



**Minutes of the Concluding information and discussion event for  
WORKCARESYNERGIES (an EU FP7 support action),  
10. November 2011, Institute for Advanced Studies, Vienna**

On the *Concluding Public Conference* the nine project partners from seven EU countries - Austria, the UK, Denmark, Hungary, Poland, Italy, Portugal *present, discuss and summarise the key results and policy messages of the local dissemination activities* within the WORKCARESYNERGIES EU FP7 support action to representative of professional organisations, NGOs, policy makers and students.

The **Austrian team** at the Institute for Advanced Studies (IHS), also Coordinator of the WORKCARESYNERGIES project, carried out 16 dissemination events in 2010 and 2011 with the main theme *Work-Care Tensions*. It presented selected research findings from EU Framework Programme projects focusing on main sub-themes “*Breadwinner to Dual Earner*” and “*Childcare and Parental Leave*” and initiated their local discussion with politicians, representatives of communities, companies, social partners, NGOs, regional organizations, childcare services, women’s networks, church, men’s networks and youth work. Apart from the planned events a special discussion for men has also been held due to the fact that at most events women were the predominant part. Additional events were also organised on invitation by regional authorities in Carinthia, Tirol and Vorarlberg. The project was also presented by Dr. Michaela Gstrein at the European Trade Union Institute (ETUI) in Brussels. The team also produced three films on work-care tensions in Austria that was shown and discussed in various events and posted onto the project homepage.

*Main points of local discussion were:* work-care tensions in European countries, sharing tasks by partners, the role of grandparents and family networks related to reconciliation of job and household obligations, job (and family) flexibility as problem solver for work-care tensions, external childcare facilities, gendered role models, gender wage gaps and gender budgeting (i.e. anticipation of effects of measures/decisions on women and men), education and career and the changes in the last years.

*Final conclusions from local discussions:* Local actors are interested to learn about EU research results for supporting implementation of local policies issues; New trends in female employment provoke outsourcing the care from mothers and grandmothers to public institutions; Initiatives to reconcile family and work (e.g. father’s leave, qualified part time, flexible parental leave) have to be supported by all sides; Income disparities tend to perpetuate traditional role models in the family with children phase; Unattainable reconciliation (or the expectation of such) results in declining fertility rates.

**AT Team (P1): IHS- Institute for Advances Studies, Coordinator**

Researchers: Dr. Michaela Gstrein, Dr. Liliana Mateeva

Knowledge transfer: Tanja Gewis (IHS), Lev Ratner (IHS), students

Communication: Tanja Gewis (IHS), Lev Ratner, Alexander Chvorostov, students

Film: CROW Video (Markus Lobner); Local IT and communication firm: FMS

Contact: Dr. Michaela Gstrein (gstrein@ihs.ac.at), Dr. Liliana Mateeva (mateeva@ihs.ac.at)

Full information on events and dissemination material: <http://workcaresynergies.eu/work-care-tensions/>.

The **Scottish team** at the University of Aberdeen organised a series of dissemination events with the local dissemination theme “*Social Quality in work and care*”. The local discussions support the current local policy debate on reducing the inequality between men and women in paid and unpaid work and the need to provide larger public support for families with children. After producing dissemination material and having first round of discussion, the team concentrated on the *fatherhood and care provided by fathers*. On the event at the Work Foundation, London in February 2011 the team discussed the proposition by the government for flexible paternity leave by dividing the 52 weeks maternity leave between fathers and mothers so that parents could take the leave separately or together to take effect in 2015.

*Key recommendation* drawn on basis of previous EU research and local discussion is that a non-transferable (as in Sweden), well remunerated paternity leave (as in Norway; at least 50 % wage compensation) to be taken after the mother returns to work could be realistic and enable fathers to be involved in care and domestic work and mothers into paid work. Events on “*Policy for Working Parents with Young Children*” to be held in November and December in Edinburgh and Aberdeen with a screening of the film “*Dummies*” will close the dissemination rounds. A blog was developed for the Work Foundation, where Prof. Wallace discussed findings from the local discussion with NGOs and policy makers.

