

Caring and working in Slovakia in gender perspective



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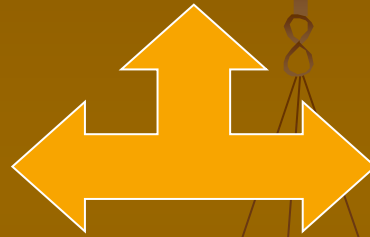
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Perugia, July 3th 2007

Mission of presentation

- Discussion about 2 „contra“-tendencies:

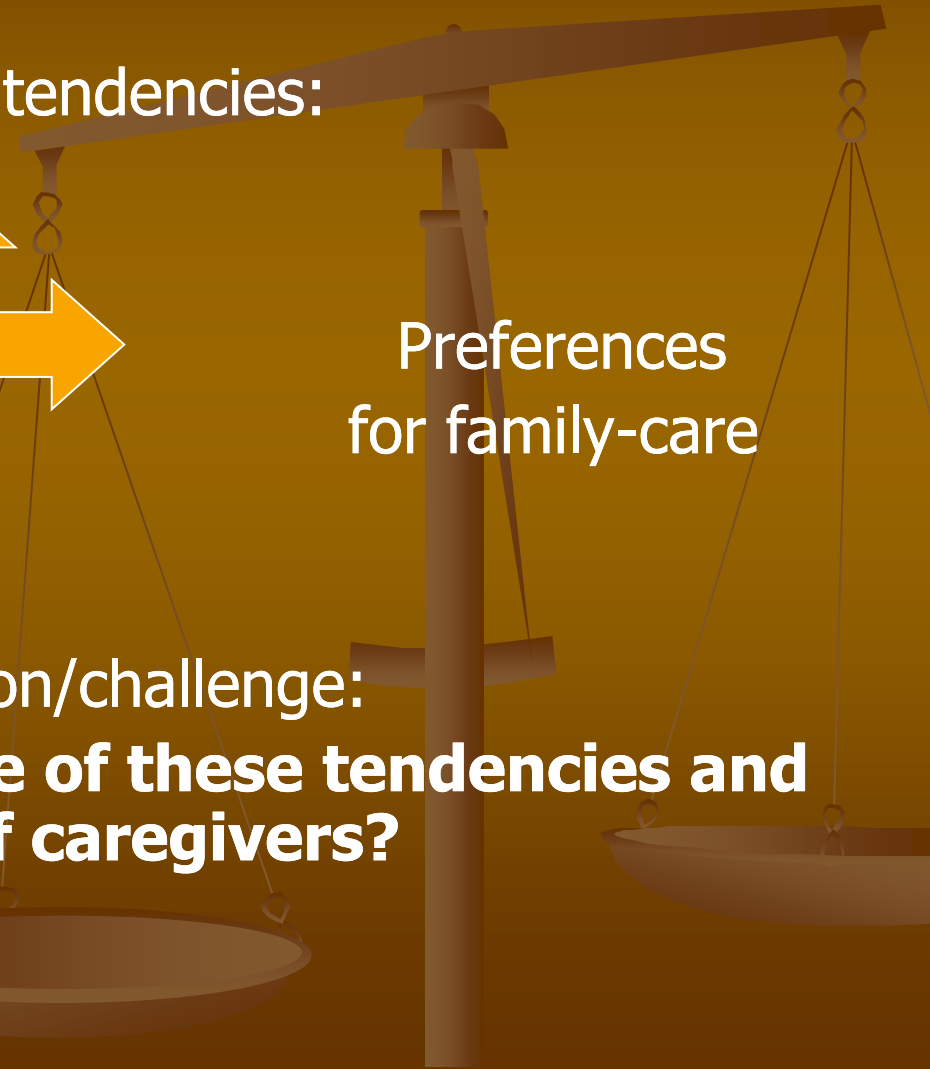
Increasing of
employment rate



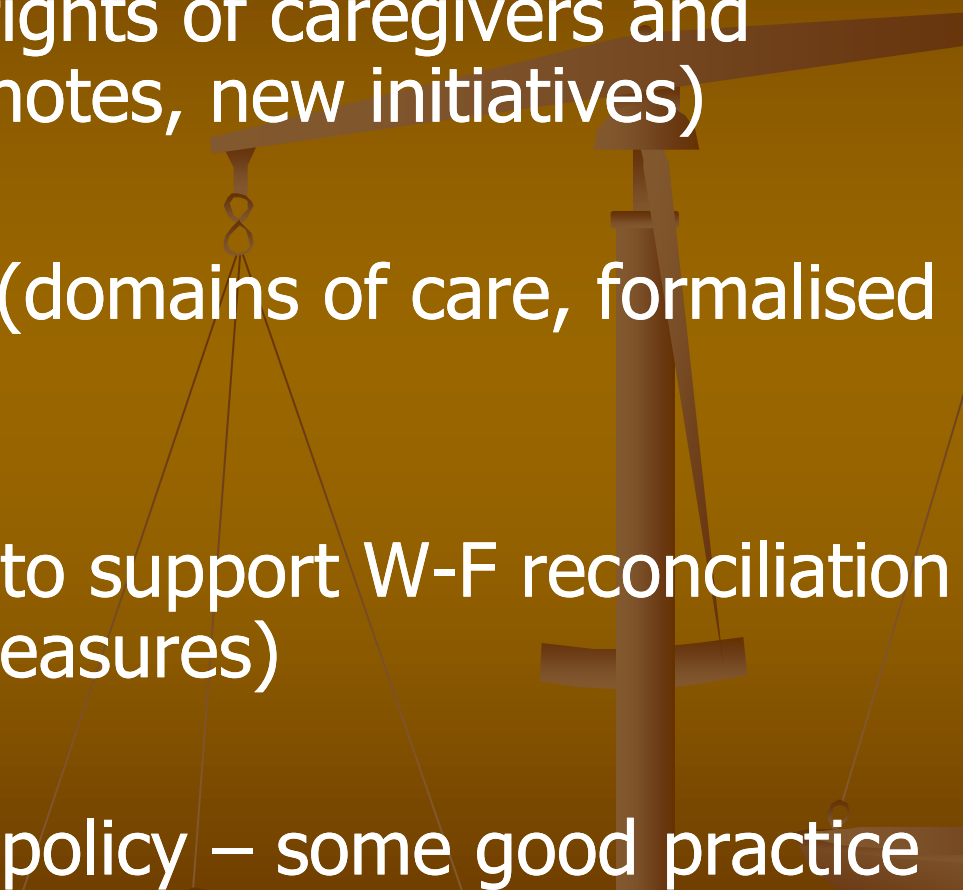
Preferences
for family-care

- Basic question/challenge:

