

# Work – Family balance Good practices from France



Make  
Mothers  
Matter

UN - May the 15th 2012



# Summary

I – Facts & figures in France and Europe

II – Good practices as regards the Government Policies

III – Media and state of mind

IV – Best practices in pioneer family friendly companies

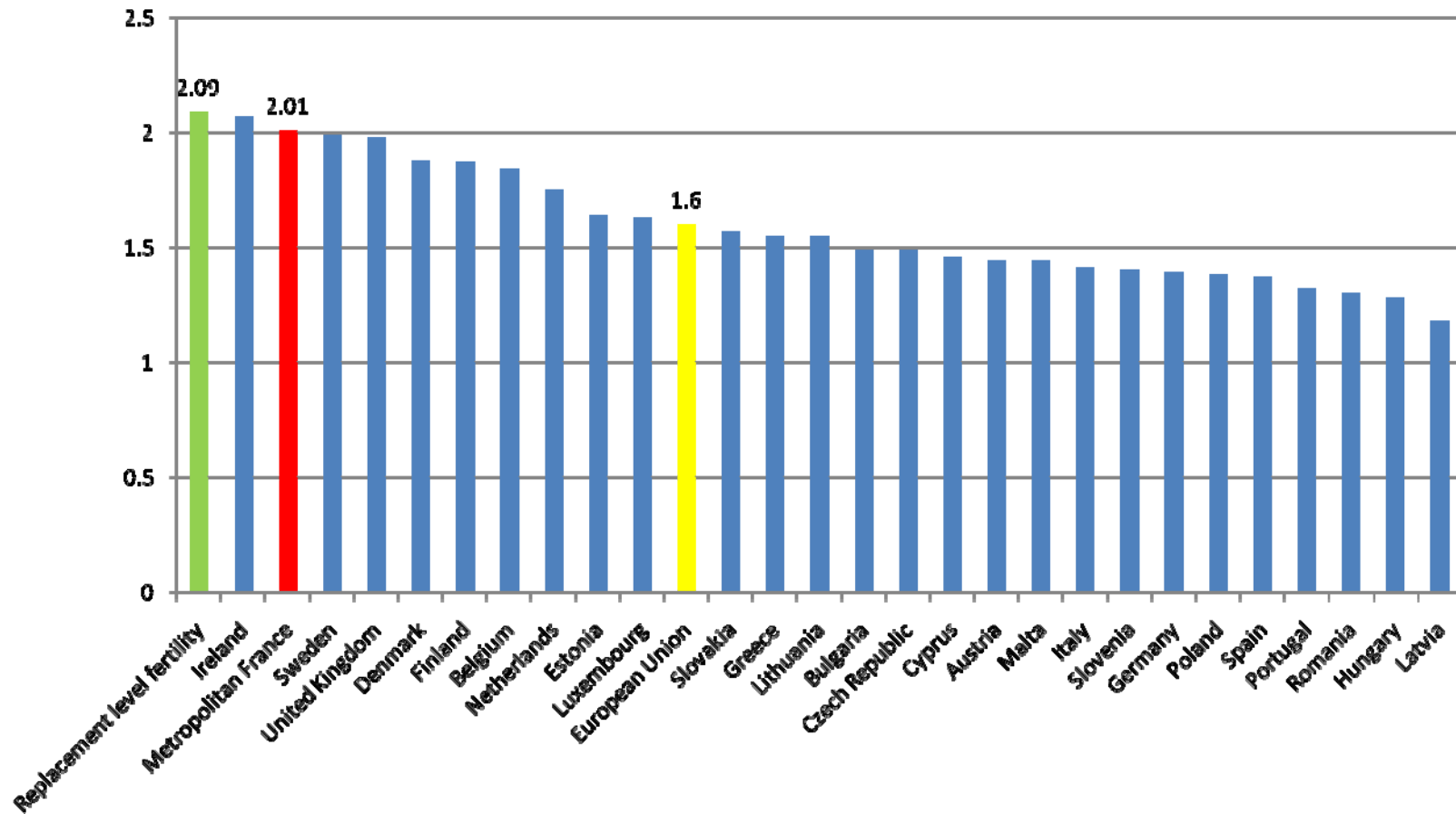
V – Outlook and recommendations



# I – Work-Family balance Facts & Figures in France and in Europe

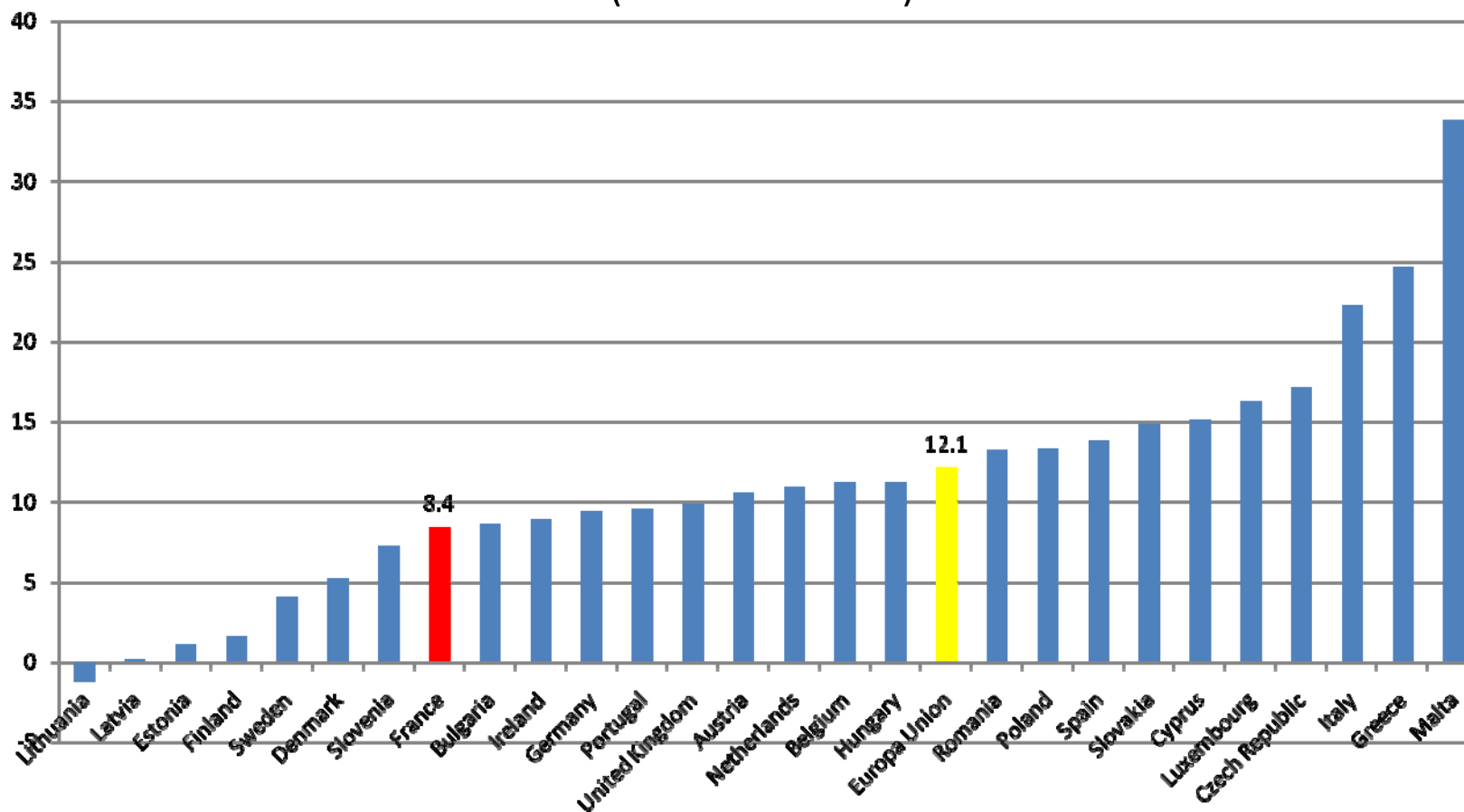
# 1) France : 2<sup>nd</sup> birth rate in Europe

Birth rate in Europe in 2010 (Source Ined)



