

# LOCAL AND NATIONAL POLICIES SUPPORTING CONCILIATION

Newsletter n° 3

February 2007

## “A PRIVATE MATTER”

### Transnational meeting planning

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**A PRIVATE MATTER** is composed by the following DP :

- DP UNA QUESTIONE PRIVATA  
Milan. Italy
- DP IMPLANTA  
Madrid. Spain
- DP PARME  
Paris. France
- DP GENDER SCHOOL  
Falun. Sweden

22 February 2007

#### “Reconciliation Policies: new developments in Europe”



MARCO BIAGI AUDITORIUM - Fondazione Marco Biagi - Università di Modena e Reggio Emilia  
Viale Storchi, 2 - Modena (I) [www.fmb.unimore.it](http://www.fmb.unimore.it)

##### Programme

09:00 : Registration of participants

09:30 : Opening remarks

*Sergio Paba, Dean of the Marco Biagi Faculty of Economics*  
*Assunta Benimeo, Director of the CESVIP Modena office*

*Coordinator*

*Anna Catasta, Centro di Iniziativa Europea (Milan)*

**Speakers:**

*Tindara Addabbo, CAPP Department of Political Economics - Università di Modena e Reggio Emilia*  
**Equal – Reconciliation public policies and indicators – “A Private Issue”**

*Barbara Belzini, CESVIP (Piacenza)*

**Re-defining reconciliation policies: opportunities provided by Equal Action 3**

*Lia Caciottoli, D&S Group (Naples)*

**Equal projects on local policies: the experiences of PALCOScenico**

*Manola Guazzini, Councillor for Equal Opportunities, Pisa Provincial Council*

**Equal projects on local policies: the experiences of “A new service for work-life balance”**

*Marianne Lundberg and Margareta Eklund, (Equal GENDER SCHOOL)*

**Reconciliation Policies in Sweden**

*Paloma Fernandez - UGT Spagna (Equal IMPLANTA)*

**Local and national policies supporting conciliation in Spain**

12.30 : Comments and questions from the audience

*Enrica Morandi, Emilia Romagna Department of Education, Vocational Training, University, Employment, Equal Opportunities*

**New regional planning for 2007-2013: recommendations by the DPs**

**Conclusions and prospects**

*Palma Costi, Councillor for Equal Opportunities, Economic policy and Innovation of Modena Provincial Council*

13.00 : BUFFET

The Community Initiative  
**EQUAL**



## Transnational meeting planning

### 22 February 2007

14:00 – 17:00 : **Focus Group: Local and national policies in support of reconciliation.**

*Discussion issues*

- *Time policies (Urban times): developments and applications*
- *Territorial services*
- *Integration of work policies with reconciliation policies*
- *Actors to be involved*
- *Resources and territorial dimension*

20.00 : *Dinner:*

**"Stallo del pomodoro"**

*L.go Hannover 63 - Tel. 059 214664 - Modena*

*Osteria, creative cuisine with traditional ingredients. Chef Massimiliano Telloli*

### 23 February 2007

**Study Visit**



9.00h.– 11.00h. *protegge la bontà™*

**Re-reconciliation measures in a company: The TETRA PAK**

- *The company strategy and the SWIM (Sustaining Women In Management) project*
- *Guided visit to the day care centre in Tetra Pak*

*By ing. Cazzarolli Gianmaurizio – Human resources Director and responsible of SWIN project*

*Elisa Fattori – Responsible the day care centre in Tetra Pak.*

11.30h. – 12.30h.

*Visit to the Women's Documentation Centre (Centro Documentazione Donna (CDD))*

*Via Canaletto, 88 - 41100 Modena*

**The regional network in support of reconciliation – TEMPOperMEttendo –**

- *The role and activities of the Women's Documentation Centre (Centro Documentazione Donne)*
- *The network of Women Information Centres - Informadonna*

*by: Caterina Liotti – President CDD  
Vittorina Maestroni – Director CDD*

*All transfer are organised by an hired bus.*

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The Community Initiative  
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# Implanta - Spain



## REPRESENTATIVE ENTITY



Madrid Regional Government, Regional Employment and Women's Department, General Women's Board.

## ASSOCIATED ENTITIES



- Spanish Association of Businesswomen of Madrid, ASEME.



- Madrid Chamber of Commerce and Industry.



- CEIM Business Confederation of Madrid- CEOE



- Comisiones Obreras trade union, Madrid (CCOO-Madrid).



