



PAPER

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"COFACE— Confederation of family organizations in the EU—works towards a family friendly environment, enabling families and their members to benefit from sufficient financial resources, available quality services and adequate time arrangements in order to live and enjoy their family life in dignity and harmony."

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I. COFACE: A Movement. A Vision. A Set of Values. A Network.

COFACE - the Confederation of Family Organizations in the European Union (EU) - is a European network of family organizations. The Administrative Council and Executive Buro of COFACE, supported by its Brussels secretariat, advocates for families on three main levels (levels which are representative of the multi-level governance of the European Union). Firstly, the national members of COFACE (a diverse range of family organizations spanning 23 EU countries) provide services in their respective countries and push for quality family-friendly national/regional policies. Secondly, the secretariat of COFACE in Brussels (consisting of 6 staff) represents the interests of its members in the EU political arena, and aims to build European family-friendly policies, working in partnership with the European Commission, European Parliament and other key institutions in Brussels. Thirdly, we reconcile both EU and national levels by promoting transnational exchanges and innovation across EU countries through various tools (seminars, trainings, common projects, awareness-raising campaigns, and more).

A Movement. COFACE represents more than 25 million families in Europe, and hundreds of thousands of people from across Europe who collectively form a movement. This movement is rooted in a set of core values that shape our vision and guide our work.

A Set of Values. Non-discrimination. Equal opportunities. Respect of human rights. Empowerment. Solidarity. Social inclusion. Pluralism.

A Vision. COFACE works towards a family friendly environment, enabling families and their members to benefit from sufficient financial resources, available quality services and adequate time arrangements in order to live and enjoy their family life in dignity and harmony.

A network. COFACE, with its combination of European and national alliances of advocacy organizations, links to EU/ national/ sub-national governments, partnerships with research institutions, and online presence through various social media platforms, is well placed to build an international Community of Practice to help make the SDGs a reality by 2030.



Working on three levels:

National

European

Transnational



COFACE
Written
Statements
to the UN
Economic and
Social Council

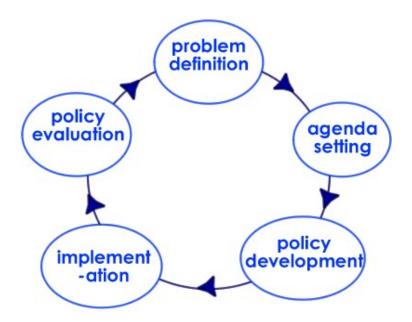
- May2015
- December 2015

II. Brief considerations on the role of civil society organizations in family policy and achieving the SDGs

In our two previous written statements to the UN Economic and Social Council (in May and December 2015), we emphasized the importance and the cross-cutting impact of family policies on the economy, on poverty reduction, employment promotion, gender equality, education and health. In this section, we briefly look at 1. The role of civil society organizations in the family policy cycle. 2. The links between the SDGs and European family organizations like COFACE.

1. The role of civil society organizations in the family policy cycle

Karen Bogenschneider (University of Wisconsin) refers to a number of roles that family professionals can play in the policy arena, from generating research to developing and implementing policies to engaging citizens in family policy-making (see her article "How Policymaking Affects Families, and What Professionals Can Do" in "Family Policy Matters", 2014). COFACE's experience confirms this theory - we are currently engaged in the five general traditional stages of the family policy cycle (both at national and European level):



Family policy cycle

Problem definition: This entails assessment of the real needs of families, around which evidence -based policies can be built, and in order to create a baseline against which policy progress is measured. While researchers generally are called upon to scientifically define the policy challenge (s), civil society organizations can also fill any research gaps (either through data collected on the users of their services or through qualitative surveys linked to the families they represent or work with). COFACE and its members are regularly called upon to join various research projects in order to provide this civil society perspective.

Agenda-setting: This phase is important in terms of defining the policy priorities to address. National family policies across Europe tend to prioritize areas such as financial support in the form of benefits and allowances, appropriate leave policies, and appropriate services to support family members (childcare, elder-care, disability care, etc). From a European perspective COFACE can confirm that there are three main areas which must absolutely drive family policy agendas: R for Resources (adequate income and allowances), S for Services (quality and affordable care services), and T for Time (flexible working time arrangements to allow families to care for children and vulnerable family members, to reconcile work and family life).

