

*The work-family relation and public policy :towards a new form of social regulation ?  
Or from work-family balance for women to work-care over the lifecourse*

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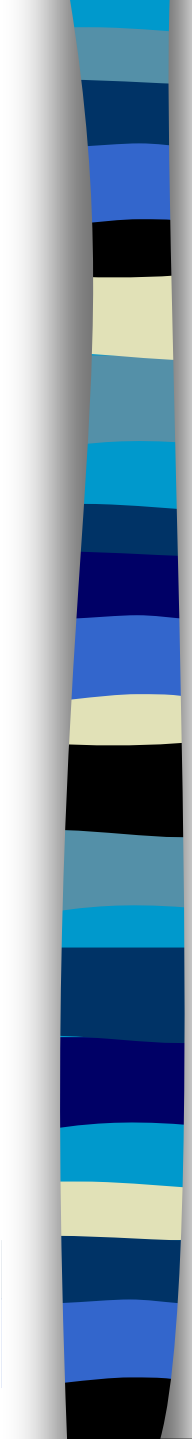
# Context

- Demographic Changes: + ageing, - fertility, etc.
- Changes in family structures: less children, shared care, but also + grandparents and migrant women
- From childcare to elder care...and both often for « sandwich generation » (debates on this in France and Québec-Can).
- Challenge: ensuring possibility for men and women to participate in both spheres: women in work (+ or – ok), but ++ *challenges for men in family sphere* (less policies and less change) ++ QC vs FR (congé 6 mois récemment)



# Aspirations for policy change and adaptation (varies by country)

- Need for a **diversity of measures and policies**, changing over the lifecourse, with age of children and elder care issues (not only childcare and maternity leave issue)
- Challenge of **employment equity for women**: they still assume majority of tasks and work-family articulation (**upward and downward responsibilities**) and often pay the price in terms of career, wages, etc.
- Challenge of **legitimacy of parental demands of fathers**: paternity leave contributes in legitimating other forms of leave and working time arrangements, but not everywhere (QC vs Fr)



# approach to work-life issues: diversity issue (QC-FR; QC-BE)

- **Societal diversity**

- institutional regulations and public policies (parental leave, child care, eldercare), economic context, culture, etc.

- **Diversity of management practices/firms**

- size, industrial sector, economic situation work organization, HRM, organizational culture

- **Diversity of personal situations**

- gender, income, level of education, professional category, family situation, generation, lifecycle, values...



# I- Work-family relation models

- WFR Models vary by geographical region
- Take different forms according to the social, demographic, cultural context, but also according to **Public Policy**, which influences firms' practices
- **HRM practices take these dimensions into account *to define gendered practices in the organization (part time for women and model of full time and presenteism for men)***
- **Evolution of Public Policy : parental leaves and their evolution throughout the crisis – some changes in plans for extension of leaves in Iceland + Finland (Leave policy network)...Abortion laws questioned (in Spain...**
- ***Right to Request : slow evolution* : Right to request has not been recognized in all countries and sometimes « too soft » law and not real right...especially important for elder care (Q: are elder carers *more* entitled or should all benefit?**



# Models of work-family relation

(Hantrais et Letablier)

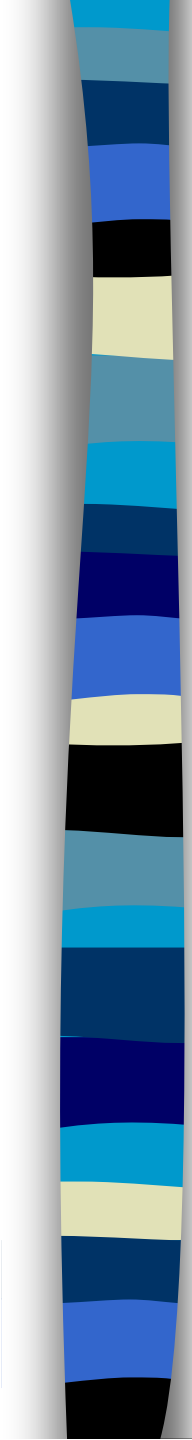
## ■ 1-Non interventionist model

- No state intervention because of lack of resources or tradition (Southern Europe – reduction in fertility rate partly explained by lack of State support ) or question of principles (family as a private issue ; USA ? Partly English Canada ?)
- **Firms have to assume a major role and don't necessarily do so, especially not for all workers (exclusion of migrant, latino women...)**
- **Model of « one earner » (men in the labour force ; women at home)**
- The private space – or family – is responsible for family issues – firms and the State much less
- Managers and professionals don't do too badly as they can pay for services (childcare, eldercare, etc.) and + firms' support
- Inequality of access for lower level workers