**How to support the balance of these tendencies and
the rights of caregivers?**



Structure of presentation

- Balance between rights of caregivers and caretakers (some notes, new initiatives)
 - Basic terminology (domains of care, formalised family care)
 - State social policy to support W-F reconciliation (selected facts, measures)
 - Employers' social policy – some good practice
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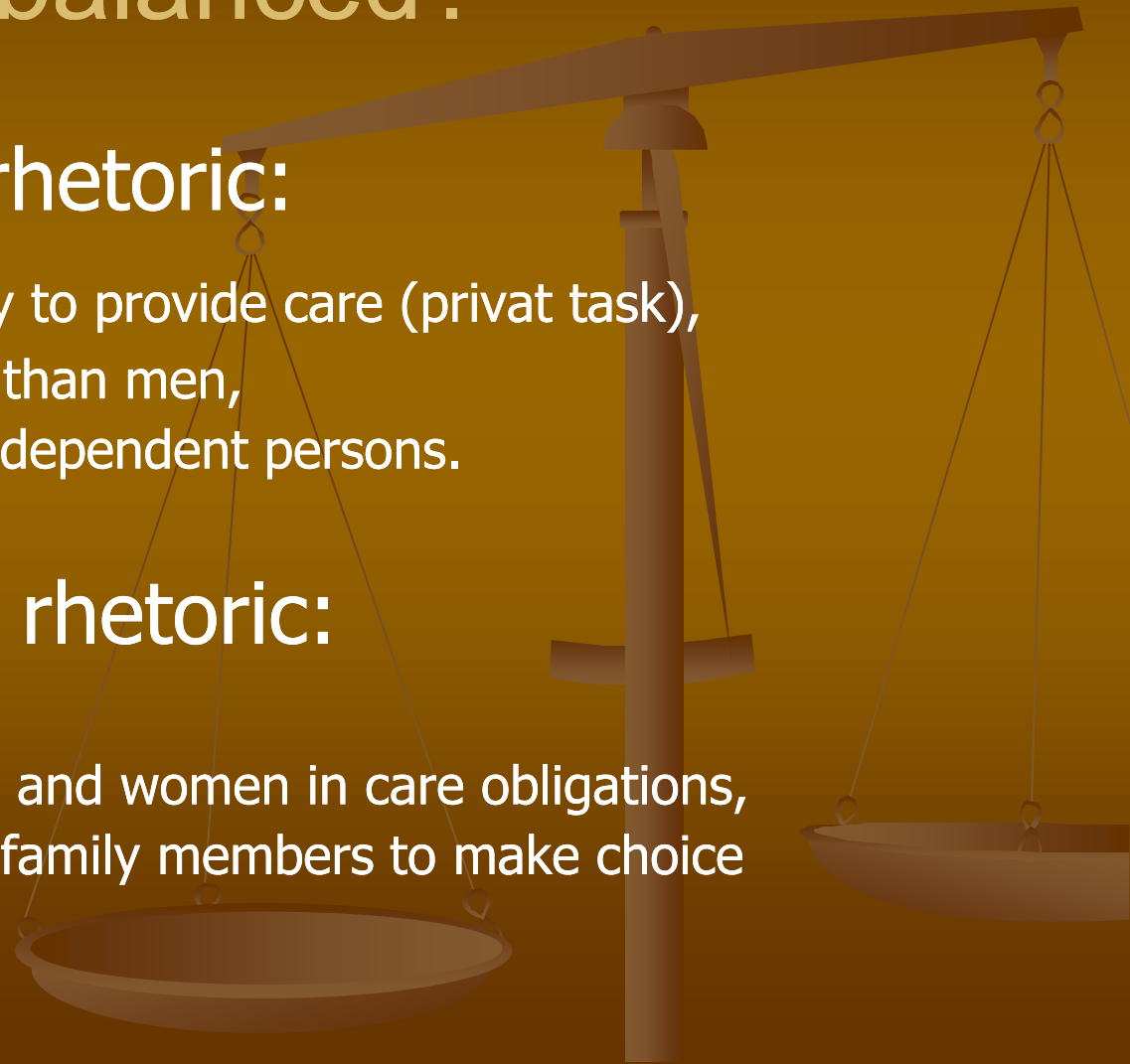
1. Rights of caregivers and caretakers – balanced or unbalanced?

