International Conference: SDG and gender equality
Uses of time, reconciliation and shared responsibility

Amsterdam, 20th April 2016
Who we are

- **UNAF** is an NGO working on the promotion and defense of the rights and well-being of families in Spain since 1988

- Declared of “Public Utility”

- **Consultative Status ECOSOC (UN)** since 2005

- **Chair at the State Council NGO Social Action in Spain**

- **Pioneer in family mediation in Spain** (services and training)

- **Working areas:** family mediation, conflict resolution at school centres, assistance to reconstituted families, sexual health promotion with migrant population and prevention of FGM.

- **Nacional and international network:** COFACE, WFO, CoordEurop, Plataform of Third Sector, Plataform NGO Social Action, etc.
Union of associations
Key issues

- **Demographic challenge**: low natality rate and progressive aging in Spain

  In 2029, there will be **27% less births while life expectancy will increase**: 84 years old Men/ 88.7 years old women

  **Spanish population will be reduced in 1.1 million (2.5%)**

- **Female participation in the labour force, in what conditions?**

  - **Higher unemployment rate**: 27% (UGT). Women are the majority. Men get 2 out of 3 new jobs

  - **More part-time work**: 26% women - 6% men; with children 30% - 6% (Eurostat). 72% of part-time employment is occupied by women (EPA).

  - **Occupation gender segregation** (horizontal and vertical): determines employment conditions (salaries, temporality, professional progress, etc.)

  - **Gender pay gap**: 24% (INE), the biggest in service sector (gap in pensions and social protection)

  - **Glass ceiling** ("steel ceiling"): only 17% mayors, 17% Administrative boards of listed companies and 10% managers, 21% professors and 8% rectors University, 13% Supreme Court.

  - **Maternity** means for women a **salary loss of 14%** in relation to men in countries of OECD.
Key issues

• Working hours
  - Long working hours (postindustrial models + ‘being present’ culture)
  - Singularity Spain: split shift with a long break for lunch (often 2 hours extending working day until 7pm, 8pm or more)
  - Not synchronised with school hours
  - Liberalisation of shop opening hours

• Costs of caring and provisions availability
  - Historically, free caring by women
  - Lack of social and economic recognition of "reproductive" and caring tasks (mostly done by women) faced to social and economic recognition of "productive" tasks (mostly done by men)
  - Lack of public services and provisions for caring. Impact on work: the main reason given by the majority of people working part-time or not working as a consequence of caring for their children is the high cost of caring resources (INE).
Key issues

• Uses of time

Working hours and hours dedicated to household, care or leisure are not the same for men and women:

• Women: 4 hours 33 minutes dedicated to household and family, Men: 1 hour 23 minutes (UGT)

• Employed men dedicate more time to leisure than employed women. More time to social life. And more time to sports and outdoor activities (INE)

• Requests for unpaid leaves 2011 - 2013: 93% were done by women (UGT)

• 25% women against 3,5% men reduced their working day to look after their children (UGT)

• 38,2% employed women and 7,4% men left the labour market for a period of over 1 year to care for children under 8 years old (UGT)

• Maternity and paternity leaves: 288.000 – 237.000 in 2013. Maternity leaves which can be used by both parents where only requested by 1,7% men (Social Security)
Obstacles for reconciliation, shared responsibility and equality

- Discrimination of women in uses of time
- When there are children, the impact on the participation in the labour market for men and women is different
- Inequality in distribution of responsibilities: women have double work or pushed out of the labour market
- Public resources are not enough and migrant women are often employed without minimum labour conditions
- Business sector is not favouring reconciliation
- Lack of political willingness to make reconciliation a priority

PATRIARCHAL SYSTEM WHICH CONTINUES DELEGATING CARE ON WOMEN

NO SHARED RESPONSIBILITIES OR EQUAL OPPORTUNITIES
Good practices
• Federación de Mujeres Progresistas is the coordinator of the Comission on Gender of the State Council of NGOs of Social Action. It has trained **presidents, responsible of HR and middle managers of NGOs** on equality.

• **Awareness sessions** on equality and co-responsability at Universities, schools and businesses.

• **Training at companies** to encourage feminine leadership.

• **Counselling** service to companies and organizations over 250 workers on the design and implementation of equality plans, including the reconciliation axis.

• **Support in the processing of grants** for businesses under 250 workers which want to implement an equality plan.

• **Plataform Iguálate** ([www.igualate.org](http://www.igualate.org)): visibility to professionals and companies who are a referee in equality and reconciliation in order to stimulate others. Section ‘Recommended equality plans’.