Policy development: The policy development process and the policy objectives will depend on the welfare structures in place in different countries, on the presence of a political vision or not for families, on the needs of families, on the exact target group of the policy (children, parents, youth, grandparents, carers, etc). The policy objectives will depend on the approach taken to reach out to families (family or individual units, parent/child well-being, relationships to siblings, etc), and the approach will determine the soft or hard outcome indicators used to measure policy progress. In some cases, civil society organizations are considered genuine partners in policy development since they serve as watchdogs of emerging trends, they represent families or represent services working closely with families - and therefore have a valuable contribution to make in the policy development process.

Policy implementation: Family organizations might wish to function outside of the policy arena, or they might wish to function within a clear policy framework. In some contexts, they are seen as part of family policy (as service providers to families, such as parental support, babysitting and more), or as a way to complement existing family policies by helping to build family support networks, provide psychological support and training, provide respite to family carers, provide a voice for different groups of family members (e.g. grandparents associations, families of people with disabilities and more). Civil society organizations with a firm foot in local communities will be perceived as a resource to harness in order to contribute to successful policy implementation.

Policy evaluation: Indicators are theoretically defined from the outset of a policy (see policy development) and therefore serve as the basic evaluation framework of a given family policy, as well as scientific evaluations (e.g. through randomized control trials) and cost-effectiveness evaluations (does the policy reduce costs to society?). But there are also other ways of complementing such indicators, namely through family impact assessments, qualitative surveys and focus group sessions with families which civil society organizations can contribute to or indeed lead on. Key evaluation questions to be considered are: does the policy support the social and economic integration of families? Does the policy successfully manage family support needs? Civil society organizations can intervene ex-ante, mid-term or indeed at the end of a policy cycle in order to help define new problems to be addressed in a next policy phase.

The contribution of families to society deserves to be recognized by policies which take into account their diverse needs, just like policies can shape the way families develop and interact with their surroundings.

Family policies have multiple objectives linked to the full family life-cycle, aiming for a variety of positive outcomes, which are reflected in many of the 2030 SDGs.

2. The links between the SDGs and European family organisations like COFACE

All SDGs are relevant for families and family policies, but 1, 2, 3, 4, and 5 are especially relevant in our eyes. Let us take a closer look at how COFACE is already contributing to the achievement of some of these SDGs in Europe.

- **SDG 1 No poverty.** Families in Europe are increasingly vulnerable to poverty in these difficult economic times (triggered back in 2009). Combinations of unemployment, financial stress and cutbacks in social welfare benefits are placing pressure on families. In 2015, COFACE focused on families in vulnerable situations, and hosted three key events.
- Through the conference on financial inclusion held in Madrid in May 2015, COFACE explored various ways to support vulnerable families financially either by securing access to quality/affordable financial services or by providing direct services to families such as independent financial guidance, solidarity loans or social mortgages. More here.
- In September 2015, COFACE stimulated European debate on the idea of developing more two-generation Early-Childhood Education and Care programmes which target families in need of support, providing coordinated integrated services to both children **and** parents. These are perceived as important programmes for poverty prevention. More here.
- COFACE organized a "Families Beyond Borders" event in Sofia, Bulgaria on 5-6 November 2015. The event, focused on transnational families, aimed at exploring challenges and consequences of what it means to move to a different country for better economic prospects, but leaving ageing parents and sometimes young children in their countries of origin. More here.
- SDG 2 No hunger. Even if economic growth and employment are slowly picking up again, evidence in some countries shows that European households are increasingly using food banks for basic food assistance. COFACE will take part in the launch (on 2 June 2016) of a European stakeholder platform under the new Fund for European Aid to the Most Deprived adopted in 2014 by the European Union, bringing its vision of how to use emergency food distribution to address the needs of poor families in a sustainable and long-lasting way. More here.

SDG 3 - Good health and well-being. COFACE continues to closely monitor EU health and food policies, both of which have an impact on families. Helping a person with care needs demands considerable energy, and can be both physically and psychologically draining. The family carer is confronted with a fourfold emotional, psychological, physical and financial strain. COFACE Disability adopted the European Charter for Family Carers designed as a reference tool that can be used by many organizations representing persons with disabilities and /or complex support needs and their families (more here). The family is a key learning environment, and early childhood is when habits are learned that are apt to become entrenched. It is essential to provide children with culinary education within the family. We also develop practical tools for awareness-raising of families, such as the Nutri-Medias tool which highlights the links between advertising and children's food choices and family relationships - a tool developed in the context of the European Platform for Action on Diet, Physical Activity and Health (European Commission – DG SANTE). More here.