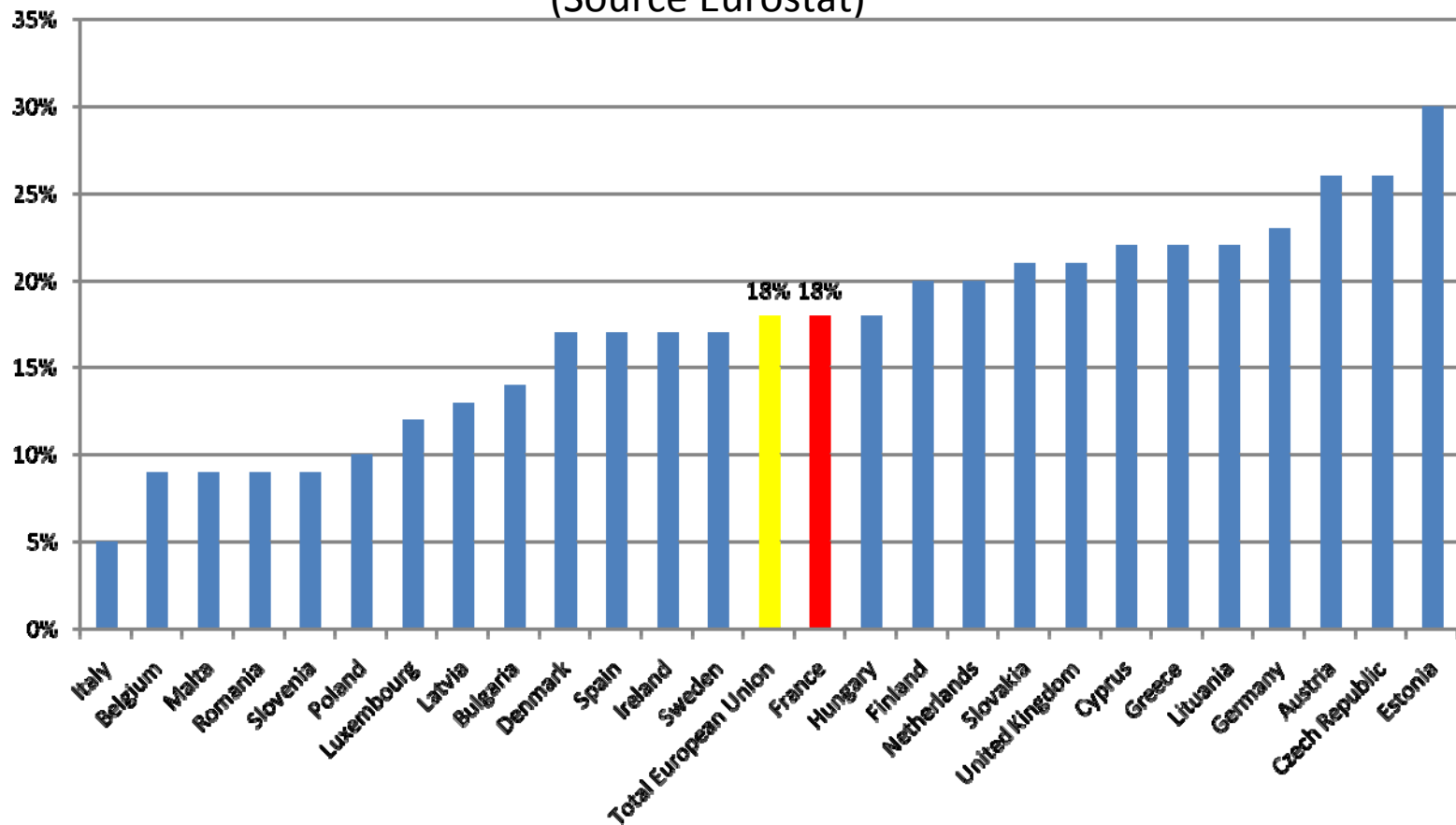
## 2) France : low difference in activity rate by gender

Difference in activity rate between men & women aged 15 to 64 in 2009  
(Source Eurostat)