• **Newsletter Igúalate**, with information and interviews to women who are leaders and managers at companies and who can be a reference for other women.
Specific area CSR. Guidance and counselling on how to implement CSR in the Equality department within an organization.

• **Information and training** (workshops, courses and presentations).

• Support to companies in the implementation of **equality measures** in their programs of CSR.

• Design, implementation and evaluation of **equality plans**, including reconciliation plans.

• **Studies, design of actions and solutions, raising awareness** to include reconciliation and equality in the HR strategies, **support to companies** in the implementation of complementary services, process of benefits for dependant people, flexible working hours, teleworking…

• **Equality agents** and psychologists specialized on labour area, providing added value to the organizations

• **Coaching** to encourage and accompany in the process of growth and development of people in the different spheres of life: personal, family, working and social life.
Initiative for the Hours Reform

- Cataluña. 2013
- Promoter: Group of citizens
- Institutional support: Advisory Council for the Hours Reform of the Parliament of Cataluña, Universities and associations, like Asociación Salud y Familia, 40 city councils (like Barcelona)
- Reason: Current working hours make caring difficult, lack of sleep with consequences on health and worse performance at work or school, less efficiency of organizations, lack of personal and family time (reconciling), weakens the community participation and reduces social well-being.
- Objectives:
  - Influence the hours reform in order to adapt to more civilized and humanized times (rational and flexible)
  - Consolidate time as a relevant factor in the search of equality and well-being
Conceptualization ➔ Substantiation ➔ Awareness ➔ Reform
City camps

- Single-parent families: an adult has care responsibilities exclusively and a reduced or non-existent support network, so they are not able to take care of their children on school holidays.

- Double objective: provide children with an educational space to stimulate their integral development during their spare time while facilitating reconciling to mothers.

External Camp

- Objectives: provide a leisure and educational space, offering a different way of enjoying free time, improve daily abilities; and promote integration, participation and cohesión of the group, increasing self-esteem and personal confidence.

- Values: environment awareness, cooperation, coexistence, co-education, integration, health and hygiene, confidence, knowledge, positive communication.
Open Centre

• During school year, children and teenagers from 3 to 16 years old

• Objectives: Facilitate reconciliation and complement social and education action of children

• Activities: Classroom in an enabling environment for homework with an educator; study groups, individualized attention; leisure and free time.
**Reconciling service**

*Childcare and play centre* while mothers are attending courses and workshops.

It provides a play area, promoting integration and detecting possible needs (social, educational, food) to cover them.

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**Technology camp**

On holidays. It covers a double need: *reducing the gender digital gap*, and *helping single parent families reconciling* (without excluding other family structures).
Observatory of Reconciling work and family life for single-parent families

• Why? **Refusal of reconciling permissions by companies and public administrations** ("it damages/it’s detrimental for the rest of the workforce")

• **Legal service.** Fundación Isadora Duncan initiate legal proceedings at national level

• **Complains at the different Administrative levels** (Example: military forces have hardened the access to reconciling measures).

• **Compilation of judgements.** Normally with negative decisions. denegatorias. Even the Constitutional Court is not considering the circumstances of single-parent families

• **Compilation of gender-biased news.** Example: it was news that a soldier asked for a reconciling measure and it was denied. This happens to many military women and it has no impact on the press.
UNAF has made contributions to this Plan, in the area of equality, reconciliation and shared responsibility (among others):

- Equal distribution of care
- Awareness raising to Public Administrations and Business sector (this one as a priority)
- Co-education (education based on equality)
- Extension of Maternity and paternity leaves (equal and non-transferrable)
- Single-parent families prioritized in reconciliation measures
- Reconciling measures are not only for women
- Reconciling is not only for childcare but also to care for the elderly or dependant people
Another society is possible

- **New concept of work**: flexibility, stability and decent work conditions.
- **More rational and healthy uses of time**, equal for men and women.
- **Education on the basis of equality**: which break the strict compartments based on sexism.
- **Awareness and put in value of care**, without it the collective development is not possible.
- **Sharing care** with equality is not a private issue but a public one, because it affects society as a whole. *Question of democracy and social justice.*
- **Plans of equality and reconciliation** in businesses and public bodies.
- Caring is not an exclusive responsibility of women and therefore, reconciling neither: **Shared responsibility**.
- Reconciliation is not an individual issue but a general one, so it needs a **collective change**.
- **Involvement and commitment of all actors**: public authorities, businesses, trade unions, education centres, associations, communication media and rest of social agents.
Conclusion

Only from **co-responsability** and adopting **reconciliation** as a **social value** and a **political priority**

we will be able to achieve work-life balance.

A necessary balance if we want to assure

**EQUAL AND SUSTAINABLE SOCIETIES**
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