

# WORKCARE SYNERGIES

10-11 November 2011 | Vienna

## WP 8

Mapping work-care orientations for gender equality in private and public contexts



# Where?

## Location

Implement local dissemination activities in *Portugal* – Lisbon area.

# PT Team

## Local Team

Prof. Analia Torres (Coord.)

Bernardo Coelho

Isabel Sousa

Knowledge transfer / Media Communication Expert

Fernanda Maria Simões

## Advisory Board:

Maria do Céu Cunha Rêgo, Ex- secretary of State for Equality

Jorge Filipe, Human Resources Director from Auchan Portugal

Maria das Dores Guerreiro, Professor in Sociology Department form ISCTE - IUL

Miguel Cabrita, Professor in Sociology Department form ISCTE -IUL

Fernanda Freitas, Reporter, program moderator in “Sociedade Civil” from RTP (National television broadcast)

# What?

## **Transfer**

Findings from existing research projects within the EU Framework Programmes and initiate their discussion in local context.

- Workcare orientation and childcare services;
- Workcare orientations and gender equality on the labour market.

## **Tasks**

Collect,  
Summarize,  
Make understandable and accessible.

# Why?

## **Support**

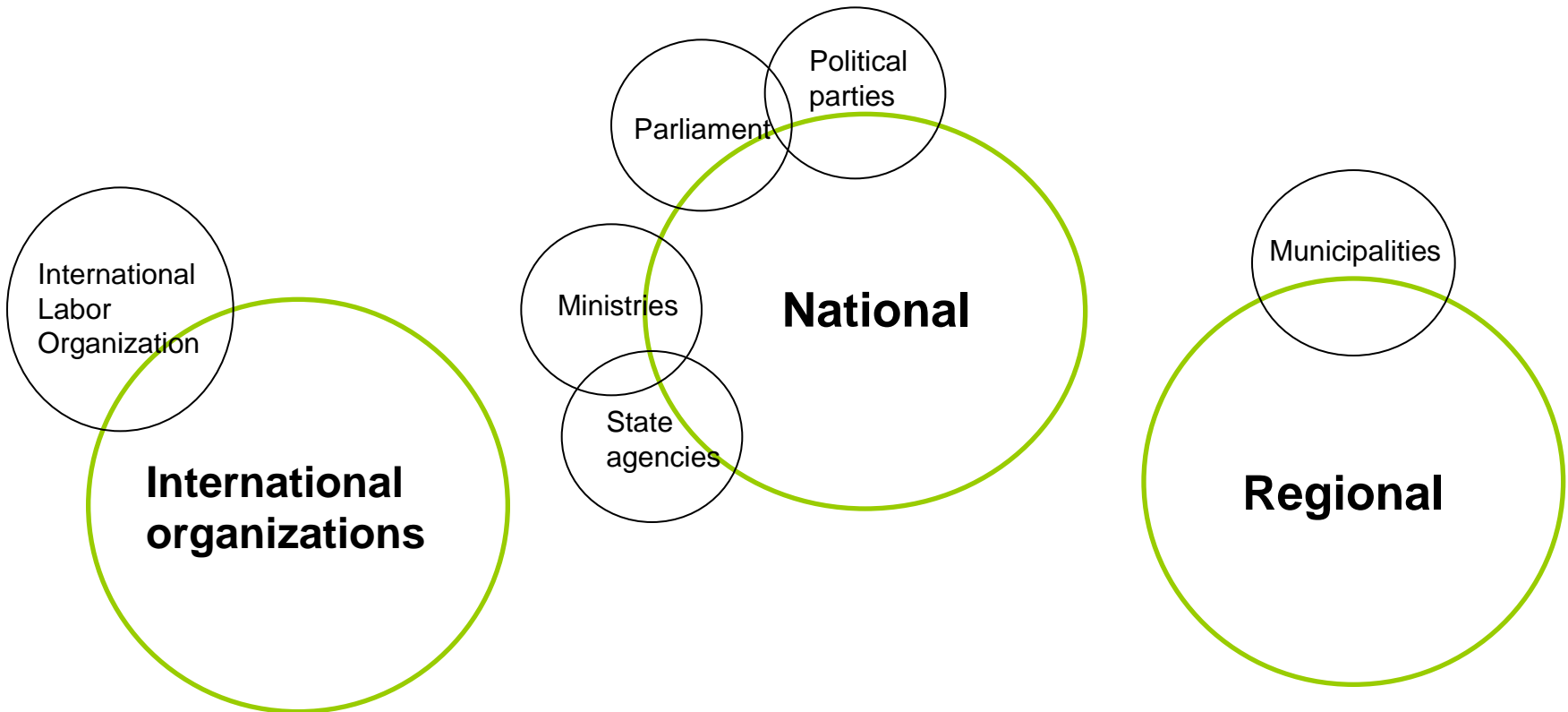
Local policy debate on how to shape the work care orientations for gender equality in private and public contexts through policy measures and incentives for families and employers.