# 2-Alternating model

- 2-Alternating model (ex: Germany even with 2007 changes... ?  
(Netherlands ? ) France: PAJE
  - Incentives for leaving the labour market for women with children (0-3 yrs) and not combining work and family ; part time eventually possible
  - **Little paternity leave and no incentives to share parenting**
  - **Little childcare support – just developing in Germany. Little state or company support**
- states such as Germany and the Netherlands support men with women at home and women retiring from the labour market when they have children.
- Part time is also favored for women in the Netherlands
- **« Privatist » vision of parenting and education of children, which is seen as the responsibility of the family....or rather of women aux femmes**, who should alternate between work and family and take care of small children (0-3 yrs)
- =Model of 1,5 earner





### 3-Model of work-life reconciliation or work-family articulation (balance)

- 3-also known as **cumulative model or dual earner model**
  - Public policies support work-family balance
  - **Women do not have to sacrifice work or family...and men can also be present in the family sphere (if non transferable, well paid, long paternity leave)**
  - **Diversity of measures, very developed and accessible: childcare facilities + parental leave**
  - **Laws and regulations encourage an equitable sharing of family and professional responsibilités , including « daddy leave »**
  - Mainly Nordic countries (Sweden, Norway, Finland), but also Québec since 2006 with paternity leave. + social economy State supported childcarer
  - Belgium and France are close to this, but more familialist perspective, less accent on gender equity (paternity leave and fathers' participation are not as well supported (FR ch)
  - Possible for fathers and mothers to participate in both spheres- family and paid work



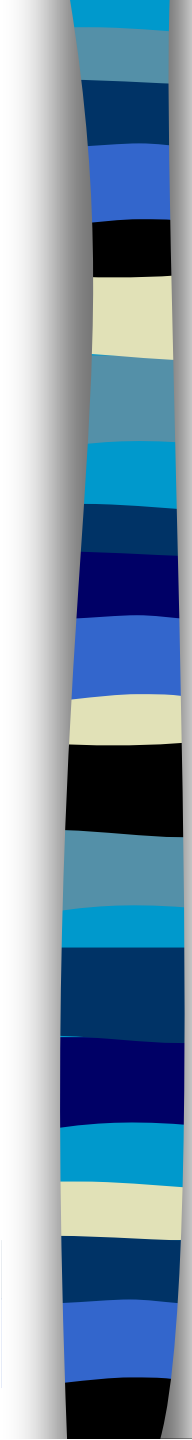
# Work-family reconciliation or balance model

- Objective of **gender equality between men and women, but also for children** (low cost childcare: Nordic countries + Québec : huge impact on employment of low educated lone mothers on social assistance ) –favors participation of women in the labour market and men in family – Qc research indicates important change for Qc fathers (( ++ vs France (congé de paternité + ARTT)
- **Family Policy is based on the idea of citizenship** (« rights » of children to childcare , parental leave and rights of women)
- **Hybridization of models in Europe , Canada, southern and Eastern Europe ?**



# (Québec: a model inspired by the Nordic model!

- **Québec**: close to the work-family reconciliation model, although a little less flexibility and less leaves for school, etc. vs Nordic countries.
- Some elements of Cash for Care in Canada (Harper: 100 \$ a month...)
- QC: Excellent childcare system for 7 \$ a day (State pays for the rest – 30 \$ or so a day) which favors strong participation of mothers in the labour market – particularly lone mothers !
- **New paternity leave since 2006: 5 weeks reserved for the father , non transferable to mothers – 80 % of fathers take on average 8 weeks of leave (paternity and sharing of parental leave); some data indicate 13 weeks for 2013**



# Non transferable and well paid PaternityLeave :+ IMP for sharing of parental leave and care

- 14 % of Canadian fathers (22 % QC) participated in the Canadian parental leave regime in 2005(1 month fathers vs 11 mothers)
- With the new 2006 regime, the participation of Qc fathers went from 22 % to 56 % in 2006 and 80 % today
- Average of 8 weeks is over the time reserved for fathers
- Still some legitimacy issues for fathers, but paternity leave contributes to ++ openness of firms (ongoing research on fathers )



# New trend in France (Europe ?)

- Labels , chartes de la parentalité, general agreements for large firms – marketing issue ?... (*Obs resp sociale des entreprises* – accent on fathers...but little change in society -
- In France: label diversité (which may reduce the importance of gender issue, blending with other forms of diversity: good or bad ?)
- Soft law rather than policies, real laws...
- Difficult to enforce and impacts ??

