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**IFFD**  
INTERNATIONAL FEDERATION  
FOR FAMILY DEVELOPMENT

# The role of families in the future we want

*Promoting the empowerment of families in the Sustainable Development Goals*

An IFFD Briefing at the United Nations Headquarters  
Wednesday 11 February 2015 - 1:15-2:45 p.m.  
Conference Room 7 - General Assembly Building - United Nations - New York



## THE VALUE OF UNPAID CARE AND DOMESTIC WORK (5.4 SDGs)

FAMILY EMPLOYMENT MODEL IN FRANCE AND  
IN EUROPE : OPTING FOR A RELIABLE AND  
RESPONSIBLE APPROACH TO SUPPORT FAMILY  
DAILY NEEDS

NYC, 11th February 2015



## SUSTAINABLE DEVELOPMENT GOALS

### Goal 5. Achieve gender equality and empower all women and girls

***5.4 recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate***

***5.b enhance the use of enabling technologies, in particular ICT, to promote women's empowerment***



# THE SITUATION OF WOMEN IN FRANCE REGARDING CARE AND DOMESTIC WORK

The importance of family employment in  
France and for European societies



## Population in France - 1<sup>er</sup> January 2015

	MEN	WOMEN	TOTAL
Population	32 126 316	34 191 678	66 317994
under 20 years	8 370 464	8 002 082	16 372 546
from 20 to 64 years	18 573 511	19 186 844	37 760 355
65 years or more	5 182 341	7 002 752	12 185093

Source : Insee

### **Domestic and parental work in France :**

(cooking, cleaning, food shopping, child care)

- 60 billion of unpaid hours, or about 33% of GDP
- Women spend twice as much time as men



## Natality rates compare to women employment rates (2010): European comparaisons

	Employment rate between 15-64 years ( %)			Birth rate
	Women	Men	total	
Germany	70,8	82,3	76,6	1,39
Spain	66,3	80,6	73,5	1,38
<b>France</b>	<b>66,1</b>	<b>74,9</b>	<b>70,4</b>	<b>2,03</b>
Greece	57,6	78,9	68,2	1,51
Hungary	56,7	68,3	62,4	1,25
Ireland	61,9	77,0	69,4	2,07
Italia	51,1	73,3	62,2	1,41
Latvia	70,8	75,3	73,0	1,17
Malta	42,5	77,8	60,4	1,38
Poland	58,5	72,1	65,3	1,38
Romania	55,8	71,5	63,6	1,33
United Kingdom	69,4	81,7	75,5	1,98
Sweden	76,2	81,9	79,1	1,98
<b>European Union 28</b>	<b>64,4</b>	<b>77,5</b>	<b>70,9</b>	<b>:</b>

Source: Eurostat



Family employment is a logical answer to current social and political challenges (shared by all European countries)

- Economic and social crisis
- Demographic challenges: the ageing of our societies and women employment

The sector of Family employment can play a major role :

- Respond to the **growing demand** of family services,
- Contribute to **gender equality, intergenerational solidarity and social inclusion,**
- **Creating jobs and stimulating the economy.**

In France, undeclared work has decreased and there is still potential for job creation.

in Europe, Potential of 20 million family employees by 2020, helping more than 40 million European citizens, most of them older persons.





FEPEM AND THE FRENCH MODEL OF  
FAMILY EMPLOYMENT





## Key figures of Employment Family in France

**3,6**  
**MILLION**

Household Employers

**1,7**  
**MILLION**

employees

**17%**

of all jobs created  
each year in France

**10,4**  
**BILLION**

Euros of gross annual  
wages and **6 billion**  
Euros of paid social  
contributions

**559**  
**MILLION**

hours worked  
(not including  
childcare  
assistants)



## Particularities of Family Employment in France

**Civil society** commitment and a sector-based social dialogue.

**2 sector-based collective agreements:** one for childcare and one for others professions.

**Structural reforms** and development of the sector since 2005, based on 3 pillars:

- **Solvency:** fiscal and social measures lowering the cost of employment,
- **Simplification:** CESU ("Universal Service Job Cheque", a means of paying and declaring employees),
- **Professionalisation,**
  - funding professional training in the sector
  - development and promotion of the ' specific professions and skills.

