

#### Balancing family life and work

'Exploring the possibilities of a European family-friendly label'



A Raise Awareness Meeting in the European Parliament





























## FAMILY EMPLOYMENT MODEL IN FRANCE AND IN EUROPE :

Opting for a reliable and responsible approach to support family needs

Bruxelles, 15 may 2013



#### **INTRODUCTION**

The importance of family employment for European societies



## Family employment is a logical answer to current social and political challenges

- Economic and social crisis
- Demographic challenges: the ageing of our societies and women employment

The sector of Family employment can play a major role:

- Respond to the growing demand of family services,
- Contribute to gender equality, intergenerational solidarity and social inclusion,
- Creating jobs and stimulating the economy.

Potential of **20 millions** family employees in Europe by 2020, helping more than **40 millions** European citizens, most of them older persons.



# FEPEM AND THE FRENCH MODEL OF FAMILY EMPLOYMENT



## FEPEM: the leading representative of Family Employment in France

**Representative organisation** and committed social partner for about **3,6 millions employers**, with more than **1,7 million employees** in France :

- covering more than 66% of all « personal services » activities (services à la personne) in France,
- Nearly 12 billions € per year of wage bill paid by household employers (salaries and social security contributions).

#### Creating a structured environment for the Family employment sector

- IPERIA l'Institut : creating innovative vocational training schemes (1994)
- FEPEM Observatory: research and technical expertise (2007)
- IRCEM: Retirement and Insurance Institute for the family-based professions (1973)

A leading **source of political and social propositions**, committed to social cohesion and citizens' societal responsibility.

**European commitment** in order to structure the sector on a European level. Fepem

#### Particularities of Family Employment in France

A huge range of services for families: childcare, caregivers for seniors and disabled people, household services, gardening...

2 sector-based collective agreements: one for childcare and one for others professions.

**Structural reforms** and development of the sector since 2005, based on 3 pillars:

- Solvency: fiscal and social measures lowering the cost of employment,
- **Simplification**: CESU ("Universal Service Job Cheque", a means of paying and declaring employees),
- Professionalisation,
  - → funding professional training in the sector
  - → development and promotion of the 'specific professions and skills.

Civil society commitment and a sector-based social dialogue.



# THE POLITICAL DEBATE ABOUT FAMILY POLICIES (ELDERCARE, DISABLED PEOPLE CARE AND CHILDCARE) IN FRANCE



#### Political debate about Eldercare, and Dependency

#### **Importance of family and direct employment** for eldercare:

- More than the half of all household employers are older than 60 years,
- It is possible to use direct employment, also for older and depend persons

## **Political project** of the French Government to reform Eldercare and Dependency in 2013 :

- Public consultations and civil society mobilisation in 2011
- New working groups in 2012
- Legislative proposal on dependency at the end of 2013



#### Political debate about childcare

#### Importance of family and direct employment for childcare:

- More than 1 million parents employ more than 450 millions home childminders.
- There are 1,2 million places of all formal type of care arrangements in France, for 2,5 millions children under 3 years. Home child-care represents 60 % of formal care arrangements (while crèches 30 % and nursery school: 10 %)

## **Political project** of the French Government to reform Family allowances system in 2013 :

- Public consultations and civil society mobilisation in 2012
- Legislative proposal on family policies funding at the end of 2013



#### Political debate about Family needs

The **contribution of FEPEM** to the debate is based on 3 basic principles (also valid for other European reform projects):

- Liberty of choice for the families
- most people want to be free in the choice of carers,
- flexible and responsible models are needed.
- Quality of services
- The important role of the carers,
- The development of the "proxy system" of family employment insures high quality standards.
- Responsibility
- strengthening direct employment reduces the cost of caring.



# THE NEED FOR A EUROPEAN VISION ON FAMILY EMPLOYMENT



#### The need for a European vision on Family Employment

European societies face similar problems related to older and disabled people care, childcare, reconciliation of family and work life, job creation, social cohesion:

- Developing employment perspectives for employees out of the traditional work frameworks,
- Encouraging the social and digital inclusion of disadvantaged or vulnerable populations,
- Helping families assume their new economic and societal roles.



#### The need for a European vision on Family Employment

European initiative, started by FEPEM in cooperation with European Institutions (European Commission, Parliament, CESE):

## Creation of the EUROPEAN FEDERATION FOR FAMILY EMPLOYMENT

#### in order to:

- Help the family employment sector emerge at the political level as a force for social development in Europe.
- Confront the socio-economic challenges, included in the Europe 2020 strategy, by way
  of an innovative family policy.
- Participate in the orientation of employment, social cohesion and the development of the digital society European policies.



### CONCLUSION



#### The FEPEM idea on CSR from the Family Employment perspective

## CSR has a double meaning: Corporate social responsibility and Citizen social responsibility

"Based on a virtuous economic model of domestic employment among private individuals, FEPEM today accompanies a citizenbased movement in France and in Europe that militates in favor of stronger families and links among individuals and of greater solidarity and social justice, in the name of European social model that stands out for both its specificity and its plurality."

Marie Béatrice LEVAUX, President of FEPEM



#### **THANK YOU FOR YOUR ATTENTION**

contact: Isadora HUGO-PROVOST
ihugo-provost@fepem.fr