**UK (Scottish) Team (P2): UNIABDN-University of Aberdeen**

Researcher: Prof. Wallace

Knowledge transfer: Dr. Ian Heywood, private consultant.

PR communication experts: J. Rostron (UNIABDN), external (to be named)

Contact: Prof. Claire Wallace ([Claire.wallace@abdn.ac.uk](mailto:Claire.wallace@abdn.ac.uk))

Full information on events and dissemination material: <http://workcaresynergies.eu/social-quality/>.

The **Danish team** organised dissemination events with the theme “*Flexibility of Work and care*” and main sub-themes: “*Gendered Citizenship and Work-Care relations*” and “*Diversity and flexibility in family policy*”. The team concentrated on the discussion of EU finding related to the *family policy models* based on the following indicators: flexibility on the labour market (possibilities of part-time), childcare coverage, paid parental leave and total spending on family policy.

*Main discussion issues* related to the extensive family policy impacts in Denmark are: It enables women to return to work after one year’s leave with less negative career consequences; The comprehensive childcare service in Denmark prevents women from involuntarily taking part-time work in order to reconcile work and family; It equalises men’s and women’s income over the life course; The high quality of daycare facilities with highly educated and professional care workers seem to equalise children’s life chances and strengthen the social cohesion of the society; It has positive effects on both the fertility rate and the maternal employment rate. Important policy issue also discussed at the dissemination events was the share of the total leave period taken by the fathers.

*The events of the Danish team include*: Trade union event (Danish National Federation of Early Childhood Teachers and Youth Educators); Political parties (Policy Briefing on Work Care, 30th November 2010, Copenhagen at the Danish Parliament. The Socialist People’s Party (SF)); Public events and Conferences. At the closing conference on *Citizenship, Flexibility and Diversity in Work-Care Relations* in December at Roskilde University a series of findings from projects on gendered citizenship, work-care relations, diversity, and flexibility in family policy will be presented and discussed as well as the forthcoming publication on welfare regimes by Professor Thomas P. Boje and Associate Professor Anders Ejrneas.

*Policy recommendations:* (1) *Labour market:* Possibility to regulate working hours over the life course, possibility to shift between part-time work and full-time work; Male dominated private employers must be encouraged by financial incentives to introduce family friendly policies; (2) *Leave policy:* More flexible parental leave, part-time leave, more options for postponed leave; Three months' leave reserved to the father; (3) *Childcare provision:* Extension of opening hours and elimination of closing days on normal weekdays; Improved staff/child ratios in day care centers, especially when there is a high proportion of immigrant children; Closer corporations between professional childcare workers, parents and other family members in providing the care service.

**DK Team (P3): UNIRUC- Roskilde University**

Researcher: Professor. Thomas Boje (UNIRUC) and Associate Professor Anders Ejrnæs (UNIRUC)

Knowledge transfer: Associate Professor Rasmus Willig, Email: [willig@ruc.dk](mailto:willig@ruc.dk) (UNIRUC) and Associate Professor Anders Ejrnæs

Communication: Pelle Korsbæk Sørensen, Email: [pekoso@ruc.dk](mailto:pekoso@ruc.dk), (communication expert)

Contact: Professor Thomas Boje, Email: [boje@ruc.dk](mailto:boje@ruc.dk), Associate Professor Anders Ejrnæs, Email: [ejrnaes@ruc.dk](mailto:ejrnaes@ruc.dk)

Full information on events and dissemination material: <http://workcaresynergies.eu/flexibility-in-work-and-care/>

The main dissemination theme of the **Austrian Team at the WU-Wien** was “*Quality of Work and Life and Work-Life Balance across the Life Course*”. The team concentrates its activities on the care for children and care for (elderly) adults. The team organised local urban and rural events in Vienna, Tyrol and Vorarlberg, a focus group „*Child Care and Elderly Care – main policy recommendations*“ and produced two films “*Work-Life Balance – visions of children*” and „*Elderly Care and Paid Work*“ as well as TV and radio interviews, press conference and press articles.