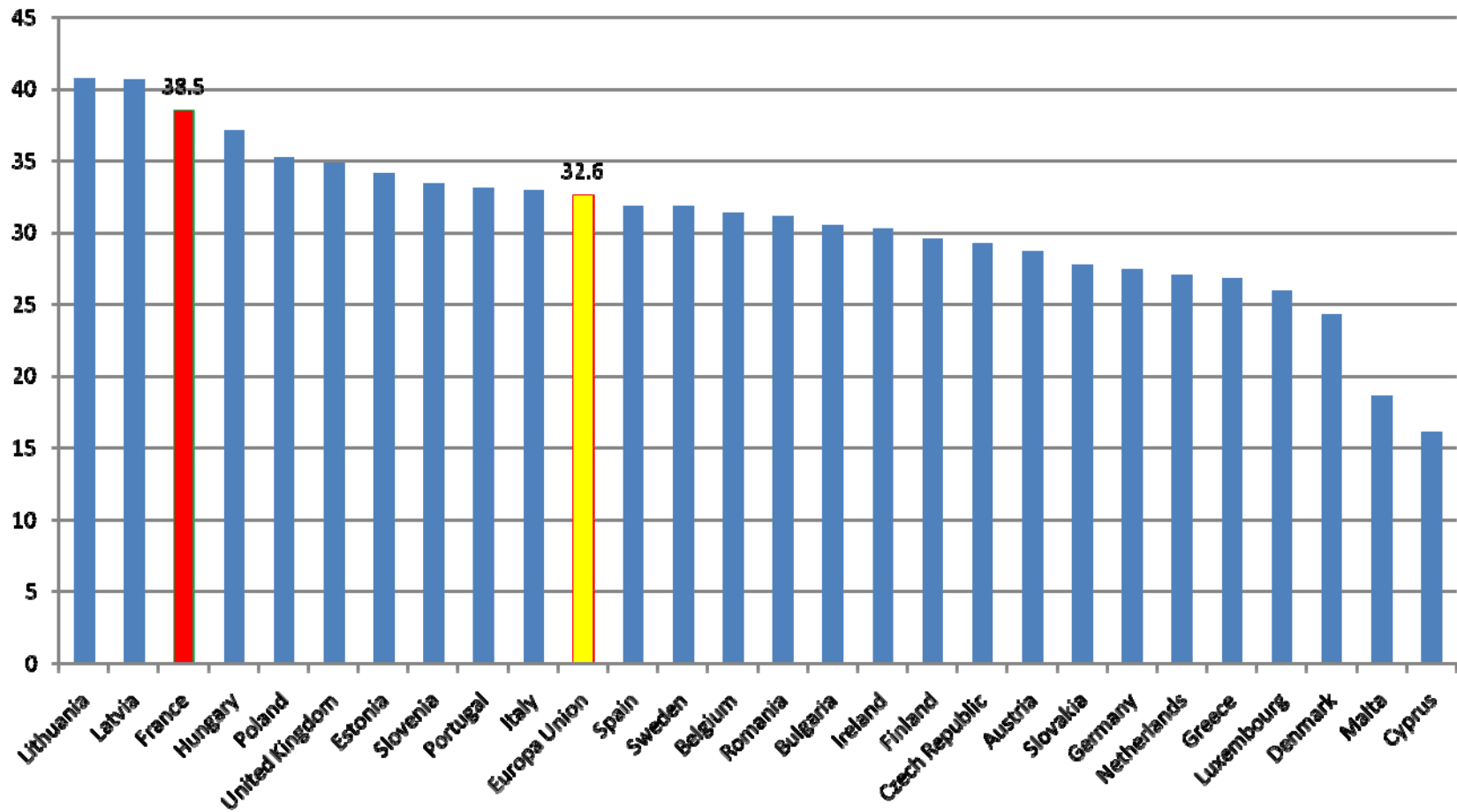
### 3) France : a difference in salaries between men & women in line with the average one in Europe

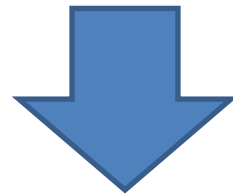
Difference in average salary per hour between men & women in 2008  
(Source Eurostat)



## 4) France : the share of women among managers has doubled in 30 years

Share of women among managers and directors in 2006





French mothers  
benefit from a better  
work-family balance  
than most European mothers