SDG 4 - Quality education. COFACE member organizations provide a range of services aimed at complementing childhood education, focusing on issues such as cyberbullying, inclusive education, parental support, creating a safer internet, preventing early school leavers. A concrete example is the #DeleteCyberbullying application which we developed with the financial support of the European Commission. This app aims to take users through a quiz which will either redirect them to appropriate resources to address cyber bullying, or test their knowledge about cyberbullying. More here.

SDG 5 - Gender equality. Families in Europe are striving to reconcile work and family life. COFACE believes that gender equality is key to achieving reconciliation between work and family life, with an equal sharing of family care responsibilities between men and women, whereby men embrace more their caring roles as fathers and women embrace more their role and potential as active workers. For this reason, we decided to kick-start a European discussion on the role of family policies to address SDG 5 (see below).

III. COFACE kick-starts discussion on the SDGs and family policy in Europe: First conclusions

As COFACE, we decided to take a closer look at the potential of Europe to achieve the SDG targets, and more specifically SDG5: Gender equality. We have so much data now stating that when girls and women can make choices for themselves personally and professionally, it is good for their health, their families' health, and their countries' economy. Empowering girls and women is essential to building strong economies, to establish more stable and just societies, and to improve quality of life for women, men, families and communities. Thanks to the efforts worldwide and in the EU to reduce the *gender pay gap* and the *gender pension gap*, we have made progress but we still have a long way to go. As European Commissioner Frans Timmermans recently declared: « It is unacceptable that my daughters still have less opportunities than my sons to build a career, to reach the top ». We decided to host a conference in Amsterdam on 19-20 April 2016, to gather experts from across Europe to discuss the role of family policies in reaching SDG5 (Gender equality), with a focus on the *gender care gap*. Approximately 100 participants attended. We had a variety of perspectives on the programme. During our 1,5 day event we looked at:

- 1. The origins of the SDGs in a critical perspective;
- 2. The way SDGs are intrinsically linked to family policies;
- 3. Some recent research findings;
- 4. Policy pointers time to rethink policies and adopt a more holistic approach;
- 5. Inspiring practices from civil society organizations;
- 6. The role of the European Union in achieving SDG 5.

1. The origins of the SDGs in a critical perspective



Jan Vandemoortele, independent researcher and formerly with the UNDP and UNICEF, made the link between the former 8 Millennium Development Goals (MDGs) and the 17 Sustainable Development Goals (SDGs). In his opinion, the targets under the MDGs and SDGs are as much about the "striving as the achieving", hence highlighting that whereas none of the MDG targets had been met statistically, they had still contributed to making significant progress in some areas. He believes huge progress was made in reducing poverty and hunger, reducing child mortality, improving maternal health, and reducing some illnesses (HIV, Malaria, TB). Some progress was made in relation to basic education and gender equality – for instance, virtually as many girls as boys now attend primary school in the world. Less progress was made however in addressing the environmental targets, which explains why the follow-up to the MDGs starts with the word "Sustainable". Whereas the MDGs were a concise list of priorities, the

SDGs are from the outset a conceptual framework to set a global agenda for development. This attempt to be holistic and comprehensive is to be commended, but still has inherent flaws according to him. From his critical perspective, he asked himself just how *sustainable* are these SDGs. He drew attention to the following challenges:

- The fact that just like the MDGs, the SDGs do not take enough into account the problem of inequality across the globe, and are likely to help the better off section of the population while leaving the poorer 20-30% behind. Many books have been published on the problematic impact of such inequalities on our societies (see for instance Piketty, Stiglitz and other authors).
- The fact that the targets under each of the SDGs are not sufficient or ambitious enough. A scientific review of the targets conducted in the US showed that only 29% of the SDG targets were adequate, while 54% of the targets need reworking.
- The fact that the SDGs are intended to be universal, while in reality different geographical areas of the globe need to focus on priorities linked to their region. For instance, under SDG 2 No hunger, malnutrition is not equally a priority across continents (especially not in North America and Western Europe).
- The fact that some key challenges are not addressed in the SDGs, such as obesity and diabetes. The current development agenda ignores these major issues of public health, while a WHO report published this year confirms the prevalence of diabetes has doubled, and the number of people living with diabetes has quadrupled.
- The fact that there are no big champions across the world actually demonstrating how to achieve the SDG targets. The European Union (EU) is not placing any pressure on its Member States to show what indicators they intend to use; for instance, in accordance with the implementation of SDG 1 (No poverty) the EU is not collecting national definitions of poverty to be used as a benchmark for measuring progress in 2030.

