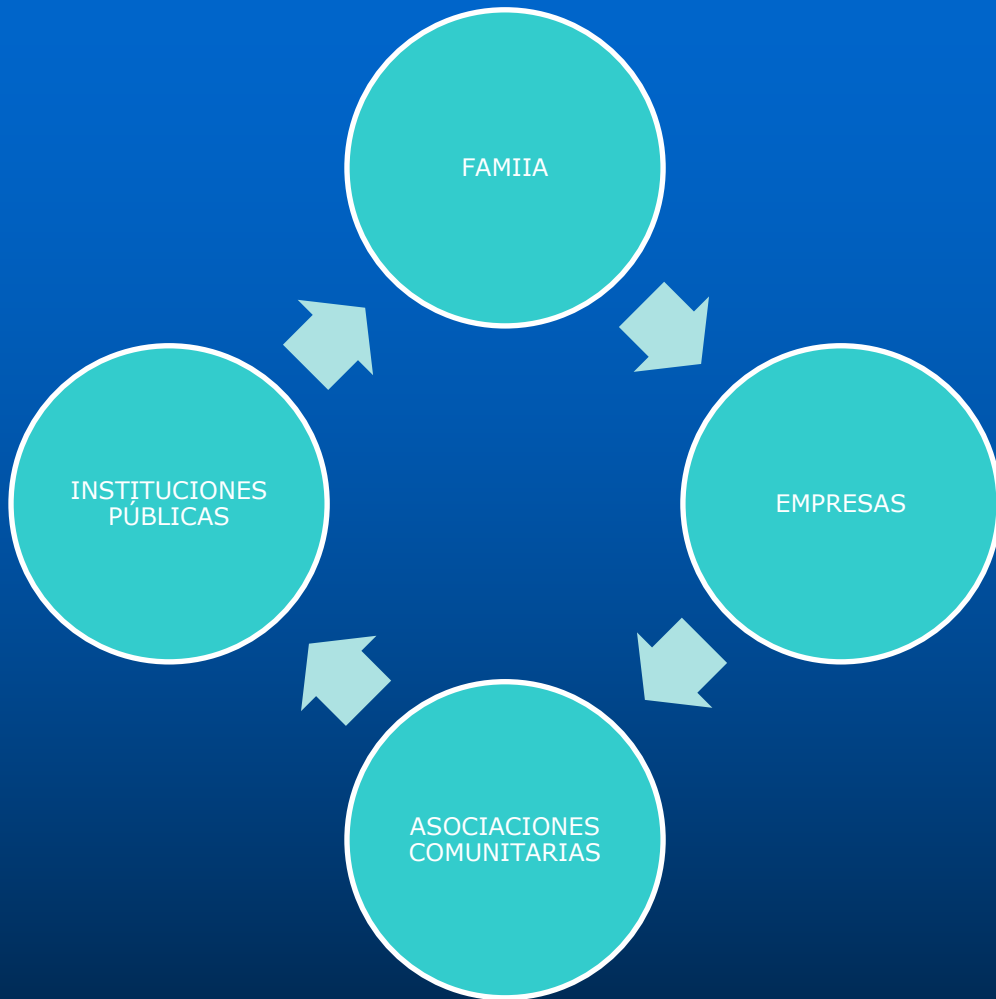
EU Legislation

- Importance of EU support:
- To ensure the application of the principle of equality between men and women
- The employment gap between women and men in the EU results in annual economic losses of 370 billion.
- Enable parents and people with family responsibilities to reconcile work and family life.

■ What is the place of family in the basis inspiring work life balance?

■ **What about asking a new question, What are the losses from not putting the needs of the family at the centre?**

CORRESPONSABILITY



"Coordination between families and social agents, both public and community-based, for the tasks of education, upbringing and care is nowadays a peremptory necessity."

"Public institutions and community bodies can and must support families in the development of their life projects, while guaranteeing the individual rights of their members.."
Hans Bertram, Carolin Deuflhard, Die überforderte Generation. Verlag Barbara Budrich, Opladen 2015. citado en Richter 2017.