## **Policy issues**

Workcare orientation and childcare services;  
Workcare orientations and gender equality on the labour market.

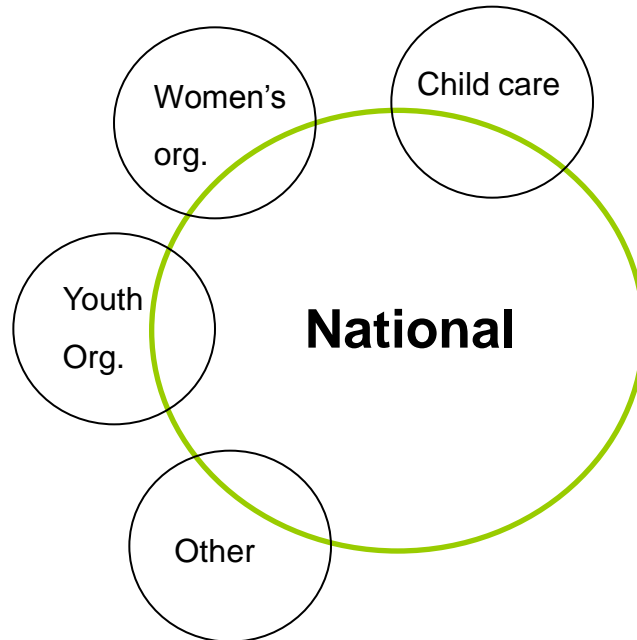
# Whom to reach?

## Policy makers and state agencies



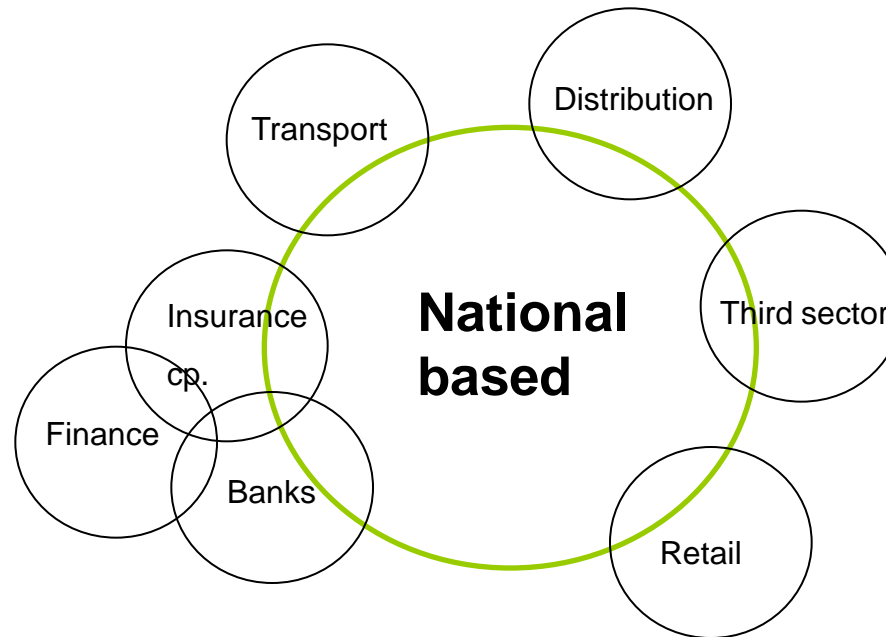
# Whom to reach?

