

3.4 FAMILY AND EMPLOYMENT

CHALLENGES

One of the main problems in today's scenario is job insecurity. On the other hand, the massive inflow of women entering the labor market, along with the qualitative and quantitative increase in their formal and higher education in many countries, has brought the difficulty for families to balance work and family life to the center of public debate.

SUGGESTIONS

Social protection measures must take into consideration the precariousness of work that directly affects the welfare of families. The policies to balance work and family should address the problems of inequality between men and women.

Businesses, too, are therefore called upon to rethink their models from a more family-friendly perspective that supports families, motherhood and fatherhood.

SPECIFIC ACTIONS

- promoting decent, non-precarious work, with special attention to young people
- implementing family policies that facilitate family-work harmonization, making work time and responsibilities toward children and toward married and family life compatible
- creating public policies that promote sharing of care-giving responsibilities, to strengthen family networks and intergenerational solidarity
- promoting a work culture in business organizations that is mindful of, respects, and promotes workers' family relationships
- implementing public and community services that strengthen social support for caregiving tasks and responsibilities such as daycare centers, childcare education centers or summer camps for childcare
- promoting consciousness-raising courses for fathers on co-responsibility in care and education
- promoting specific attention to prevent discrimination against ethnic and social minority families, as well as minors

Guidelines for family-focused university research

Further research should be conducted on:

- a legislative framework that can generate harmonization between family and work that is functional to families' development tasks
- services that facilitate work-life harmonization
- family-friendly business organizational models
- gender gap situations and penalization in the work environment
- anti-discrimination models targeted toward ethnic minorities
- the implementation of best practices at all levels



FAMILY
GLOBAL
COMPACT