■ „old-fashioned“ rhetoric:

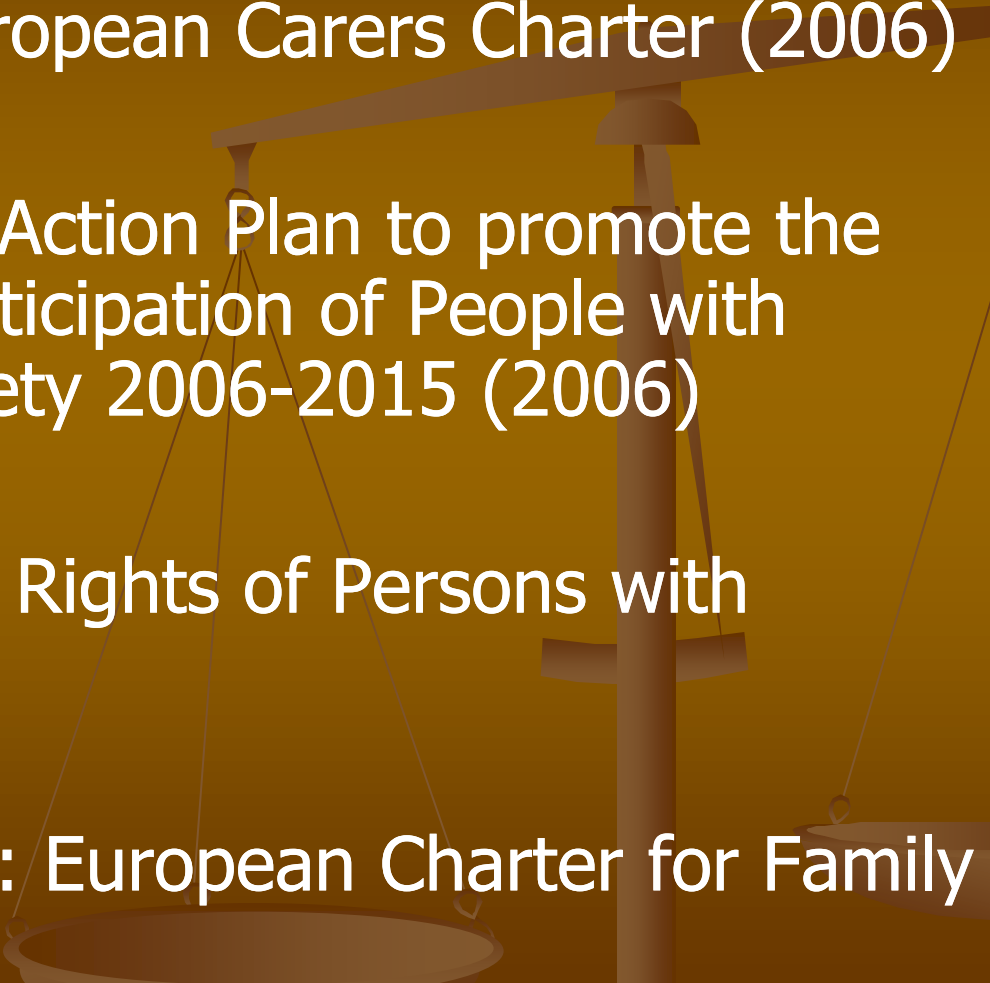
- moral obligation of family to provide care (privat task),
- women are better carers than men,
- strong focus on rights of dependent persons.