SUSTAINABLE GOALS 1 POWERTY P

2. The way SDGs are intrinsically linked to family policies

Renata Kaczmarska, Social Affairs Officer in the UN Focal Point on the Family, analyzed the SDG from a family policy perspective. Family policies generally-speaking have an essential role in achieving long-term solutions to a wide range of challenges. Family policy outcomes should include: building more resilient families, healthy children, access to decent work, work/family balance, gender equality, and stronger intergenerational bonds. These elements are all part of the current sustainable development agenda. She highlighted the contribution of family policies in relation to the following SDGs:

- SDG 1: No Poverty. This is not just about income poverty (although clearly family and child allowances help prevent reduce vulnerability to poverty). Poverty is considered multi-dimensional, and hence these different dimensions need to be addressed not least through adequate social protection systems. She made parallels between such systems and family structures, which can be considered as "natural" social protection systems.
- SDG 2: No Hunger. The aim here is to empower parents to meet the nutritional needs of children, for instance through promoting access to decent work and income. This is very linked to SDG 3.
- SDG 3: Health and well-being. Health education is influenced by family behavior. Research shows that family leave policies lead to better nutrition and better survival of children. Policies which contribute to better work-life balance are also considered fundamental to achieving this goal.
- SDG 4: Quality education. In this regard, there are several areas of family policy which can help, not least programs promoting positive parenting, boosting school success and life-long learning.
- SDG 5: Gender equality. Reference was made here to the important contribution of policies which address and prevent violence in families, as well as policies which push for recognition of unpaid care and domestic work.
- SDG 10: Reducing inequalities. This is linked to intergenerational transfer of poverty, and linked to family structures which are not conducive to good child development (e.g. unstable family relations).
- SDG 16: Peace, justice and strong institutions. There is a real need to promote and enforce non-discriminatory laws and policies. For instance, there are some countries where women are not able to pass on their nationality to their children. National family law should comply with international standards and ensure justice for all family members also upholding the right of children and women.

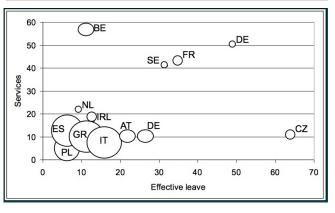
In conclusion: the design, development, implementation and monitoring of family-oriented policies are considered essential to achieve several of the 2030 SDG targets.

3. Some recent research findings

Some recent data presented at the conference demonstrates various new trends in family structures. sharing of care responsibilities, the way policies and legislation can actually shape the behavior and choices of families in sharing childcare responsibilities (e.g. the introduction of the daddy quota in the Scandinavian countries, with a "use it or lose it" policy and significant income replacement).

Pearl Dijkstra from the Erasmus University of Rotterdam presented some outcomes of her "Life- Graph: Predicted probability of caring for a grandchild of a course" research (the life-course perspective is increasingly used in policy-making namely in the health sphere, where it is acknowledged that what happens early in life influences how people's health Emerging develops over time). family interdependence and intergenerational solidarity across European countries is consistent with demographic realities where we find increasing numbers of three- and four-generation families (whereby children have more grand-parents and great-grandparents, which opportunities for interdependence). The life-course perspective acknowledges these trends, and also allows for a holistic approach to family needs which concern not only parents with young children, but

working daughter by level of effective leave and services



also adults with ageing parents. There is evidence of similarities in needs.

Data was also presented by Irena Kotowska (Centre for Demography, Warsaw School of Economics, Poland) on the impact of the economic and employment context on the so-called 'sandwich generation' (people who care for both their ageing parents while supporting their own children). The sandwich generation is expected to work longer as a result of pension reform. All the while, the demand for care is increasing with the ageing population, and in many countries the family is expected to step in as an important source of support. Adult children respond to parents' needs for support according to different factors (their employment status, normative expectations, and the country-specific care regime). These and other trends were flagged as areas requiring policy discussions to prepare for the future.