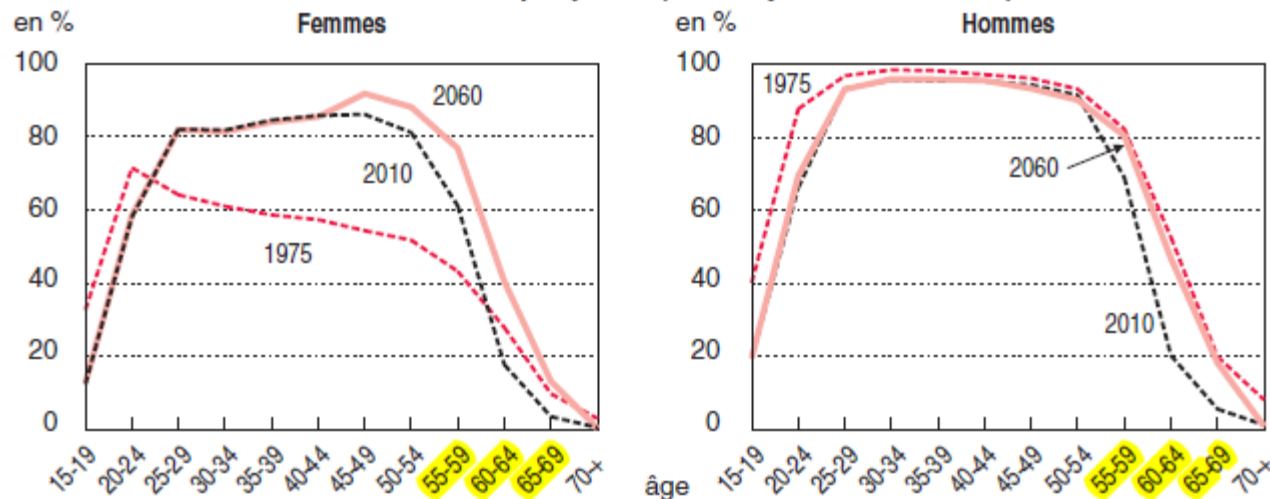


# Work-family balance norm -BNQ

- Points given for each WLB measure
- Need to establish a union-employer committee
- 4 levels of recognition in this label
- Follow-ups and reevaluation after 3 yrs
- To this day, few firms have received the label as the process is a bit long and complex...makes WLA complex and costly instead of simple and no-little cost
- Gives a **guide**, a list of measures, but what will be the impact of this norm, as with « soft law » ? (partlly inspired by France)

II- Recent evolution in France: want to increase participation rates of aging workers + women need to work longer with less favorable pensions (discontinuous careers and part time, although less than elsewhere)

③ Taux d'activité observés et projetés (en moyenne annuelle)



Champ : population des ménages de 15 ans et plus de France métropolitaine en âge courant.

Source : Insee, projections de population active 2010-2060.



# Increase in women's activity already present in aging workers

taux activité	1995	2005	2011
hommes	34,6	41,5	44,1
femmes	25,3	35,7	39,1
progression		1995-2005	2005-2011
hommes		+ 6,9	+ 2,6
femmes		+ 10,4	+ 3,4





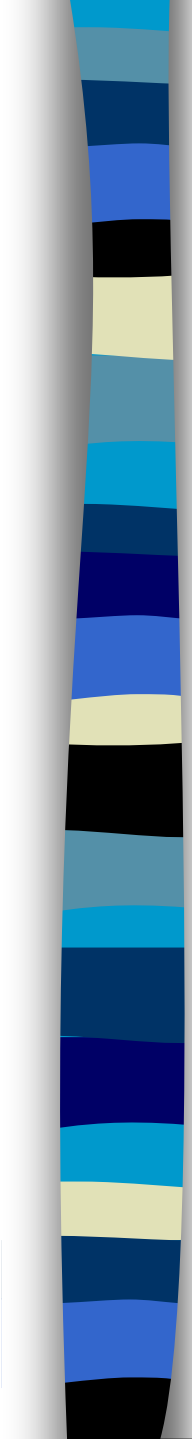
# Challenge for companies

- Work-family articulation over the lifecycle
- Health and absenteeism (related to eldercare and grand-parent's role !)
- Generational issues
- (MABM)