■ „new-fashioned“ rhetoric:

- care as a public interest,
- equal involvement of men and women in care obligations,
- new initiatives to support family members to make choice



New initiatives

- EUROCARERS: European Carers Charter (2006)
 - Council of Europe Action Plan to promote the Rights and full Participation of People with Disabilities in Society 2006-2015 (2006)
 - UN Convention on Rights of Persons with Disabilities (2006)
 - COFACE-Handicap: European Charter for Family Carers (2007)
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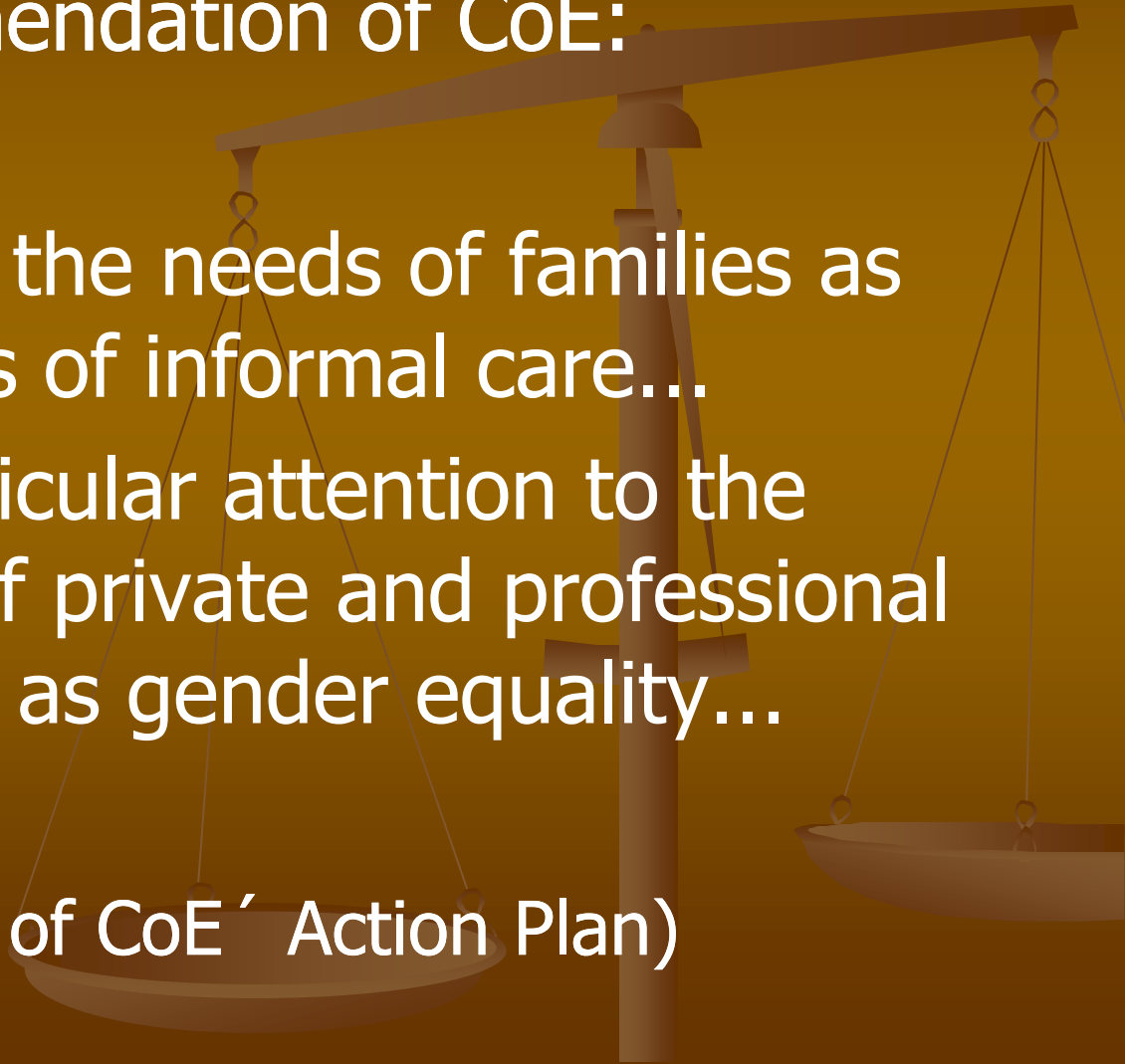
Cont.

Recommendation of CoE:

... by assessing the needs of families as providers of informal care...

...to pay particular attention to the reconciliation of private and professional life as well as gender equality...