Greet Vermeylen from the European Foundation for the Improvement of Living and Working Conditions (Eurofound) in Dublin, Ireland presented some recent findings from the European Working Conditions Survey and qualitative research outcomes on themes such as company practices for workers with care responsibilities and different leaves (maternity, paternity, parental). The life-course approach used in their analytical framework for measuring sustainability of work for women and men provides data on trends from the beginning to the end of working careers. Some of the European data shows that men and women have different working time patterns: men tend to work more than women, but when unpaid care is taken into account women work longer hours men. They engage differently in unpaid work (domestic work and care work) over the life-course: there is limited engagement in unpaid work at the beginning of the life-course, and this increases with age; and when parenting starts, women tend to reduce their working hours but they increase their unpaid work. The same goes for men, but to a lesser extent.

4. Policy pointers – time to rethink policies and adopt a more holistic approach

Special attention was dedicated to the issue of unpaid care and shared responsibilities within the household, in line with SDG target 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."

Speakers highlighted examples of policy needs in countries like The Netherlands, namely through the recommendations of Antia Wiersma and Eelco Wierda from the Atria Institute on Gender Equality and Women's History e.g. highlighting that the gender pay gap is an issue in the country, but not in the case of women aged between 25 and 30 who actually earn more than men of the same age group. How then to avoid to the so-called "motherhood penalty"? Dutch Minister of Education, Culture and Science, Jet Bussemaker, confirmed that investing in women means investing in families – she provided inspiring examples linked to the "Kracht on Tour" campaign she organized (Dutch Empowerment Tour).

The Scandinavian countries were highlighted by Gerda Neyer from Stockholm University (Sweden) as models of sustainable gender-equal societies with high female labor force occupation, and with policies which aim *inter alia* for gender transformation, namely striving to change the traditional gender roles by encouraging men to take up caring roles and women to take up their worker roles.

The contradiction between policies and societal attitudes/structural realities was examined through the example of family policy-making in Estonia (by Hanna Vseviov from the Ministry of Social Affairs), where already innovative leave policies exist (e.g. allowing other family members to take parental leave). Yet the introduction of further new elements, such as greater rights for fathers to take leave for their family life, can be faced with attitudinal and technical barriers. The generally low income levels in Estonia (compared to other EU countries) mean that even if part-time work is widely accepted as a way to reconcile work and family life, it is simply not a popular and realistic option for working parents.

While maintaining high-quality family policies, it was clear from the discussions with the conference participants that there is a need to develop more holistic policies which provide a mix of measures from paid leaves (parental, maternity, paternity, family, carer), to affordable child care with highly qualified staff, rethinking school systems, and supporting women into employment.

Taking family time into account in the organization of working time increasingly seems to be the prerequisite for successful implementation of the gender equality principle. For that to happen, however, the concept of reconciling work and family life needs to be rethought in universal terms i.e., in terms that embrace both men's and women's wants and needs, not just those of women, as has too often been the case so far. These universal terms can only come about from balancing men's and women's needs and wants in terms of time for family life.

The **European Reconciliation Package** (referred to in the conference opening speech of COFACE President, Annemie Drieskens, and highlighted by COFACE senior policy officer Paola Panzeri) is a unique policy document, as it covers the entire European Union and applies a systemic approach to the complex issue of work-life balance, to both its related challenges and possible solutions. It is the main policy outcome of the 2014 Year of Reconciling Work and Family Life in Europe. Over the past years COFACE observed an increased preoccupation of European families with the challenges of balancing their family life and work responsibilities. Increased childcare costs, limited places, long commutes, hectic schedules coupled with job-insecurities mean that working parents and carers are finding it increasingly difficult to find long-term solutions that serve the interest of all family members. COFACE spent the past years cataloguing the problems faced by families, and analyzing and collecting inspiring practices and legal instruments at regional, national and EU level, as well as workplace solutions that work for all – not only working parents with small children.

The European Reconciliation Package analyses four main areas:

- 1. Reconciling for Carers
- 2. Women at Work
- 3. Reconciling at the Workplace
- 4. Childcare, Education and Parenting.

COFACE calls on the European Commission to mainstream the recommendations of this European package through a mix of benchmarks, policy guidance and indicators for implementation of the reconciliation approach.

