

International Labour Organization (ILO) - Recommended

MEASURES OF RECONCILIATION BETWEEN THE WORK AND FAMILY

Measures that promote the reconciliation of work and family life require the organization of work processes that facilitate the daily life of workers. These measures involve several options, including a few examples:

Organization of working time, with flexible hours, part-time work, shared jobs, work at home or teleworking;

Care services and care for children, adults and sick or disabled relatives, as daycare in companies or subsidies to hire outside services, places suitable for the local breastfeeding, support the company's workers who must care for family dependent or who must resolve family issues;

Additional leaves to those provided in the legislation for reasons such as family emergencies, maternity and paternity leave, illness or care of family members or unpaid leave without loss of employment for the same reasons.

SHARED PARENTAL RESPONSIBILITY

For measures that support the reconciliation between work and family responsibilities to be developed consensus is necessary.

The dialogue between the company's management, workers and their union representatives is essential for the definition and implementation of these practices. Furthermore, the effectiveness of the measures will be greater if they are assumed to be a shared responsibility. Dialogue, negotiation and compromise between both parties are needed in order to identify practical solutions.

Partnership



(ILO) - Recommended

PROMOTING EQUALITY

Measures that support the reconciliation between work and family contribute to greater equality of opportunity between men and women. A clear example is the reduction of the interruption of careers, particularly women's, considering that family responsibilities often fall on them. These measures can also help men become more actively involved in family life, facilitating a more equitable distribution of responsibility between both men and women. Therefore, these measures don't only benefit women.

When defining family-friendly policies, it is essential to have a broad view of the scope, considering that family responsibilities fall on both men and women and aren't limited to the care of children, but of all people who need care, for example, spouses or adults with an illness or disability.



Convention No. 156 and Recommendation 165 of 1981 consider that men and women workers with family responsibilities have the right to exercise their profession without being subject to discrimination and, to the possible extent, without conflict between their work and their family responsibilities



Co-funded by: European Commission

Gender Equality

TCF Textile, Clothing and Footwear



Work-Family balance



Portugal - Malta - Turkey



FESETE



GWU



Reconciling Professional and Family Life



Despite the guidelines of the European Union and the ILO Conventions work towards ensuring gender equality, there are still practices of gender discrimination in the labour market and within the different dimensions of employment relations, particularly in textile, clothing and footwear industries: lower wages for female employment; sparse representation of women at the level of heads, even in typically female sectors; higher incidence of precarious contractual arrangements; fewer opportunities for career development for women and greater difficulty in access to continuing vocational training in enterprises. Given these realities and practices, it is essential implement measures which promote the reconciliation of work and family life, the recognition of the right of women and man, mother and father, to share the responsibilities and tasks that are implemented privately.

Work, the family and private life European Parliament resolution on reconciling professional, family and private lives (OJ C 102 E 28-04-2004)

The Resolution adopted by the European Parliament in 2004 on the reconciliation of work, private and family life considers, among other things, that:

Family policy should create conditions which enable parents to spend more time with their children and that in many cases a more equal division of parents' time between paid work and caring for their children would lead to better contact between parents and children and also have a positive effect on family formation and family stability and considers that a general reduction of daily working time is the best way of combining work and family life;

The significant pay gap between men and women is both a major cause and a result of the present unequal division and value of labour as between men and women;

The EU institutions should improve their employees' opportunities for combining work, family and personal life throughout life, using innovative models for working time and work organisation and bearing in mind that both sexes must have equal opportunities and responsibilities and that, as a minimum, the social policies acquis of the Union is fully reflected in the working conditions of all its staff;

Also encourages the national, regional and local authorities, the social partners, businesses and other competent entities to facilitate the development of mini-crèches in firms or groups of firms, as well as the flexibility of working hours, school timetables and the timetables of urban services;

Calls on the Member States and accession states to implement fully Directive 75/117/EEC1 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women, and to take decisions on parental leave and other periods of absence on the basis, inter alia, of equal pay.

The Importance of EUROPEAN SOCIAL CHARTER

The European Social Charter recognizes the workers of both sexes with family responsibilities the right to equality of opportunity and treatment and obliges States to take appropriate measures to enable these workers to remain in work, taking into account their needs in terms of the employment conditions of employment and social security and to develop or promote public or private services, particularly childcare.



Council recommendation on child care (92/241/CE) This recommendation encourages the development of measures such as:

The provision of children-care services while parents are working, are following a course of education or training in order to obtain employment or are seeking a job or a course of education or training in order to obtain employment.

Make the *environment, structure and organization of work more responsive* to the needs of workers with children.

Support greater participation of men in care of the children;