

TABLE OF CONTENTS

INTRODUCTION	5
JOB, CAREERS AND CARE RESPONSIBILITIES	6
Facts and figures on gender gaps in the European Union	6
MORE AND BETTER CARE	8
Problem known but progress slow	8
Childcare improving slowly	8
Estimated childcare statistics	8
Caring for family members with disabilities – a risk of social exclusion ?	9
Care for the elderly – a growth sector with problems	9
EQUAL IS MAKING THE DIFFERENCE	10
Training as a springboard	10
From training to the workplace and to job creation	11
Making care work more professional	12
Needs tailored services – a lifeline for people with care responsibilities	13
FLEXIBILITY FOR EMPLOYERS AND EMPLOYEES	15
Going beyond part-time employment	15
A woman's problem	15
EQUAL GENERATES SOLUTIONS	16
Convincing employers crucial	16
Flexibility in many forms	17
Tackling the disadvantages of flexibility	18
Help desks – an interface between work and family life	18
FAREWELL TO THE MALE BREADWINNER MODEL	19
Overcoming traditional role models and gender stereotypes	19
EQUAL: LEARNING NEW AND UNLEARNING OLD GENDER ROLES	20
From kindergarten to university	20
Learning by doing makes all the difference	21
Media campaigns	21
TERRITORIAL ALLIANCES FOR RECONCILIATION	22
What's missing	22
EQUAL LINKS CARE TO OTHER FAMILY SUPPORT SERVICES	23
Smarter transport solutions	23
Wages for housework	24
Time Agencies – an EQUAL opportunity	24
CONCLUSIONS	26
Social innovation: comprehensive approaches to work/life balances for women and men	26
Partnership – joining forces for change	26
Gender mainstreaming – towards parity in unpaid care and family work	26
Transnational cooperation – learning together and from each other	27
Mainstreaming – influencing regular policies and practices	27
REFERENCES	28