Main *insights* from EU research concern the role of attitudes and the issues related to involuntary part-time because of caring responsibilities within family. The main *conclusions* of local discussions reflect: the stark contrast between tendencies towards egalisation on the level of individual attitudes and people's day-to-day realities, the rising numbers of female part-time employment, explaining only partly the modernisation of the male breadwinner model, the fact that women even working remain responsible for the family, whereas men primarily for paid employment and the aim of both women and men to achieve flexibility in their respective areas.

*Policy recommendations* concern the promotion of adequate support measures and additional facilities and services, trust in the quality of these institutions, innovative solutions for multi-generational facilities, finding ways of minimising the strains our economised society exercises on individuals, benefits of autonomy and self-determination of working times, contracts that provide (planning) security, considering work-life balance as a priority of equal importance as cost-benefit calculations.

**AT Team (P4): WU Wien**

Researchers: Dr. Barbara Haas, Dr. Nadia Steiber, Anita Gritsch (extern, sociologist), Dr. Ulrike Zartler, Dr. Caroline Berghammer (sociologists, members of advisory board)

Film: Dr. Edith Bachkönig (Bachkönig Film)

Knowledge transfer: Anita Gritsch (Anglistin und Musikerin; extern, sociologist)

Communication: Dr. Margarethe Engelhardt-Krajaneck (ORF – Hörfunk)

Contact: Dr. Barbara Haas ([Barbara.Haas@wu.ac.at](mailto:Barbara.Haas@wu.ac.at)), Dr. Nadia Steiber ([nadia.steiber@wu.ac.at](mailto:nadia.steiber@wu.ac.at)), Dr. Ulrike Zartler ([ulrike.zartler@univie.ac.at](mailto:ulrike.zartler@univie.ac.at)), Dr. Edith Bachkönig ([bachkoenig.film@aon.at](mailto:bachkoenig.film@aon.at))

Full information on events and dissemination material: <http://workcaresynergies.eu/work-life-balance/>

The **Hungarian team** organised its dissemination events around main sub-themes: (1) “*Social outcomes of family policies*” and (2) “*Working time flexibility, social cohesion and work-care balance*”. The local discussions supported the present policy debates in Hungary on the reform of family and employment policies to create incentives for increasing the extremely low labour market participation of mothers with young children. Based on evidence from EU research on how working time flexibility affects work-life balance and on how the benefits system and the institutional child care influence labour market participation, the discussion promoted the further thinking of how these policy tools can ease decisions on employment and fertility and how can they foster social cohesion by enhancing labour market participation.

The team carried out all planned events. At the NGO-focused event, 24 November 2010, the theme “*Working time flexibility, work-family conflict and social cohesion*” was discussed with NGO’s, employee’s organisations, governmental agencies (Research Institute of the National Audit Office, National Family and Social Policy Institute, National Employment Public Foundation, CSO, etc.), companies, researchers and undergraduates. At the Policy Maker dissemination event, 27 October 2011, the team discussed „*Social outcomes of family policies*” with MP (floor leader of the Christian Democrats – law on the protection of families), representatives of the two ministries (Ministry of National Resources, and Ministry of national Economy), governmental agencies (Research Institute of the National Audit Office, National Family and Social Policy Institute, National Employment Public Foundation, etc.), representatives of NGO’s, researchers focusing on two policy tools: part-time work and institutional child care. Prof. Sik took part in the Debate on 5th May 2010 “*Potential conflict between work and household*” on the Hungarian TV (ATV).