**A huge range of services for families:** childcare, caregivers for seniors and disabled people, household services, gardening...



## Political debate about Family needs

The **contribution of FEPEM** to the debate is based on 3 basic principles (also valid for other European reform projects):

- **Liberty of choice for the families**
  - most people want to be free in the choice of carers,
  - flexible and responsible models are needed.
- **Quality of services**
  - The important role of the carers,
  - The development of the “proxy system” of family employment insures high quality standards.
- **Responsibility**
  - strengthening direct employment reduces the cost of caring.





THE NEED FOR A EUROPEAN VISION  
ON FAMILY EMPLOYMENT



## The need for a European vision on Family Employment

**Policy approach:** developing an European initiative, started by FEPEM in cooperation with European Institutions (European Commission, European Parliament, EESC, CdR) :

### EUROPEAN FEDERATION FOR FAMILY EMPLOYMENT

in order to :

- Help the family employment sector **emerge at the political level** as a force for social development in Europe.
- **Confront the socio-economic challenges**, included in the Europe 2020 strategy, by way of an innovative family policy.
- Participate in the orientation of **employment, social cohesion** and the development of the **digital society** European policies.



# The need for a European vision on Family Employment



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## OUR AIMS ON A EUROPEAN SCALE



**Achieve the legal and administrative recognition** from European policy-makers and **institutions of household services, family employment and home care as an economic sector in its own right**, that contributes to European competitiveness and social cohesion.



Bring together **all professional decision-makers and experts in this sector** in Europe, combining their strengths and expertise in order to identify European families' needs and to find proper solutions adapted to each cultural context.



**Professionalise household service workers in Europe**, increase the attractiveness of these jobs, as well as the security and quality of services provided, and develop a sector-specific social dialogue at the European level.

<http://www.effe-homecare.eu/en/>



## The need for a European vision on Family Employment

**Project approach with CARER+ :** European project for improving elderly people living conditions at home and developing ITC competences of Caregivers.

**3 years project 13 partners** among of which; IPERIA (pilot partners) and FEPEM – **from 8 countries** – Financed by European Commission

**Implemented on 5 countries** (Italy, Spain, Latvia, Romania and France) with 500 beneficiaries (care recipients and caregivers+ trainers)

Final step: **CARER+ conference : 27 March, Paris**

Bringing together **experts and researchers in the field homecare, representatives of care workers and policy makers** from all various countries to picture how the use of ITC in homecare can contribute to improve well-being at home for care recipients and quality of services of caregivers.

Registration on: <http://carerplus.eu/content/international-conference-smart-homecare-investing-skills-and-service-delivery>



# The need for a European vision on Family Employment

## CARER+ Final conference



CARER+ Conference  
**Smart Homecare:**  
Investing in skills and service  
delivery  
Palais de Luxembourg, Paris, France  
27 March 2015

carer+  
developing digital competences of care workers  
to improve the quality of life of older people

supported by  
Competitiveness and Innovation Framework Programme  
ICT Policy Support Programme







## CONCLUSION



## The FEPEM idea on CSR from the Family Employment perspective

**CSR has a double meaning: Corporate social responsibility and Citizen social responsibility**

“ Based on a virtuous economic model of domestic employment among private individuals, FEPEM and EFFE today accompany a citizen-based movement in France and in Europe that militates in favor of stronger families and links among individuals and of greater solidarity and social justice, in the name of European social model that stands out for both its specificity and its plurality.”

Marie Béatrice LEVAUX,

**President of FEPEM** (French Federation of Household Employment)

**President of EFFE** ( European Federation for Family Employment)

**Member of CESE** (French Economical social and environmental council )



THANK YOU FOR YOUR ATTENTION

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