Measures offered by firms: + financial support than services(Qc+daycare services 0-3 and impact on LF participation ), + for children than for elder care (Same

in QC-Tremblay, Lero et al) (INED, enquête famille et employeurs)

	% d'établissements proposant cette mesure	% de salariés potentiellement concernés
<b>Prestations en nature</b>		
Crèche ou places en crèche	2	7
Garderie, centre aéré	2	5
Services domestiques (blanchisserie...)	3	6
Services mutualistes	25	33
Accès à des logements	27	39
Accès à des colonies de vacances	28	43
Cantine ou subvention à un restaurant d'entreprise	41	60
Salle de détente	59	64
<b>Prestations financières</b>		
Aide financière aux frais de garde	18	29
Aide financière aux études des enfants	21	31
Chèques restaurants	26	25
Primes de mariage	34	43
Chèques vacances	37	51
Primes de naissance	55	66
Maintien/complément d'indemnisation pour congé maternité ou paternité	64	72
Participation au financement d'une mutuelle	65 *	60



# France (MABM): from support to family/mothers to support to parenthood

- « On est passé d'un système :
  - d'aide à la *famille*, ou à la *mère*
  - à une aide à la *parentalité* (y.c. congé parentalité pour les couples homoparentaux, chez SFR)

Mais les services à la petite enfance ne sont pas toujours adaptés et l'aide de l'entreprise est insuffisante (0-3 yrs = problem vs QC childcare)

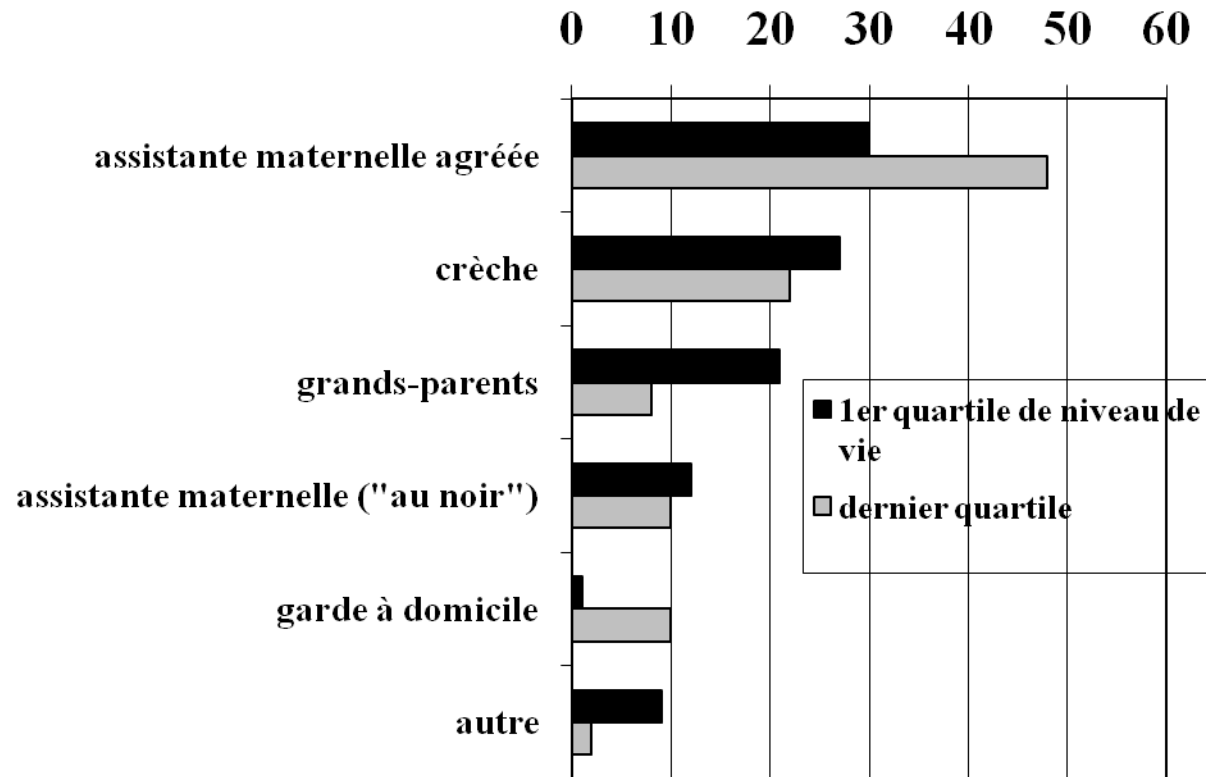
La *famille élargie* est donc un soutien pour assumer la charge parentale des salariés (need to have support of family –grandparents, etc) »