5. Inspiring practices from civil society organizations

Various services and programs to families were presented, as a sample of some of the innovations which exist in Europe:

- Online platforms to help men express their emotions better ("Men's school of love" presented by Anna Rotkirch of the organization Väestöliitto in Finland),
- Services to support teenage mothers and fight discrimination through preventive campaigns in schools (through the eyes of Silvija Stanic from the organization Step by Step in Croatia),
- Services to empower women to turn their life round (introduced by James-Stuart Duffin from Women for Women in The Czech Republic),
- Services to help fathers embrace their family roles (by Marion Macleod from Children of Scotland in The UK),
- Training for companies on how to develop reconciliation policies in the workplace (presented by Asunción Iglesias of UNAF in Spain).
- Parenting and life skills programs via companies (by Joyce Knappe of ProParents in The Netherlands).

See more here for the details about the different programs.

These are all services/programs provided by civil society organizations to complement traditional family polices in Europe (which usually consist of a mix of financial allowances and various forms of leave - maternity, paternity, parental, carer). Services which are dynamic and close to citizens, to families. Services which test innovative ways of responding to emerging family needs.

6. The role of the European Union in achieving SDG 5

The European Union has a strong influence on the well-being of families living in Europe: the European Institutions must therefore give proper consideration to the SDGs, making sure they underpin all EU policy and law-making in a holistic way. Manuela Geleng, representative of the European Commission, highlighted the following EU policies to consider as an important contribution to achieving SDG5:

European Semester - An annual process monitoring the economies of the different EU countries, by issuing guidelines and country-specific recommendations. Including employment guidelines for actions to promote equal pay, reconciliation between work and family life, access to affordable quality early childhood education, and more. Countries report yearly on their intentions to implement these guidelines.

EU funds - European Social Fund and European Regional Development Fund - Under the European Social Fund, approximately 1.5 billion euros are being allocated under the investment priority 'equality between women and men' for programs supporting work-life balance, combating wage disparities between women and men, and promoting female entrepreneurship. Under the European Regional Development Fund, funding is available to develop childcare infrastructure.

New start initiative for WorkLife balance - This initiative will replace the proposal for a European Maternity Leave directive. The objective of this initiative (to be launched in 2017) is to address the obstacles to women's labor market participation through 1. Better reconciliation of work and family responsibilities 2. A more equitable use of work-life balance arrangements between women and men. The initiative will take a broad approach, considering a complementary mix of different policies needed for greater work-life balance and female labor market participation.

EU Pillar of Social Rights - In March 2016, the European Commission put forward a first, preliminary outline of what should become the European Pillar of Social Rights. Once established, the Pillar should become the reference framework to screen the employment and social performance of participating Member States, to drive reforms at national level and, more specifically, to serve as a compass for the renewed process of convergence within the Euro area. The preliminary outline proposed by the European Commission includes "Principle 5 on gender equality and worklife balance".

Paola Panzeri, senior policy officer of COFACE, responsible for following employment and gender equality policies at EU level, also noted the existence of the European Commission Strategic engagement (not a strategy) for Gender Equality 2016-2019, which includes a first area of work on employment and work-life balance. She emphasized the important role of the EU in supporting transnational exchanges between civil society family organisations as a way to drive innovation in a number of fields related to the SDGs, namely through support to European civil society organisations like COFACE under the EASI programme 2014-2020. But also as a way to progressively build consensus between different stakeholders and a common European language between 28 different cultures/ perspectives in order to enact effective and sustainable change in the EU.

Sacha Gabizon, Executive Director of Women in Europe for a Common Future, took part in the writing of the SDGs. She insisted on the important next steps for 2016 and beyond being the development of indicators and methodologies, and the need for the EU to take the lead on monitoring and implementation of the SDG targets e.g. by testing indicators on unpaid domestic and care work. Most of the indicators have not been defined yet, so that now is a good time to step up, trigger discussions and fund concrete projects. SDG Watch Europe brings together a broad coalition of stakeholders which is pushing the EU to include the SDGs in its Development Agenda 2030 - it includes organisations like COFACE and Women in Europe for a Common Future. However, progress is slow within this coalition. She believes greater leadership must come from the EU institutions to ensure Europe can genuinely contribute to the achievement of the SDGs.

Acknowledgements

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Contact Us

Join us. If you would like to join or support our European movement, now is the time. Brussels welcomes you with open arms!

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