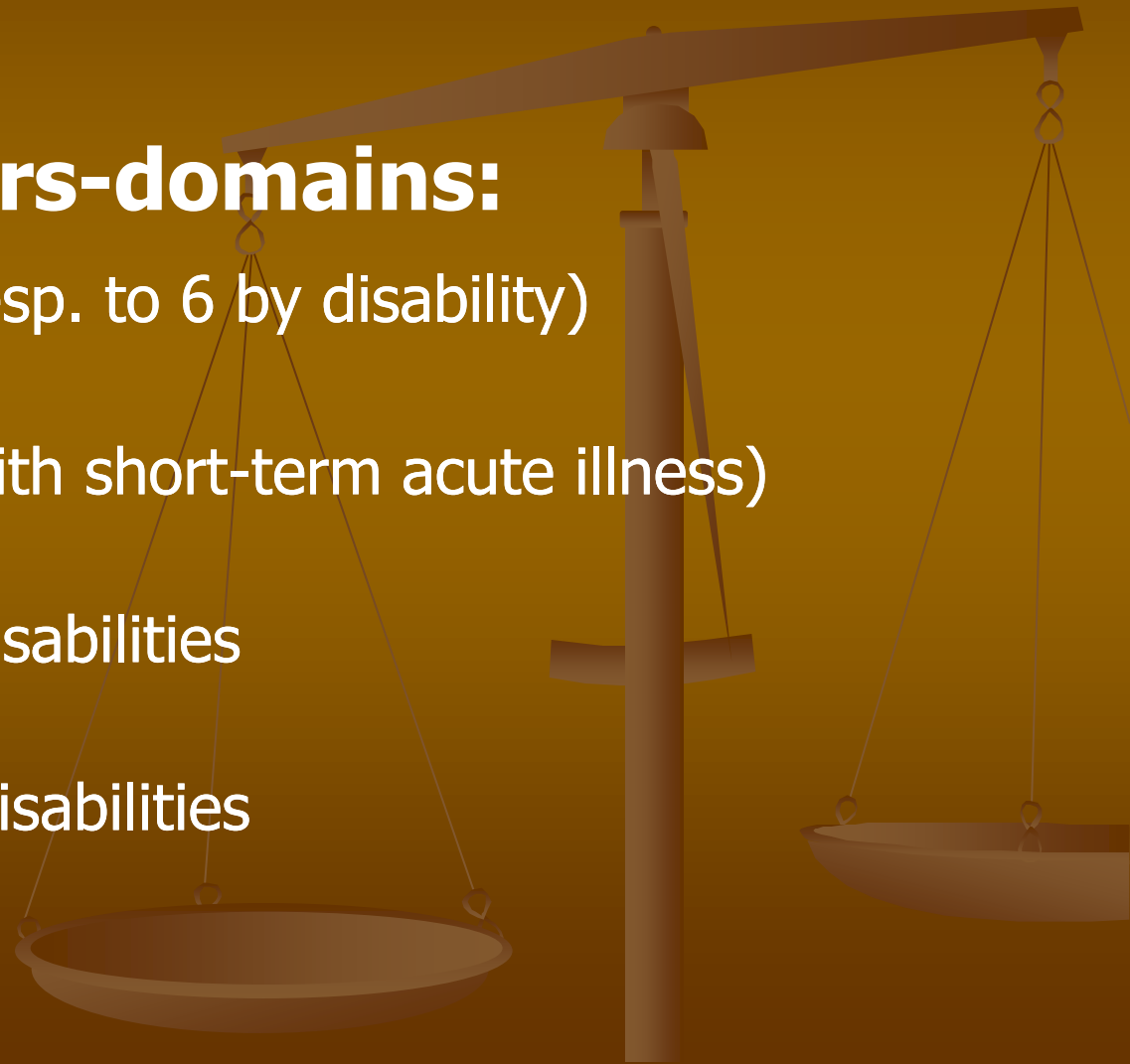
(article 3.8 of CoE ' Action Plan)