# Grandparents support for childcare 0-3yrs

- 63% des enfants sont gardés, à titre principal, par un parent (73 % le mercredi)
- Parmi tous les autres :
  - 49 % par une assistante maternelle
  - 27% en crèche
  - 11 % par les **grands-parents**
- Et le mercredi, 41% sont gardés par les **grands parents**
- Au total les **grands-parents** (qui interviennent fréquemment aussi à titre secondaire) passent **de 15 à 37 h par semaine** avec les petits (MA BarrèreMaurisson, 2012-ARUC presentation)

# Children who are not cared for by parents (MABM, 2012)



# Childcare for under 6

(Modes de garde mabm 2012)

## ① Mode de garde principal des jeunes enfants pendant le temps de travail des parents

en %

Mode de garde principal	Mères de famille mono-parentale ayant un emploi	Couple où seul le père a un emploi	Couple où les deux personnes ont un emploi	Ensemble des personnes ayant un emploi		
				Hommes	Femmes	Ensemble
Services de garde rémunérés	50	6	61	39	59	48
Garde collective (crèche, garderie, centre d'accueil...)	31	2	20	13	20	16
Garde individualisée (assistante Maternelle, garde à domicile...)	19	4	41	26	39	32
Autres modes de garde	50	94	39	61	41	52
Famille, voisins, amis	44	4	21	15	22	18
Père	-	1	6	2	8	4
Mère	6	89	12	44	11	30
Ensemble	100	100	100	100	100	100

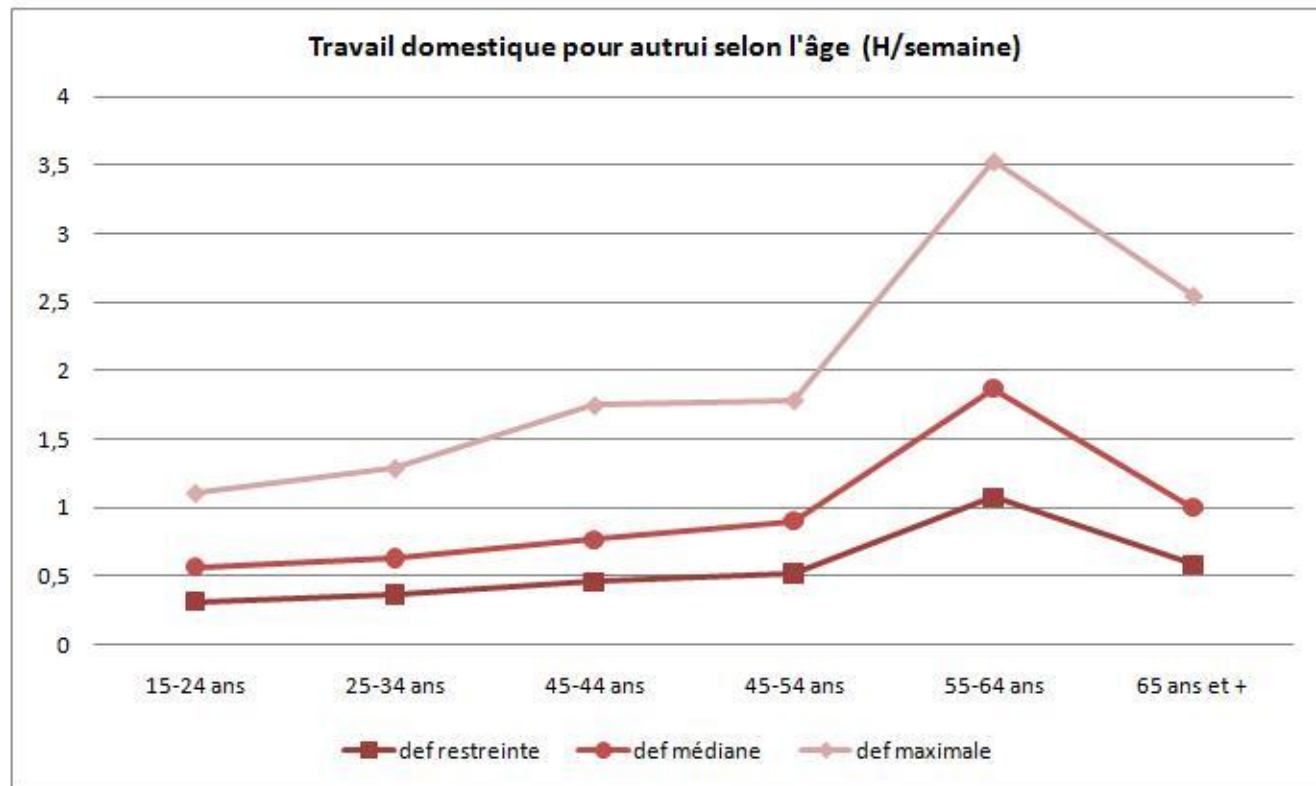
Note : certaines configurations moins fréquentes (hommes en famille monoparentale, couples où seule la femme a un emploi...) ne sont pas présentées de manière détaillée, mais sont intégrées dans l'ensemble. Par ailleurs, les réponses « pas de mode de garde », trop peu nombreuses, n'ont pas été prises en compte dans les calculs. Enfin, pour les couples où les deux personnes ont un emploi, le tableau ne détaille que les réponses données par les mères. En effet, dans ces situations, les réponses du père et de la mère sont très proches, à l'exception de la garde par la mère ou par le père (données commentées dans le texte).

