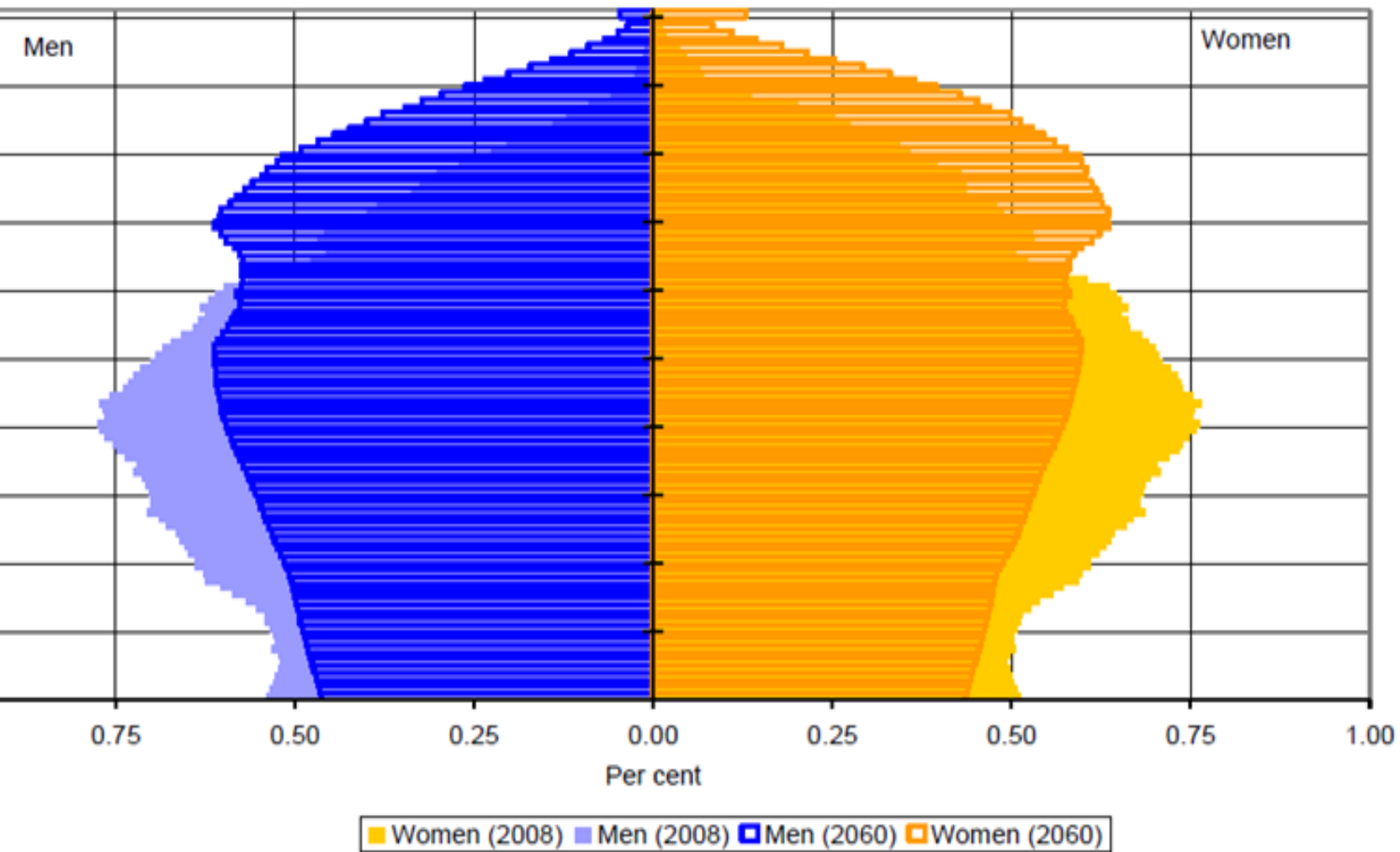


# POPULATION PYRAMID



## FACTORS RESPONSIBLE FOR THIS SITUATION

The increasing of life expectancy

Decline of birth rate

The europeans do not have as many children as they would like

Longer time in education

The cost of housing

The difficulty to obtain stable employment

## “FAMILY FRIENDLY” POLICIES

Security in the labour market

Reconcile work and family life

Working time more flexible

Equality between women and men

Promotion of parental leave for both sexes

Promoting greater job security among the female working population, allowing them to have children and to bring them up without major interruptions in their careers

Wage convergence between men and women

## “20” EXTRA MEASURES

### FINANCIAL INCENTIVES

Regular payments in the form of cash to people with children that could depend on the number of children.

Lump sum payments or loans.

Credits or benefits for people with young children and/or children with some type of dependency.

Provision of subsidised or free goods and services related to education, health, sport or public transport in particular.

Flexibilisation of the rental market as a way of promoting access to housing.

## "20" EXTRA MEASURES

### WORK AND FAMILY INITIATIVES

Maternity and paternity leave that would include the right to return to a position held when a child is born, irrespective of the type of employment contract.

The safeguarding of access to maternity leave for women with temporary or part-time contracts and the self-employed.

Promotion of the entry of young people, particularly women, into the labour market, and improvements in their career and income prospects.

Reorganisation of work, taking advantage of the new technologies to promote working from home.

Flexible working hours and short-term absences for resolving family related issues.

## “20” EXTRA MEASURES

### WORK AND FAMILY INITIATIVES (cont.)

Promotion of more and better part-time work for people with children.

Provision of subsidised or free childcare services (crèches) as an employment and family policy, including such services for job-seeking parents.

Adaptation of care service working hours to parents' working schedule.

Policies for equality between men and women in the labour market.

## "20" EXTRA MEASURES

### EDUCATION, GENDER AND CHILD-FRIENDLY INITIATIVES

Promotion of child-friendly environments

Implementation of comprehensive gender equality policies (gender mainstreaming) by removing the legal and institutional remnants of the male breadwinner model.

Inclusion in school curricula of subjects promoting equality between men and women and the balanced sharing of domestic and family responsibilities between them.

Promotion of positive social attitudes towards children and parenting by ensuring that society supports people who want to have children, without creating inequities among the childless.

The principle of subsidiarity must be clearly applied by giving local authorities a leadership role due to their proximity to the