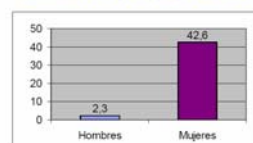
- Unión General de Trabajadores trade union, Madrid (UGT-Madrid).

## COMPROMISE IN THE AUTONOMOUS COMMUNITY OF MADRID

Women are still participating in the labour market under conditions of inequality. This is demonstrated by the high level of unemployment among women and the low number of women in managerial positions. In order to remedy this situation and given that it is still women who take on the majority of family and personal responsibilities, it is necessary to implement measures that enable a compromise to be reached between work and home lives.

Those with the greatest difficulty are women with children between the ages of 0 and 3 years (69% of women in this situation have problems balancing their work and home lives).

Personas que abandonaron el mercado de trabajo debido al nacimiento de un hijo o hija, según sexo (en %)



Fuente: encuesta a población en edad laboral. Base: población que abandonó el mercado de trabajo.

According to the study entitled "*Conciliación de la Vida Laboral, Familiar y Personal en las Empresas de la Comunidad de Madrid*" (Compromising Work, Family and Personal Lives within the Companies of the Autonomous Community of Madrid) by the Employment and Women's Board, 30.3% of companies have flexible working hours, 39.4% have part-time work and 37.4% of companies have a reduced working day. These are some examples of good practice. However, there is much still to be done. In order to achieve a Compromise between Personal and Work Lives, it is necessary to involve the various public and private actors:

- Within SOCIETY itself, both men and women must seek a balance, sharing those responsibilities related to the care of children.
- From the point of view of COMPANIES, through increased flexibility in terms of hours, space and social benefits.
- UNIONS must provide the fundamental support to employees when it comes to defending their interests.
- PUBLIC INSTITUTIONS need to legislate on the matter, as well as provide public assistance and resources that support citizens seeking this compromise.

## COMPROMISE POLICY IN THE AUTONOMOUS COMMUNITY OF MADRID

In order to approach the tough topic of Compromise, various measures and policies are being developed in the Autonomous Community of Madrid, within the Public Authorities, Company Associations, Trade Unions, etc., to support a Compromise between Personal and Work Lives. For example:

- The care resources aimed at dependent persons are being increased. The Directorate General for Women of the Community of Madrid has set up the AMPLIA Project for the training of professionals and the creation of care resources for children.
- Economic assistance for the care of persons in a situation of dependency.
- Programmes to Small and Medium-Sized Companies to implement measures that favour this Compromise.

According to several completed studies, there is great hesitance from businessmen regarding the implementation of new working timetables that enable a compromise between personal and work lives. Therefore and within the IMPLANTA Project, various activities for the promotion of measures within companies that favour a compromise and the development of new ways to organise work are being developed. The activities planned by the Implanta Project in this field are as follows:

- *Study of company requirements for the application of new measures that encourage compromise. Analysis of company costs regarding the implementation of compromise measures.* This activity is aimed at the most strategic sectors of the productive structure of the Autonomous Community of Madrid.
- *Individualised diagnosis of companies for the implementation of compromise measures.* This activity is currently being carried out with 23 companies and, using the results, a series of lines and compromise measures are being designed that could be implemented by the companies.
- *Study of the cost of No Compromise for the female and male employees of the Autonomous Community of Madrid.*
- *Resource Map for compromise.* Inventory of public and private centres for the care of dependent persons.
- *Study of "Guideline Cases".* Studies for the identification and publication of the experiences resulting from new ways to organise work that enable the Compromise.
- *"Analysis and mapping (benchmarking) of best practices supporting reconciliation of family and professional lives set up by Enterprises in Europe."*

## Una questione privata - Italy



### LEADING PARTNER:



CE.SVI.P soc. cooperativa sociale

### RESPONSIBLE FOR TRANSNATIONAL ACTIVITIES



CITE Centro di Iniziativa Europea

### OTHER PARTNERS:

- Provincia di Modena
- Provincia di Parma
- Provincia di Piacenza
- CAPP Centro di Analisi delle Politiche Pubbliche
- CDD Centro Documentazione Donna
- CNI Ecipar
- IRIDE Formazione srl

### Local and national policies supporting conciliation in "Una questione privata" project

Equal Opportunities and work-life balance policies in Italy are regulated through the following laws and funding:

- ✓ Law 53/00 Parental leave and city timing
- ✓ National Fund financing companies creating nurseries/crèches in working places (decree 16<sup>th</sup> may 2003)
- ✓ Law 125/91 Positive actions for Equal opportunities (especially for Public Sector)
- ✓ European social fund- axis E
- ✓ Equal pillar 4 – Equal opportunities between man and woman (work-life balance)
- ✓ Local Actions for work life balance.

