INCLUSIVE FAMILY POLICIES FOR A BETTER FUTURE
SHAPING FAMILY POLICIES TO BOOST GENDER EQUALITY & DEMOCRATIC RESILIENCE

GOALS FOR TODAY
+ LEARN
+ ADVOCATE
+ RAISE AWARENESS

HELLO!

WE GO TO THE HEART OF POLICIES THAT CREATE A BETTER SOCIETY

WELCOME!

WOMEN & MEN: COMBINING FAMILIES & WORK

IMPACTS ALL AREAS OF SOCIETY!

#DEMOCRATIC RESILIENCE

#EXPANDINGCHOICES

WITH WOMEN HUMANITY WILL GROW!

AUSTRIAN DEVELOPMENT COOPERATION

WOMEN ARE THE BUILDING BLOCKS OF SOCIETY & FAMILY IN EVERYWHERE

IT'S ALL ABOUT...

DECADA OF DEMOGRAPHIC RESILIENCE

WE WANT TO HAVE WORK-LIFE BALANCE THAT IS HEALTHY!

WE WANT TO CHOOSE HOW MANY CHILDREN WE HAVE

#EXPANDINGCHOICES

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KLOEDRICK RUEBEL, SABRINA DÖRFLER & ISMANN, GERMANY

BY VISUALIZATION FOR:
VISUAL HARVESTING

UNFPA

VOLUNTEER MONA AMAN"

POWERFUL WOMEN

POWERFUL FAMILY

POWERFUL TÜRKİYE

AUSTRIAN DEVELOPMENT COOPERATION
Demographic Resilience through Gender-Responsive Family Policies

EU policies on family, friends, and business are human rights and global approach. EU has made progress but still 11.3% gender gap, still big wage gap. 7.5 million women taken out of labour market combined to 146,000 men. Stark difference.

Healthy families = Healthy society & economy. Policies for family, friends, and business are human rights.


Women do 3 hours paid care. 22% less pay (average). Less pension. Less job opportunities.

70% of men would like to share parenting duties, but studies have shown.

Moldova: 60% of men would like to share parenting duties. 14.5 million children in care. EU is key, tax, schemes for maternity leave, and child care. Policies for families.

Government intervention is key. Tax, schemes, and leave for men and child care. Women still defined as primary caregiver.

Demographics are changing rapidly. Women are taking on this role.

EU is responsive payment of leave. Essential. Improving care.

Women need to plan long-term. Policies of society must start for money.

Women still defined as primary caregiver. Women in care functions. Women in care functions.

Break down. Women in care functions.

Stability is essential. Long-term policies. Women still defined as primary caregiver.

Women need to plan long-term. Policies of society must start for money.

Women in care functions.

No one left behind. Care package.

A girl, a woman, a mother, a doctor, a nurse, a leader.

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POLICY-MAKERS & GENDER-RESPONSIVE FAMILY POLICIES

INVESTMENTS
- A big risk of work in Albania
- Affordable housing
- Care centers
- Retirement homes
- Care takers & social workers
- Social protections
- Community centers
- Local & national policies

LIFECYCLE APPROACH
- How do policies change & impact women?

PARTNERSHIPS
- With the private sector!

SOCIAL PROTECTIONS
- Are a big risk

THE EVIDENCE IS CLEAR... BUT IMPLEMENTATION IS STILL A CHALLENGE!

EVERYONE AGREED!

EMPLOYERS & EMPLOYEES

RICHES & RESPONSIBILITIES

IMPROVED POLICIES

MATERNITY LEAVE IMPROVEMENT

OVERSIGHT MECHANISMS

NATIONAL WORK EQUAL PAY LAW IMPLEMENTATION

NOW WE MUST

- ADDRESS RURAL CHALLENGES
- FAMILY & HOUSEHOLD CARE
- CHILDCARE RESPONSIBILITIES

2.4% LOWER EMPLOYMENT FOR WOMEN WITH CHILDREN

WHY?

WE BELIEVE BOTH PARENTS SHOULD PARTICIPATE:
- 14 DAYS ALTERNATIVE LEAVE - UP TO 12 MONTHS
- FLEXIBLE WORK SCHEDULE
- COMPANIES WITH CHILDCARE FACILITIES

WE DO NOT WANT TO TAKE CARE OF OUR CHILD

WOMEN IN POLICY PLANS A BIG ROLE!

WE ARE WORKING ON FOLLOWING POINTS

DISSAPPEAR DISAPPEAR DISAPPEAR DISAPPEAR

DISAPPEAR WORKFORCE

WOMEN GRADUATE BUT THEN FROM THE WORKFORCE

RESPOND TO NEW REALITIES

SCHOLARSHIPS FOR WOMEN

AFFORDABLE HOUSING

LOWEST RATE OF WOMEN EMPLOYMENT MUST CHANGE

COMPLEX REFORMS!