*Key results of local discussion:* The Scandinavian model is seen as ideal type; Maternal employment and fertility are low in Hungary although the levels of family policy expenditure are similar to the Scandinavian countries; High share of cash benefits and an extended parental leave system; The part-time employment is unusual and related to lower incomes; High fix labour costs and poor availability of child care institutions in rural regions. *Following policy recommendations could be drawn:* Consider European best practices by accounting for the national context; To promote a flexibilisation of the system; To shift resources from cash benefits to services; To lower the fix costs of employment; To increase the coverage of child care system and encourage alternative forms (like family crèches).

**HU Team (P5): TARKI – Social Research Institute**

Researchers: Prof. Sik, Dr. Gabos

Knowledge transfer: Johanna Giczi (ELTE); Communication: Ákos Bognár (Image Factory)

Contact: Dr. András Gábos ([gabos@tarki.hu](mailto:gabos@tarki.hu)), Prof. Endre Sik ([sik@tarki.hu](mailto:sik@tarki.hu))

Further reading on: <http://workcaresynergies.eu/social-cohesion/>

The **Polish team** discusses values and behaviour of members of different social groups to support the current local policy debate on gender inequality and problems facing women on higher position in science and politics regarding the reconciliations of work and family life in Polish households. The Polish team organised 7 events addressed to different social groups including 3 additional not planned in advance meetings. The local discussion of EU research findings with representatives of local and international corporations, NGOs local and policy makers as well as academic world focused on main sub-themes based on EU research findings: 1. Gender elites in science and politics; 2. Gender elites and work-care balance; 3. Reconciliations of work and family life in Polish households.

The team prepared the documentary film “Women in social elites. Reconciling family duties with work and social activity” and published materials in internet and paper editions of newspaper and journals addressed to specific social groups. *General policy recommendations:* (1) Necessity to develop

and strengthen institutional network (e.g. day-care centres, kindergartens) as socialising institutions taking into account a widespread model of “one child” families, children’s lack of experience in interacting with peers; (2) to overcome stereotypes that the care on child in age below 3 years should be in hands of one person as precondition of his/her emotional development and feeling of security; (3) problem of balanced division of obligations in family /household can be solved only by cooperating partners what should be stressed in disseminated models by schools, media etc.; (4) Life-long learning can play important role in changing accepted patterns of family, updating women’s education/skills allowing them and their partners combining activities in private and public spheres.

**PL Team (P6): UWAR-University of Warsaw)**

Researcher: Prof. Siemienska

Knowledge transfer: Dr. Anna Domaradzka (UWAR), external (to be named)

Communication expert: J. Piotrowska (Feminoteka, NGO, Poland)

Contact: Prof. Renata Siemienska ([siemiens@post.pl](mailto:siemiens@post.pl)), Dr. Anna Domaradzka ([anna.domaradzka@gmail.com](mailto:anna.domaradzka@gmail.com))

Full information on events and dissemination material: <http://workcaresynergies.eu/elites-and-work-care-relations/>

**The Italian Team** disseminated EU research findings on various events in Florence, Padua, Prato, Rome and Naples with the theme “*Social care and work-care balance*”. As in Italy the debate about reconciliation of work and care is not yet really part of daily public discourse, the team aimed at having an effect on civil society’s actors (instead of politicians only), including students, their educators and non-profit and private organisations. Locations of dissemination have been.

The team produced a short docu-fiction movie based on the database of qualitative interviews to couples collected in the FP6 Workcare and FP5 Soccare projects typifying family situations, decisions and strategies about the life course organisation of work and care. The team carried out all planned events. The film was screened and discussed in focus groups at (1) *public events in secondary schools* in Padua, Prato, Florence, Rome, Naples with young people and their teachers, (2) *NGO-focussed public event* in Florence in 2011 with Third Sector Organisations offering care services mainly directed to children and elderly people, (3) *Policy oriented local events with Companies* to discuss personal experiences linked to individual and collective work-life balance challenges within the working environment and (4) *Policy makers public event* in Florence 2011 to present research finding and the policy recommendations emerged from students, teachers, NGO, workers events to policy makers from EU parliament, Italian Parliament, regional and local government in the area of welfare, family and employment policies, citizenship rights, third sector development, equality policies, migration and social cohesion, social care for children and elderly people as well as work-life balance experts and “equality consultants” (Consigliere di parità).