## II – Good practices as regards the government policies

# 1) A well paid and progressive maternity leave : 100% of the salary



16 weeks



26 weeks for a 3<sup>rd</sup> child



34 weeks for twins

## 2) A longer paternity leave since 2002



In 2004 already,  
2 fathers out of 3  
took their 14 days of  
paternity leave

(source Drees 2005)

3 days – 100% of the salary

+ 11 days – 100% of the salary (with a maximum)

### 3) A more and more flexible parental leave



Possible until the child is 3 years old  
Paid 350 € (35% of the minimum salary )

**More than 530.000** parents  
each year (source CAF 2010)

1977 : For mothers of 3 children

1984 : For both mothers & fathers

1994 : Possible for the 2<sup>nd</sup> child

2003 : Possible for the 1st child (6 months) + Possible part time

2006 : Possibility to take a shorter (1 year) and better paid (60% of the minimum salary) parental leave...but only 2200 make this choice (CAF 2010)

## 4) A variety of child care possibilities which continues to get developed



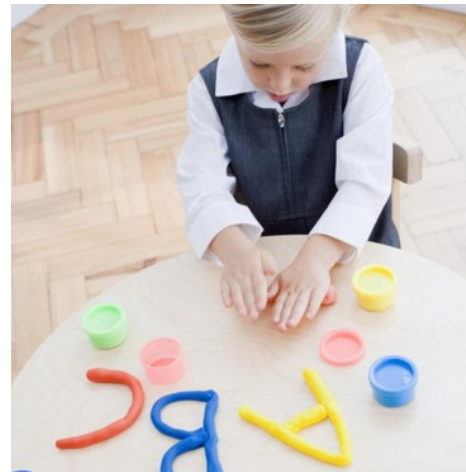
Maternal assistants  
Care for 1 to 4 children at her home  
**27** places for 100 children under 3



Nannies  
Possibility to share for 2 families  
**2** places for 100 children under 3



