



Towards a European Action Plan Implementing the European Pillar of Social Rights:

Work-Life Balance: Master Parenting in Work and Life

21 February 2020

European Economic and Social Committee (JDE 63)

Despite a number of recent (policy) initiatives at European level and in EU Member States, parents – and in particular mothers - still face a number of difficulties in combining (access to) work and family life.¹

Moreover, the general employment rate² of women is still considerably lower than that of men (by 11,6% in 2018). With regard to part-time work, the gap between women and men with children is even higher (30,8%).³ In some EU Member States, policies appear to move backwards again, reviving old role models of women and men that seemed to be overcome.

In addition, existing work-life balance policies and initiatives sometimes fail, as they do not respond to realities of life of many parents – realities that might be shaped by different family types (including single parents), unemployment, lack of skills, disability, etc.

The European Pillar of Social Rights includes a number of principles which should reinforce the rights of mothers and fathers finding themselves in different situations, as it stipulate the right of persons not only to work-life balance (chapter II/9), but also to life-long learning, equal opportunities, gender equality, etc.

Local and regional governments and their partners have an important role to play when it comes to let these principles become reality.

The « Master Parenting in Work and Life (MASP) initiative» explores work-life balance strategies that go beyond isolated actions of individual players and foster cooperation between parents, cities, regions, (social economy) enterprises and others.

This European seminar invites cities and regions, employers, trade unions, social economy, civil society, representatives of European institutions and other interested organisations and persons to:

- a) to discover good practices of cities, regions and (social economy) enterprises in the promotion of work-life balance – with a particular focus (but not exclusively) on groups such as unemployed and unskilled women;

¹ European Quality of Life Survey 2016.

² Eurostat, European Labour Force Survey 2018, https://ec.europa.eu/eurostat/statistics-explained/index.php/Employment_rates_and_Europe_2020_national_targets

³ Eurostat, European Labour Market and Labour Force Survey 2017, [https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Labour_market_and_Labour_force_survey_\(LFS\)_statistics](https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Labour_market_and_Labour_force_survey_(LFS)_statistics)

- b) to discuss new models of conciliation and 'work-life synergy' which go beyond individual action and promote cooperation between parents, local governments and administration, (social) economy enterprises, civil society and other players;
- c) to reflect on concrete actions to be proposed to the new Commission and the European Parliament to bring the European Pillar of Social Rights to life.

Draft programme

9.30 Welcome

Erika Koller, European Economic and Social Committee, Rapporteur on Work-Life Balance

9.45 Setting the framework: The European Pillar of Social Rights and work-life balance – going beyond a mere statement of rights

Introduction and moderation: Luigi Martignetti, Secretary-General, European Network of Cities and Regions for the Social Economy (REVES aisbl)

- Cristina Tajani, City of Milan Cabinet Member for Labour Policies, Business, Commerce, Human Resources (IT)
- Dr. Milan Brglez, Member of the European Parliament
- Erika Koller, European Economic and Social Committee, Rapporteur on Work-Life Balance

10.30 Short Presentation of the MASP project

Roberto Munarin, City of Milan (IT)

10.45 Coffee break

11.15 MASP good practice analysis and guidelines

Presented by REVES

11.30 Panel discussion with (pilot) projects

Moderation : Erdmuthe Klaer-Morselli, REVES aisbl

- Sylvie Janssens, Institut pour l'Egalité des Femmes et des Hommes (BE)
- Eline Stomphorst, City of Amsterdam: Gideon's Bende Initiative (NL)
- Agnieszka Kaczanowska, Mamo pracuj (PL)
- Arianna Pasquali/Elisa Giuseppin, Consortium FAI (IT)

12.15 Two instruments promoting re-integration into work and family-friendly practices: MAAM training and Family Audit – an evaluation

Presented by Luciano Malfer, Autonomous Province of Trento (IT) ; Elisa Vimercati, Life Based Value srl (IT)/MAAM (IT); Sara Rago, AICCON (IT)

13.00 Lunch break

14.30 « Work-life balance – but what about the unemployed? » - A specific focus on the needs of unemployed women

Flaviano Zandonai, CGM (IT)/Mara Ghidorzi, Afolmet (IT)

Video BIN

14.45 Panel discussion: « Everybody's business: Creating multi-stakeholder alliances for work-life balance »

Moderation: Flaviano Zandonai, CGM (IT)

- Alda Fiordelli, Afolmet (IT)
- Gloria De Masi Gervais, Stantec (IT)
- Muriel Meertens, Groupe Terre (BE)
- Stefano Valvason, General Manager, A.P.I. (IT)
- Pietro Binelli, Euromasc (NO)

15.30 Panel discussion: Discussing the way forward

Moderation : Luigi Martignetti, REVES aisbl

- Pascual Martinez, COFACE – Families Europe
- Claire Champeix, Eurocarers
- European Trade Union Confederation (tbc)
- Cristina Tajani, City of Milan Cabinet Member for Labour Policies, Business, Commerce, Human Resources

16.15 Conclusions

Cristina Tajani, City of Milan Cabinet Member for Labour Policies, Business, Commerce, Human Resources

Interpretation from and into English and Italian

Hosted by



Comité économique et social européen
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This publication has received financial support from the European Union Programme for Employment and Social Innovation "EaSI" (2014- 2020).

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