2. Basic terminology of the care sector in Slovakia

■ **Main caretakers-domains:**

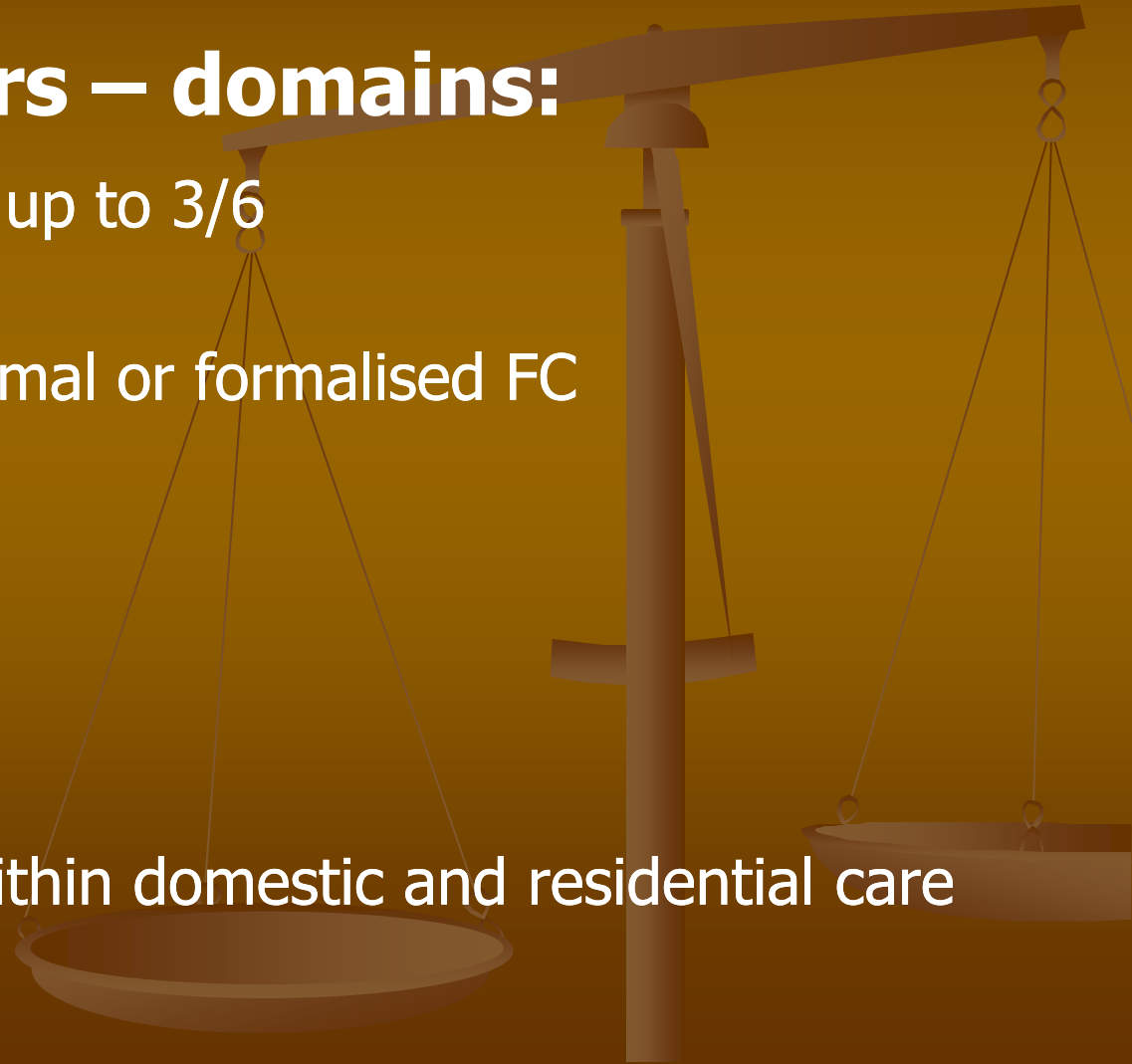
- children up to 3 (resp. to 6 by disability)
- children up to 10 (with short-term acute illness)
- children 6-18 with disabilities
- adult persons with disabilities
- elderly people 65+



Cont.

■ Main caregivers – domains:

- parents of children up to 3/6
- relatives within informal or formalised FC
- personal assistants
- friends
- professional staff within domestic and residential care



3. State social policy

■ Main instrumental – domains:

- maternity allowance (up to 6 months of the child age, cca 17 000 recipients)
- parental allowance (cca 135 000 recipients, 2-2,5% of men)
- care allowance (cca 52 000 recipients, up to 18% of men)
- allowance for personal assistance (cca 5 000 recipients)
- domestic nursing care (for cca 20 000 clients)
- residential social care (for cca 30 000 clients, 95% in long-term pattern)



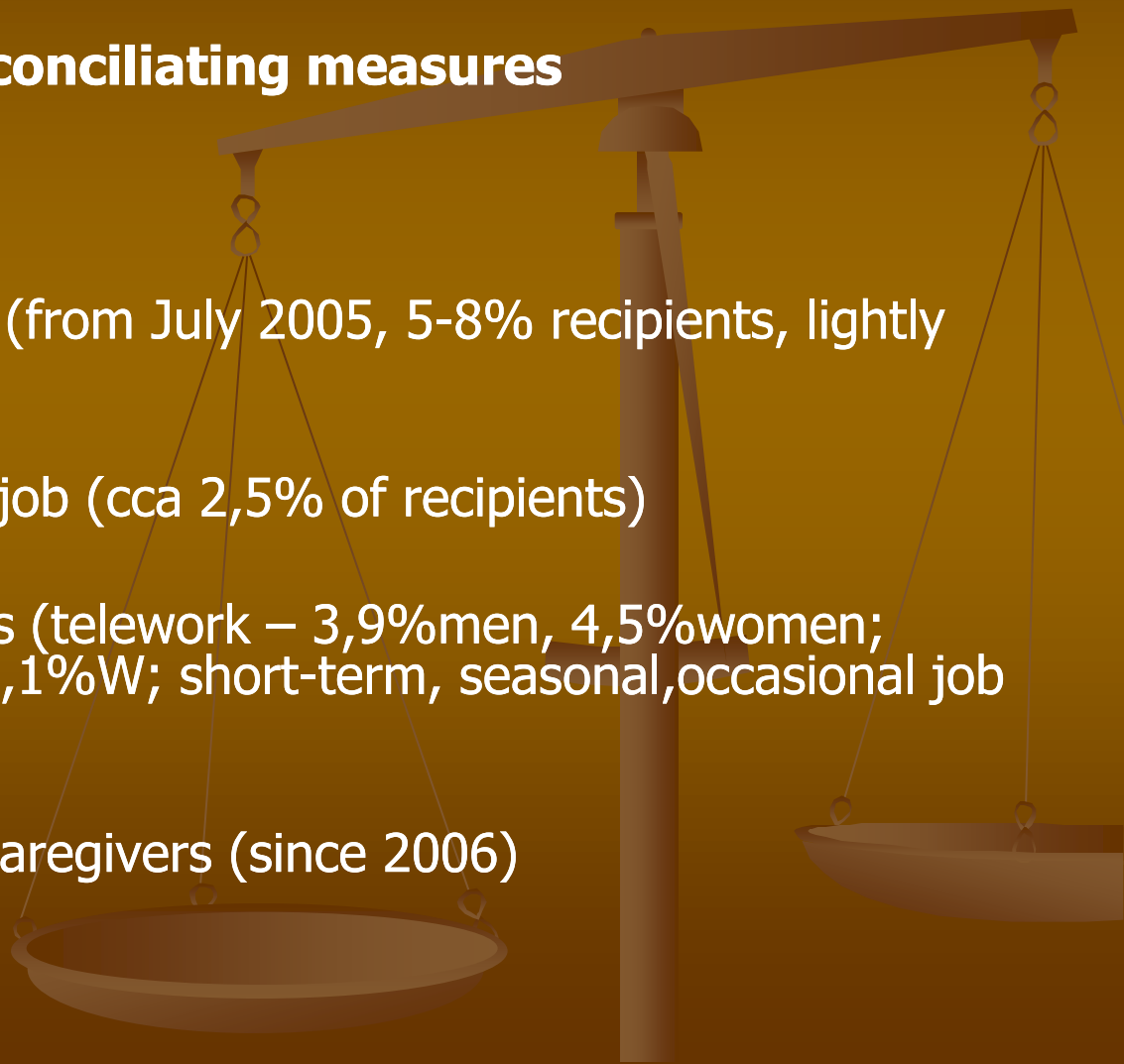
Preference of domestic care by relatives, mostly women