Public day care  
**14** places for  
100 children  
under 3

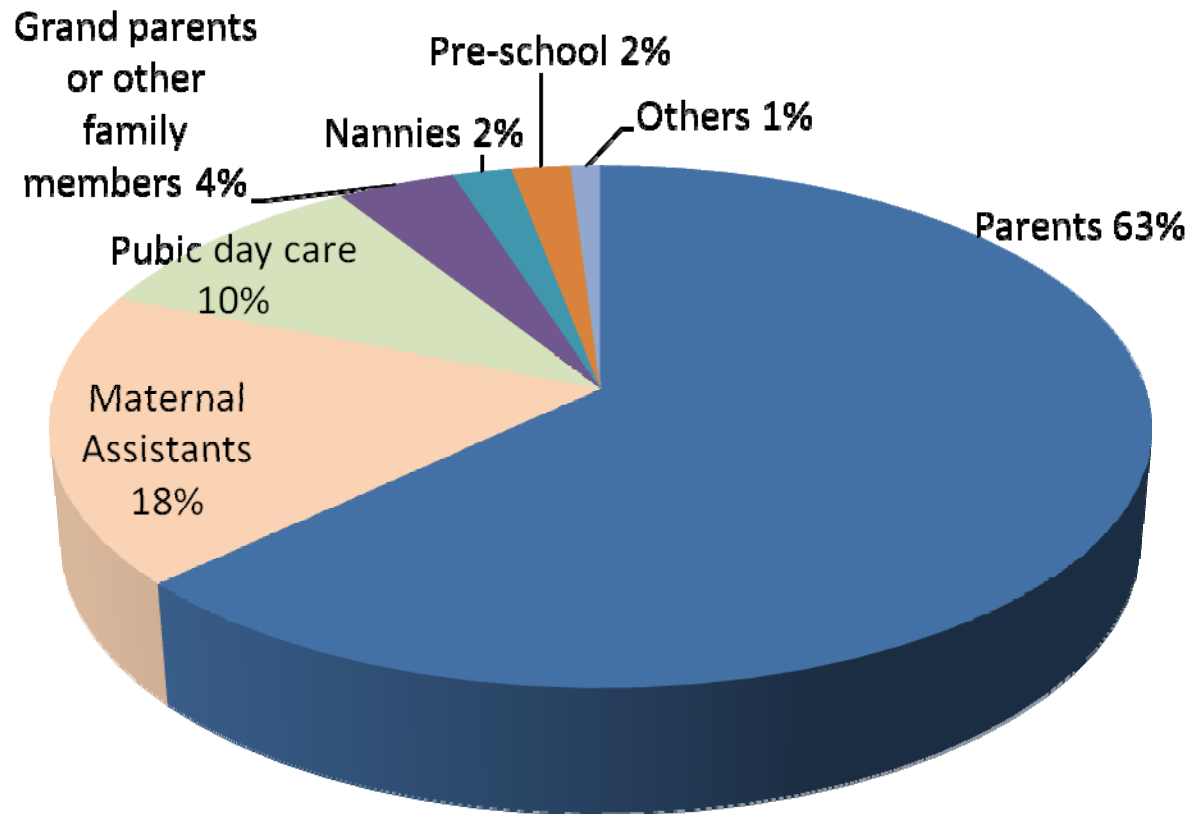


Pre-school starting at  
the age of 2 ½ years  
**5** places for 100  
children under 3  
(source CNAF 2009)

End 2012 : **50** places of child care for **100**  
children under 3.

(source Centre d'Analyse Stratégique – Janvier 2012)

# This allows varied organizations for families with children under 3

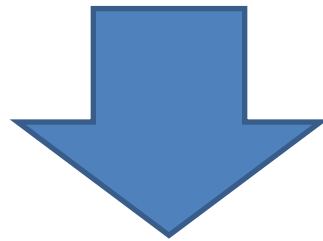


## Parents include :

- Parental leave
- Unemployment
- Parents working at home or with specific working time

## Who takes care of children under 3 most of the time ?

(Source DREES 2007)



Public family policy  
offers varied solutions  
for parents to care  
or get someone to care  
for their child under 3

Full  
time  
working

Part time  
working

Public  
day  
care

Parental  
leave

Nannies

Parental  
care



Maternal  
assistants

III – Media and state of mind allow  
freedom of choice for most parents



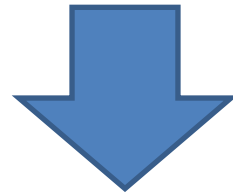
## And mothers do use this freedom of choice

**89%** of mothers think it is key to care personally for their family (Source MMM Europe « What mothers want in Europe » - 2011)

But they do vary in their practices :

- **Only 20%** of mothers take a parental leave or start working part time for their first child.
- **50%** of mothers use this right for their 2<sup>nd</sup> child
- And almost **80%** of mothers use it for their 3<sup>rd</sup> child (source Drees 2007)

Some mothers use parental leave when the child is young...but others who choose to work when the child is a baby will decide to work part-time when the child becomes a teenager.



# Freedom & Flexibility



## IV – Best practices in pioneer family friendly companies

# Creation of the « Observatoire de la parentalité en entreprise » (observatory of parenthood in corporations)



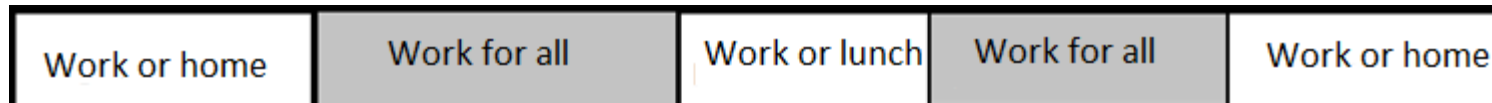
Created in 2008



A Chart of parenthood in corporations already  
been signed by 400 companies.  
More than 3 Millions employees are concerned

# Pushing work flexibility

- At Axa, Carrefour, Deloitte, Areva, L'Oréal, Stx France...