It means that in Italy we don't have a strict national policy but only laws and funding supporting work-life balance. It means the decision to develop these measures and to apply for funding is left to the responsibility and free will of the single private and public companies. Many of which are not even informed nor interested about this matter. Another crucial concept in our project is that work life balance problems in Italy are often and wrongly considered a "woman's private matter", instead of a social one. Articulation of times is NOT a gender (and private/women concerning) matter, but a SOCIAL one, involving women, men, children, local authorities, enterprises etc.

That's why in our Equal project we have public and private partners working together to face the problem from many point of views.

Some EQUAL Actions related to local and national policies:

- ✓ CAPP of the University of Modena and Reggio Emilia carried on a research/ analysis of the public services, especially for child care, in Modena area. It gave evidence to the fact that, even though Emilia Romagna Region has almost reached Lisbon strategies goals as far as service coverage is concerned, still many children don't have access to crèches, especially in the small villages around Modena. Besides another very difficult period for families is when the young boys and girls are 11-14 years old because there are no full time schools.
- ✓ Another very important action supported by our Local Administration Partners (Provincia di Piacenza, Parma e Modena) and foreseen in our project is activating a service to give companies information about art. 9 of L. 53 by. They are trying to make enterprises aware of the importance and possible advantages of implementing work-life balance measures and the possibility to get funds to finance these actions, and they are even supporting them in writing projects and asking for the money.
- ✓ Besides together with the network of "Women Counters" we are creating and opening a new counter in Mirandola, in the northern area of Modena, aiming to give information about existing services/opportunities eg. for child care, and supporting women to conciliate working or training and private life.

### *Urban time policies in Italy*

Urban time policies are public policies on the regulation and the articulation of time schedules and social time through promotion, ideation, research, design, implementation and management of city action. Urban time policies were launched in Italy at the end of the 1980s. Within a span of 10 to 15 years, 170 municipalities have been involved in time-oriented projects or timetable plans, or in studies of urban social time. Principally it has been cities and their administrations to promote these new public policies. The diffusion of urban time policies has been accelerated by the national Law 53 of 2000 on Parental leave and city timing, which give a financial support to those municipality who will present an urban time plan, realised in accord with social partners and all those organization who are crucial for the city. These public policies act in three spheres concerning new uses of time and space by residents and temporary inhabitants:

- 1- On timetables of public interest services, especially collective transport;
- 2- On the regeneration and safety of public spaces;
- 3- On advanced services for mobile populations and remote accessibility.

The main objectives of the policy are two:

A- To enhance accessibility to services for residents and non-residents (commuters, city users, businessmen):

- Rationalizing the supply/demand temporal profiles of services (extended opening hours, opening hours system coordination, colonization of the night/non-working days/short holidays, opening hours targeted at the calendar of major events);
- Enhancing mobility of people, also slow mobility, as well as the spatial and temporal connection between territories at different scales;
- Increasing choice options for services (opening hours, on line accessibility, emergency, information and infomobility, location, removing access constraints for residents, service coordination) so as to enhance the daily agenda flexibility and conciliation of time for living (for the family, for social relations, for ourselves) and time for paid work.

B- To improve, through space-time projects of urban regeneration, the use and security of public spaces in relation with the different ages of the life-cycle.

Italian experiences are seen in Europe as good practices to follow, and in the recent past similar policy have been experimented in different Country (France, German, Spain) grace to European funding such as Equal and Eurexter.

## Gender School - Sweden



Equal Gender School website online:  
[www.genderschool.se](http://www.genderschool.se)

Contact: info@genderschool.se

Contact person: Mrs Marianne Lundberg, Coordinator

Address: Kyrkbacksvägen 8, 79133 Falun Sweden  
 Tel.: +46 23 15911



• **Reconciliation Policies: New Developments**

Sweden instituted paid maternity leave in the nineteenth century now have moved on to pioneer a range of innovative ideas—including guaranteed rights to childcare, shared access to parental leave, ‘daddy leave’ and cash payments for home-based care.