## NGOs



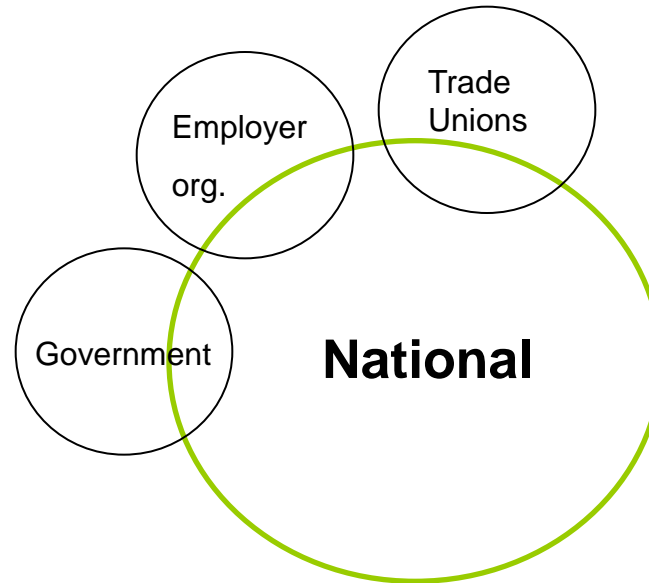
# Whom to reach?

## Economic actors



# Whom to reach?

## The Social Partners



# Projects disseminated?

## **WORKCARE (2006-2009)**

On the social quality and changing relationships between work, care and welfare in Europe.

## **QUALITY (2006-2009)**

On quality of life in a changing Europe

## **TRANSITIONS (2003-2005)**

On gender parenthood and the changing European workplace, about young adults negotiating the work-family boundary.

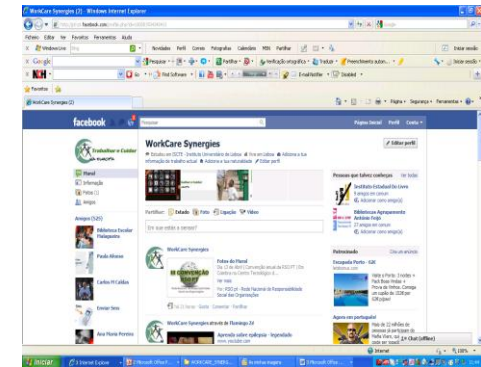
## **HWF (2000-2003)**

on households, work and flexibility.

# How to disseminate?

**Local internet site**  
[www.trabalharecuidar.cies.iscte.pt](http://www.trabalharecuidar.cies.iscte.pt)

**Facebook page**



**WKCSynergies TV**

**Short videos | PT**

Project presentation

Key-findings

Care and family policies

Fertility and work

Work flexibility

Gender equality in the labor market

# Key findings

## **Family and childcare support policies**

Childcare support must be collective responsibility of society

Most efficient and desired policies: support institutions + low costs + + professional + flexible.

Cash for care policies not efficient or the model of support most wanted by Europeans.

# Key findings

## Gender equality and labour market

- Need to transform unequal organization cultures (labour market and in employers).
- Need for gender perspective in policy formulation and assessment.
- Work importance for Europeans...
  - Structural – material and objective conditions;
  - Subjective – a source of identity and wellbeing;
  - Strong valorization of work both for women and men.
- Persistence of glass ceiling and gender-pay gap for women in the labour market.
- Part-time jobs tend to produce gender inequality – career and payment.

# Key findings

## Employment and flexibility

- Flexibility has gender impact: mostly negative for women.
- Different political, social and economic contexts produce different flexibility models and have different impacts:
  - UK: non regulated + unemployment
  - Netherlands and Sweden: regulated + individual arrangements for working hours.
    - Non regulated flexibility: precarity + unemployment + gender inequality.
    - Regulated flexibility: efficiency.
- When producing flexibility policies: attention to cultural, social and political contexts + need for grounded models.

# 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 other policy solutions for raising children (such as extended child rearing leave). It enables women to return to full labour market activity with minimum disruption and is not necessarily more expensive than paying women to stay at home.

# Policy recommendations

Well-paid flexible parental leave including 'daddy's' leave should be available to enable parents to combine their caring responsibilities with paid employment.

Substitute Care – child minders, nurseries, pre-school classes, school, after school and out of school provision - should be affordable, professional, of high quality, adequate to meet the demand from all parents who want to access the services.

# Policy recommendations

Governments need to invest in supporting families to enable them to combine their responsibilities for care and ensure that men and women are able to exercise their rights to secure and flexible employment.

Flexicurity is seen as a key aspect of European policies. But these policies must ensure flexibility and security for men and women, not flexibility and security for men and a flexibility without security for women.

Gender equality in the workplace and labour market should be enhanced. Particular attention should be paid measures to reduce the gender-pay gap.

Employers must be encouraged to introduce family friendly policies and men and women feel supported in taking their entitlement.

**Thank you.**