GOOD PRACTICES?

STRENGTHEN THE JUSTICE SYSTEM IN VIOLENCE AGAINST WOMEN
The Business Case for Family-Friendly Workplaces

**Why**
- Should the private sector jump on board?
- Policy to have a minimum amount of women in executive management
- Women empowerment comes with meaning
- Women also performing in male-dominated fields
- Diversity is hard to measure in numbers
- Language changes - ideas change

**Care as a Society & Impact the World!**
- We need our products to represent all of society
- Gender equality - inclusion
- We don't want to work for a place that doesn't reflect our values
- In order to attract talent we must be progressive

**Role Models**
- Are a huge help - lead by example!

**Impact**
- Spend & invest in the right causes for the right future
- Of course we have equal pay! Good examples should be shared
- Less turnover due to family-friendly policies & motivation is better in the company
- We reach out to you!

**Also support in domestic abuse & violence**
- Our care for you does not stop when you leave the workplace
- Are you ok?

**Expanding Choices**
- Demographic Resilience
- This is where the rubber meets the road
- Childcare & education for girls in rural areas
- Women in higher management & in higher wage sectors
- Higher turnover among 2nd child

**Preparation**
- Women need to have different ideas
- We have new creative ideas
- Not about numbers but change with women in the room
- I try to work more & perform across to succeed

With funding from
- UNFPA
- Austrian Development Cooperation

Visual Harvesting by Choosing Images for

**Expanding Choices**
- Family-Friendly Policies
How to Make Workplaces Family-Friendly & Inclusive

Skills from Parenting?
- Leadership
- Time Management
- Patience
- Self-Balanced
- Acceptance
- Acceptance

We started kindergarten inside the company!

Skilled labour is hard to find, it’s hard to replace them.

I took paternity leave - as CEO
- Right place, right time
- To support my wife
- Big benefits for my family!

Now friends & family as well as colleagues have followed my example

I'm just going for a breastfeeding break. It will be 5 minutes.

We Educate ourselves!

How to have & child

Core Values:
- Actively check
- Encourage everybody to live the values
- Flexible working settings
- Better work-life balance

We have core values & actively check.

More Policies are Welcome!
- Productivity
- Less stress
- Satisfaction for workforce

I am not the same as before... an employee needed to leave.

Now we may build our own kindergarten

We cooperate with kindergartens & coordinate with them.

More attractive for employees.
Employees want to stay.

What are the reasons?
- Commitment is the most important way to create change.

Can we walk the talk?

We educate ourselves!

Leave early? Yes!

I want to be around smiling faces.

This is fantastic, you will spend more time with your children, this is great.

My kids now work with me!

#ExpandingChoices
#DemographicResilience

## Expanding Choices
Family Friendly Future

UNFPA

Austrian Development Cooperation

Visual Harvesting
PAST & FUTURE: REFLECTING ON GENDER-RESPONSIVE FAMILY POLICIES

1. WHAT WE NEED?
   - REFORM
   - FEMINIST SOCIAL CONTRACT

2. WOMEN AT RISK
   - GLOBAL ISSUES
   - AGING CRISIS

3. COMMON SPACES
   - NEED TO BE AS COMPLEX AS THEIR PROBLEM

4. PARTNERSHIP
   - RECOGNITION
   - POLITICAL WILL
   - BUT LACKING IN ACTION & TRANSFORMATION

5. THERE IS NO STAND-ALONE FAMILY
   - THIS IS A WICKED PROBLEM

6. NEW LAW 2020
   - STRENGTHEN SUPPORT
   - NEW TO HELP IMPLEMENT POLICIES

7. POVERTY OF TIME
   - IT'S A BIG ISSUE

8. UNPAID LABOUR
   - WILL CHANGE WITH POLICIES

9. Women Sustain Economy & Society

10. TRANSFORMATIVE
    - DISCRIMINATION
      - EQUAL CHOICES
      - BEING ABLE TO ACT UPON THE CHOICES

11. NOW IS THE TIME
    - TO IMPLEMENT POLICIES

#EXPANDINGCHOICES
#DEMOGRAPHICRESILIENCE
WORK SOMETIMES A DRAG
FAMILY AN INTIMACY TO LIVE
WORK & LIFE A BALANCE TO BE ACHIEVED

OUR FUTURE IS SECURE!

EXACT MONITORING IN HAND WITH POLICIES
INVOLVEMENT IN PRIVATE SECTOR
WE ARE GROWING & CONNECTING

CLOSING REMARKS
#EXPANDINGCHOICES
#DEMOGRAPHICRESILIENCE

NEXT STEPS