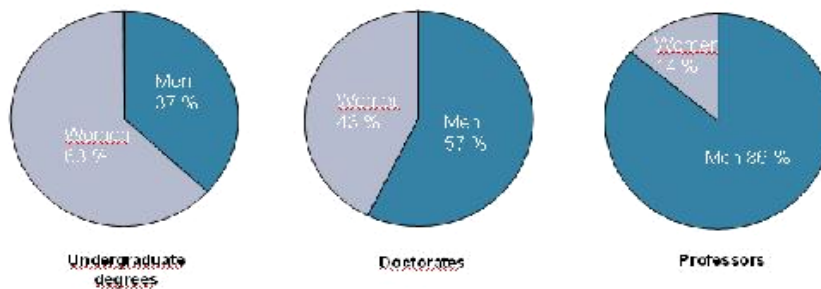
Three types of policy that exemplify contrasting responses to combining paid work and family care. The first of these is government funding of childcare services, which primarily supports the ‘dual-earner’ family model in which both parents have substantial amount of paid work. The second policy is parental leave that, assumes a ‘dual-earner/dual-carer’ family in which both parents actively engage in paid work and childcare. The third policy area is cash assistance for childcare, which, despite the gender-neutral rhetoric, draws upon a gender-differentiated model of family life.

In Response to fathers’ reluctance to take parental leave, instituted defined periods of leave reserved for fathers. Such ‘daddy leave’ has proved far more popular among fathers than access to parental leave—perhaps because it is non-transferable: if the father does not take it, the leave is lost.

The total sum for parental leave 2003 was 19, 5 billion SEK distributed to 74 per cent women and 26 per cent men.

Public childcare is offered to children aged 1-12. In Sweden, compulsory school begins at the age of seven but prior to that almost all six-year-olds attend voluntary preschool classes designed to prepare them for the first grade. Before the age of six children can attend regular preschools, family daycares homes and open preschools. Older children have access to leisure-time centers, family daycare homes and open leisure-time activities. All provided by the community.

Cash benefits for childcare have been controversial in Sweden. The new government 2006 are now changing the system into even cash benefits so parents will be able to provide care for their own children.



(National Agency for Higher Education 2007)

The universities have a responsibility for the work of equality between men and women at all levels. Since 1997, the universities have a commission to attain more gender equality in disciplines where gender is uneven represented, i.e. technology, science, care and in education for teachers. The Government and the legislation encourage to affirmative actions.

During 1997, equality percentage targets in respect of the distribution of sexes among newly recruited professors were introduced by the Government, at a majority of the universities and university colleges. The first percentage targets was set for the period of 1997-1999. At the same time a change of legislation has been made, instead of having a certain number of professor posts at the universities, one can have a professorship when reaching a certain level of expertise. At the moment there are approx 12% of women professors. For the year 2008, the target is set for 25 %.

## Forth steering committee

### Transnational Partners :

#### ITALY IT-G2-EMI-0031

##### DP

Una Questione Privata

##### Project

Una Questione Privata.non tenere al proprio tempo è un problema di spazio.



#### FRANCE FR-IDF-2004-43626

##### DP

P.A.R.M.E.

##### Project

Plan d'Aide au Retour des Mères à l'Emploi.



#### SWEDEN SE-84

##### DP

Gender School

##### Project

Gender School.



#### SPAIN ES-2004-0593

##### DP

Por el diálogo social y la conciliación en la Comunidad de Madrid

##### Project

IMPLANTA



Place: CE.SVI.P  
Via Carlo Zucchi, 21/a Modena

*Wednesday 21st February 2007*

The Chair of the SC meeting is taken by DP "Questione Privata"

*Time frame: 1430 - 17.30*

- Welcome of delegates (by the DP Questione Privata).
- Approving of Agenda.
- Discussion and re-formulation of the new ATC, following the closing of PARME project and the exit of the French PD by the Private Matter.
- Validation of the new ATC
- Discussion on the prosecution about Activity n. 8 "Monitoring and Evaluation" (eventual results) (it was responsible DP PARME) and decision who it will be the new coordinator and responsible of this action.
- Up dating information about the development of the 4 thematic work groups.
- Up dating information about Activity n.5 "Analysis and mapping (benchmarking) of best practices supporting reconciliation of family and professional lives set up by Enterprises in Europe". (In charge the DP of Implanta).
- Up dating information about activity n.7 "Exchange of trainers and staff": list of trainers and staff interested, interests for visiting, timing (In charge the DP of "Gender School")
- Other eventual aspects.
- Working plan and timing (Validation of up-dated Time Sheet of activities).
- Conclusions and summary of decision made.

*20.00 h.: Dinner:*

Trattoria Del Giardinetto  
1, PIAZZALE BOSCHETTI PAOLO  
41100 Modena (MO)

### INFORMATION OF MEETING ORGANIZATION

CE.SVI.P Società Cooperativa Sociale  
Via Carlo Zucchi, 21/a - 41100 Modena (tel. 059/829370)

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