Lecture : 50 % des mères de famille monoparentale ayant un emploi ont principalement recours aux services de garde rémunérés pour garder leur(s) enfant(s) pendant qu'elles travaillent.

Champ : personnes âgées de 15 à 64 ans, ayant un emploi et au moins un enfant de moins de 6 ans dans le ménage.

Source : enquête Emploi et module ad hoc sur la conciliation entre vie familiale et vie professionnelle, 2005, Insee.

# Important domestic work for active aging workers (Enquête emploi du temps)





# Changing social regulation or « contract » ?

- Active grand parents : aging workers still active in the labour market but who need to care for their parents and their grandchildren or other dependants
- triple challenge of social responsibility of firms:
  - - solidarity and gender equality
  - -work-life reconciliation
- =increase in « seniors » employment in France (Plan Seniors, Europe 2020)





# Issues debated in/on FR

- *Working conditions and health* (flexible work or not ?)
- *generation* (intergénérationnel, cf contrats de génération in France: training young workers with aging workers : but exclusion of those outside 30-45(50) in FR )
  - *gender*: women have double intergenerational challenge: grandchildren + their own parents (++ FR vs QC esp 0-3 yrs children)



# III-Gender equality and Ageing:++ Social challenges

(from FR-QC research

- Ensure gender equality for both men and women: access to family and work spheres for both, beginning to get there with children but ++ challenges with **caring** for elderly parents (++ women /Can-QC research : firms are barely adjusting...10 days compassionate care leave in Labour norms Qc+ EI CC leave in Canada
- Reconciling work and family in firms: ...(right to request: UK, NL,Australia...but what real impact?...not in Fr...considered in Qc



# Collective responsibility- public policy

- **State:** *adaptation of the school system, child and elder care (from 3 yrs on in FR)*
- **Employer:** support measures, flextime, 4 day week, telework, help resources, etc. (**FR ...? Wednesday off for women= challenge ...**)
- **Parents:** *sharing of responsibilities between men and women (+ Nordic =qc; France less father involvement ...)*
- **Lifecourse approach (context AND linked lives =QC) is important (sandwich generation with elder and child care) (starting in Can-Qc...FR ? Not so much of an issue yet...**
- **Carers :** ++ effects on hours of work, pension and leaving jobs: challenge with strong gendered dimension (demographic trends will increase this)



# Conclusion on France (but also other countries ??)

- MA Barrère-Maurisson: « from *familialisme* -to *feminism* -to « *parentalism* » (social policy oriented towards children) -and maybe to come: «*générationnalisme*» (expectations of upward and downward support within the family and reduction of state support)?
- QC: ++ social economy and third sector with public support in Elder care at home as in childcare – but issue of quality of jobs for these women (immigrant and low educated Québécois women: social economy offers better stability and social benefits than private sector but still issue of quality of jobs ...

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