*Policy recommendations:* (1) Cultural sensibilisation of young people about work-life balance should become a systematic endeavour, (2) It is necessary to frame work-life balance in terms of citizen rights in schools and in firms, (3) The present crisis should not be the occasion for considering work-care topics a secondary one, but rather for a deep recasting of policies in a transversal way and (4) Public policies of work-life balance should make a better use of spontaneous solidarity among co-workers which already exist.

**IT Team (UNIFI-University of Florence):**

Researcher: Prof. Trifiletti

Knowledge transfer: Dott. Daniele Vernon De Mars  
Communication expert: Lorenzo Sciadini (patron of “E-Society marketing”, Florence)  
Contact: Prof. Rossana Trifiletti ([rossana.trifiletti@unifi.it](mailto:rossana.trifiletti@unifi.it)), Dr. Luca Salmieri  
([luca.salmieri@uniroma1.it](mailto:luca.salmieri@uniroma1.it)), Elena Elia ([elena.elia@unifi.it](mailto:elena.elia@unifi.it))

Full information on events and dissemination material <http://workcaresynergies.eu/social-care-and-work-care-balance/>

The **Portuguese Team** carried out dissemination events in the Lisbon area with the theme “*Mapping work-care orientations for gender equality in private and public contexts*”. The local discussions of EU of research findings from EU Framework Programmes concentrated on two main policy issues: “*Workcare orientation and childcare services*” and “*Workcare orientations and gender equality on the labour market*”. A local advisory board supported the networking and discussion with policy makers from national regional as well international organisations, social partners, NGOs and economic actors. The team produced dissemination material and tools, including local internet site, Facebook page, *WKCSynergies* TV and a range of short videos.

*Key findings* of discussion: (1) *Family and childcare support policies*: childcare support must be collective responsibility of society; support institutions should be low (adequate) costs, professional and flexible; cash for care policies (not efficient) vs. the model of support most wanted by Europeans, (2) *Gender equality and labour market*: need to transform unequal organisation cultures, need for gender perspective in policy formulation and assessment, work importance for Europeans (structural regarding material and objective conditions; subjective - a source of identity and wellbeing, strong valorisation of work both for women and men, confronting the glass ceiling and gender-pay gap for women and the inequality due to part-time jobs), (3) *Employment and flexibility*: flexibility has gender impact, i.e. mostly negative for women (different political, social and economic contexts produce different flexibility models in EU countries).

*Policy recommendations*: Children should be seen also as society’s responsibility and not only as a private responsibility of families; comprehensive childcare seems preferable to extended child rearing leave because it enables women to return to full labour market activity and is not more expensive than paying women to stay at home; Well-paid flexible parental leave including ‘daddy’s’ leave should be available; substitute care (childminders, nurseries, pre-school classes, school, after school and out of school provision) should be affordable, professional, of high quality; Governments need to invest in supporting family to fulfil their care responsibility and ensure secure and flexible employment for men and women; flexicurity (for men and women) is seen as a key aspect of European policies; Gender equality in the labour market should be enhanced regarding reducing gender-pay gap and promotion of family-friendly policies.