How to deal with the fact?

... by reconciling measures

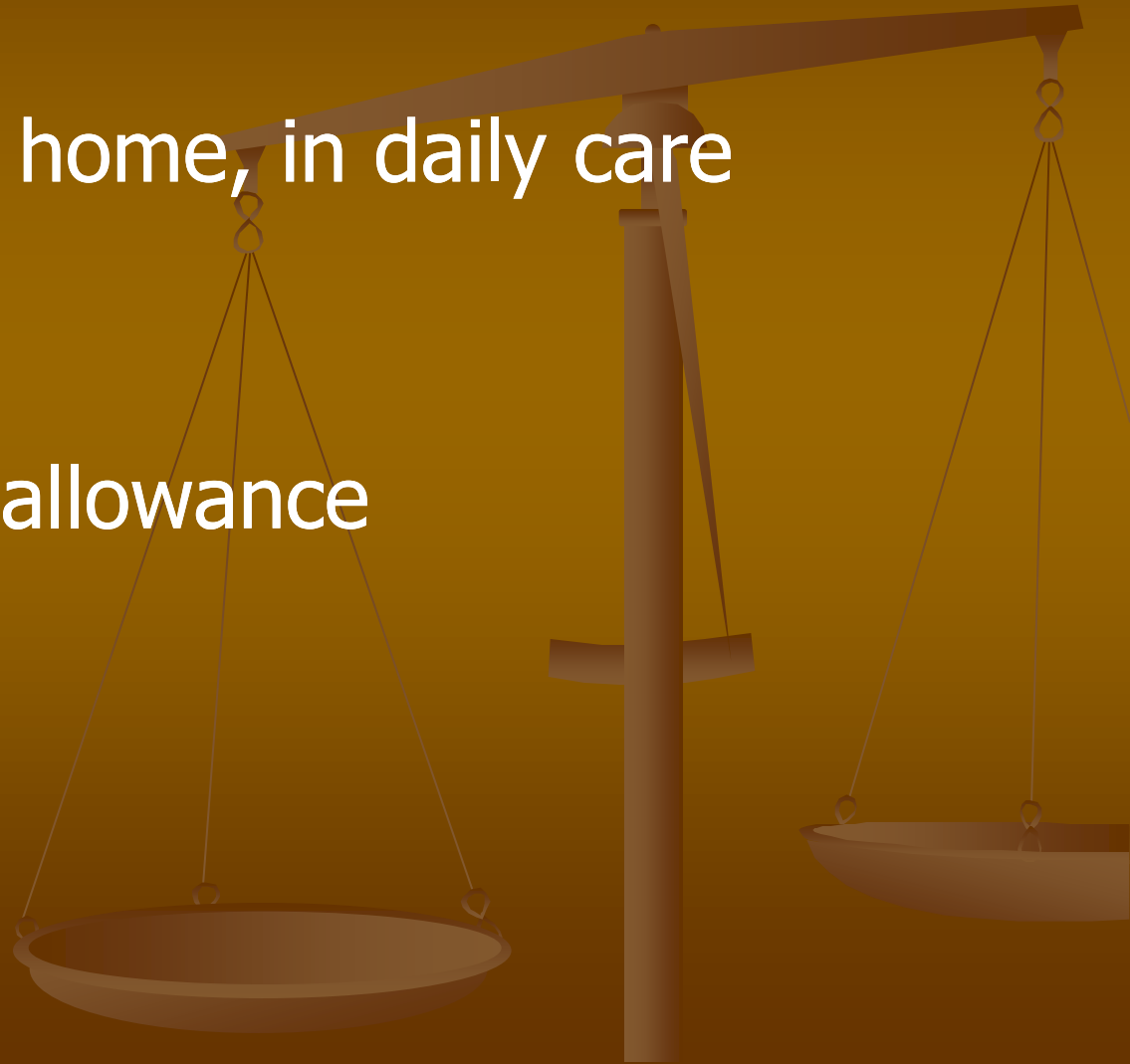
Examples:

- parental allowance + job (from July 2005, 5-8% recipients, lightly increasing tendency)
- care allowance + limited job (cca 2,5% of recipients)
- atypical job arrangements (telework – 3,9%men, 4,5%women; part-time job – 0,6%M, 2,1%W; short-term, seasonal, occasional job – 2,7%M, 2,6%W)
- Social security of family caregivers (since 2006)



What is missing?

- Respite care (in home, in daily care centres)
- Sharing of care allowance
- ...



4. Competition

„Family –friendly employer“/C-FFE good practice of Slovakia

- since 2000 as a 1st level of the employers ' social audit

Main idea of the competition:


three benefits of FFE:

- for employer
- for employee
- for the whole of society

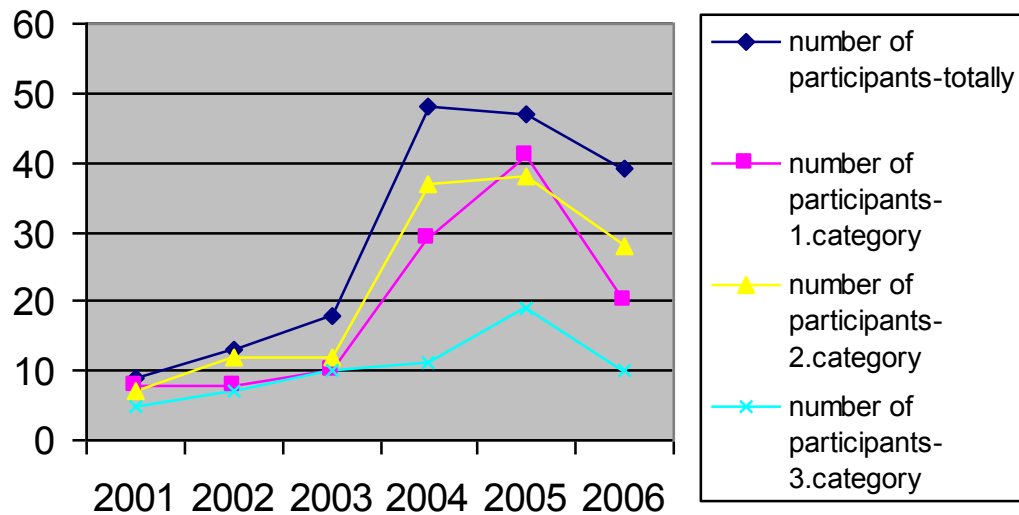


„C – FFE“ – cont.

■ 3 categories for assessment:

- family policy (working time, flexibility, support by caring, leisure time, etc.)
 - equal opportunities for men and women (staff structure, remuneration, career development, women in management positions, etc.)
 - the most original measure for the family (since 2006 „the most original measure for the family and equal opportunities in S-MSC“)
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Competition FFE – basic statistics



- Increasing trend during 2001-2004
- The most popular – gender equality measure (2. category)
- Medium drop after 2004
 - „first boom“ fizzled out
 - little chance for S-MSK
 - „poor“ credibility (missing of European criterions)
 - other competitions

C-FFE: challenges for future

- To encourage participation of S-MSC
- To encourage participation of the service sector

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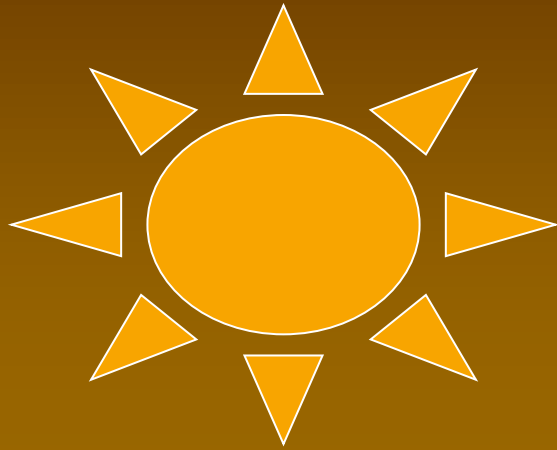
FFE as a common strategy for everybody and for the future

- Need to transform the competition to an Audit „Family and Work“ based on European criterions and certification

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To encourage winners to disseminate good practice and to share social capital





Thanks for your
attention