Flexible working timetable



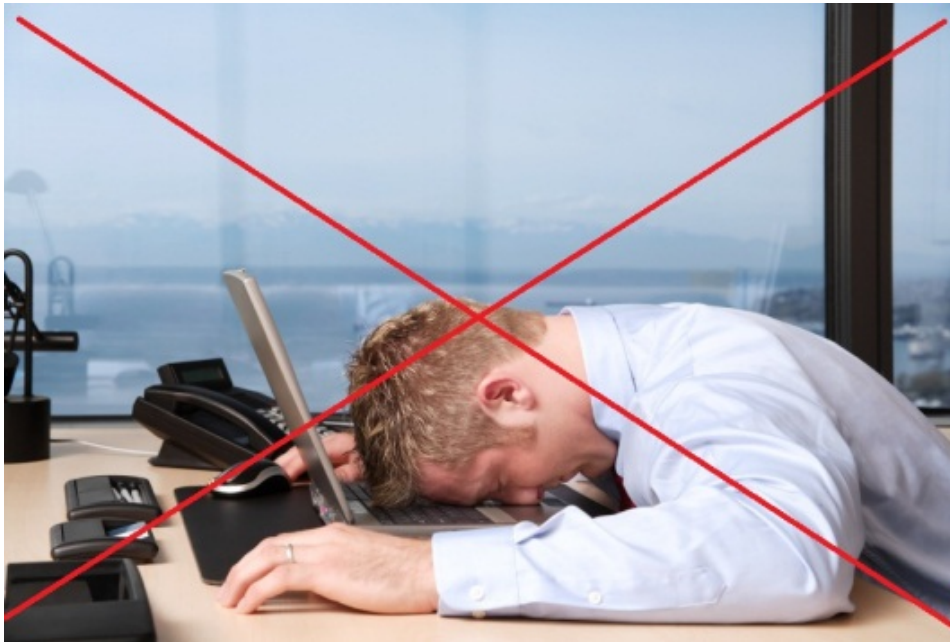
Flexible working time from one week to the other



Part time working possibilities

# Fighting against workaholism

- At Axa, Général Electric France, Université de Bretagne occidentale,...



- No meeting before 9 am or after 5 pm
- Guidelines for sending e-mails
- Guidelines for conference calls with Asia & America

# Developing telecommuting



At L'Oréal, Orange, Quille construction, Cap Gemini, SFR, Ferrero,...

1 or 2 days of work from home each week

# Pushing managers to care for their employees

- At Areva, SFR,...
- + Edition of the guide of the caring manager





# Fighting stereotypes and discriminations

At Bouygues, Orange, BNP Paribas, Publicis, Total, Accenture,...



- Guidelines for managers
- Women networks
- Watching women salaries in the years following a maternity leave

# Offer services to simplify the life of parents in the company

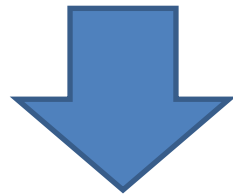


Caretaker's office

- At Ferrero, Total, L'Oreal, CaLyon, Alstom,...



Company day care



Caring for parenthood  
&  
Flexibility  
are developing



## V – Outlook & recommendations

# MMM has deep knowledge on mothers



Study on **12.000** mothers published in 2011  
« What mothers want in Europe »



**4.000** parents on Facebook to save the 3 years parental leave in 2008-2010

Bibliothèque d'ifs

**Ateliers d'échanges entre parents**

Parcours de 4 séances

Chaque parent met en œuvre au quotidien de nombreux savoir-faire, savoir-être... des «spécificités» que nous souhaitons à faire émerger et partager pendant ces ateliers

Le mardi soir à 20h30

4 ateliers

- Mes priorités de parent (13 mars)
- Le respect (20 mars)
- Les limites (27 mars)
- Les bons moments en famille

Ateliers gratuits  
Pour parents d'enfants de 2 à 13 ans  
Inscription obligatoire  
Engagement sur les 4 séances

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02.14.37.29.93 - bib-ifs@agglo-coen.fr  
Un établissement de la Communauté d'agglomération Caen la mer

**500** mothers each year in our networking groups



Media and politics reviews on most maternal topics

# 1) Keep helping all parents who want to work



Continue to develop varied day care solutions



Help parents who want to get back to work

## 2) Protect freedom of choice



Any improvement of the French system needs to insure keeping the current freedom of choice for parents

### 3) Improve flexibility facilities



40% of couples with a child under 15 are both working full time (source OECD 2008)



15% of families are single parents (source OCDE 2000)



They are the first ones to need more flexibility at work :

- Flexible time-table
- Working at home with computers
- Evaluation based on performance rather than on time of presence
- Taking care of parenthood within the company



# Improving Work-family balance is based on

Helping parents to be  
able to work

Acknowledge freedom  
of choice for parents

Develop flexibility for all