**PT Team (CIES-ISCTE):**

Researcher: Prof. Analia Torres

Knowledge transfer: Fernanda Maria Simões / Media Communication Expert

Contact: Prof. Analia Torres ([analia.torres@iscte.pt](mailto:analia.torres@iscte.pt)), Dr. Bernardo Coelho ([bmscc@iscte.pt](mailto:bmscc@iscte.pt)), Isabel Sousa ([sousa.imn@gmail.com](mailto:sousa.imn@gmail.com)), Fernanda Maria Simões ([fmariasimoes@gmail.com](mailto:fmariasimoes@gmail.com)) Website: <http://trabalharecuidar.cies.iscte.pt/>

Full information on events and dissemination material: <http://workcaresynergies.eu/work-care-and-gender-equality-in-private-and-public-contexts/>

**The UK Team at the University of Brighton (Uob)** carried out dissemination events with the theme “*Labour Market Transitions in comparative perspective*”. The team organised ESRC seminar “*Fairness at Work*” at the University of Brighton discussing *Intersectionality* in the management of equality and diversity and *New Equality Act in the UK* with representatives from Equality and Human Rights Commission, Mayo Wynne Baxter Solicitors, Brighton, Equality Challenge Unit, Head of Equalities and Inclusion at Brighton & Hove City Council. A second seminar „*Firms, Families and Fairness: What does this mean for different groups during fiscal austerity*” was organised at the Work Foundation. The team organised also two events on retirement issues: (1) “*The Changing Context of Retirement*” in Edinburgh bringing together academics, practitioners and policy makers to discuss: how the context of retirement is changing; the consequences for work and retirement in older age and the extent to which changes are mirrored across countries and (2) “*Rethinking retirement*”, Manchester, organised in conjunction with the Equalities and Human Rights Commission bringing together academics, practitioners and policy makers to discuss influences on employment in older age.

Prof. O’Reilly presented and discussed the dissemination of the UK team at the European Trade Union Institute (ETUI) in Brussels and gave an interview for the Family Watch, Spain. Further media evidence can be found in Daily Telegraph, The Guardian, Family video, Professional Press, Working with CHA PR. The UK team produced also a film “*Rethinking retirement*”.

**UK Team (P9): UoB- University of Brighton**

Researcher: Prof. O’Reilly

Knowledge transfer: Dr David Lain, Chris Matthews

Communication: Dr David Lain, Chris Matthews; Rebecca Haroutunian (Communications Manager, UoB); Keir Bosley (external expert), CHA, Network House, 5-11 Mortimer Street, London W1T 3JB

Contact: Dr. Jacqueline O’Reilly ([J.O’Reilly@brighton.ac.uk](mailto:J.O’Reilly@brighton.ac.uk)), David Lain ([D.Lain@brighton.ac.uk](mailto:D.Lain@brighton.ac.uk))

Full information on events and dissemination material: <http://workcaresynergies.eu/labour-market-transitions/>

*Discussion of the outcomes of discussion in the different EU countries:* A point was that the Danish team presented a typology, where the Austrian family policy was classified as “Long leave part-time”. Dr. Barbara Haas argued that the long leave of mothers is not as prevailing, as was in the past, but part-time remains a common strategy for women to reconcile work and care in Austria. On the meeting a screening of the Film “*Von Fall zu Fall – Pflegende Angehörige in Österreich*” (“*From case to case – the caring relatives in Austria*”) of the Austrian team at the WU-Vienna. The film provides evidence of the problems of facing relatives of physically disabled people regarding organisation of care and social relations. Furthermore the film presented newly emerged innovative services offering care for elderly and at the same time childcare services in Austria. The film offered the floor for discussion of similar situation and the available services and help in other EU countries.

**Overall conclusion:**

The WCS project achieved its objectives in providing local dissemination events in seven EU countries arising and discussing current policy relevant issues in the national contexts with a large range of stakeholders: policy makers, social partners, local authorities, NGO, economic actors, academic audience. Apart from the planned events additional events have been carried out and various dissemination activities undertaken at invitation of interested parties. The project gave an impulse for further events in the project EU countries: the WCS teams became invitations and expression of

interest for organisations of further local events in their countries by interested local authorities and organisations.