



Module 3:



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Support services for child care including pre-natal and post-natal protection and support

Main aims of the module

- Give basic information on public and private support services for child care
- Inform about pre-natal and post-natal arrangements for protecting and supporting women in the workplace
- Show possibilities to have childcare support provided by employers



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The importance of non-family child-care increases in all European countries

- There is an increasing number of families with both parents working.
- Grandparents and relatives often cannot take the responsibility to take care of the children of working parents because they are also working.
- Families often live far apart from each other which makes support by other family members difficult.
- The European Union and many European States are working on solutions to these problems.



European council agreed on targets set by the Barcelona Summit 2002

“Member States should remove disincentives to female labour force participation and strive, taking into account the demand for childcare facilities and in line with national patterns of provision, to provide childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and at least 33% of children under 3 years”

Source: Presidency Conclusions – Barcelona 15 and 16 March 2002 (SN 100/1/02 REV 1)



The Employment policy guidelines (2008-2010) stated that “policies should ensure that work and family life is better coordinated, by developing childcare services and care for other dependants”

Source:

http://europa.eu/legislation_summaries/employment_and_social_policy/community_employment_policies/em0007_en.htm

ILO Maternity Protection Recommendation 2000 (No. 191) concentrated on further needs for regulation

Concerning breastfeeding mothers at the workplace

- the frequency and length breaks should be adapted to particular needs
-it should be possible to use the time allotted for daily nursing breaks for a reduction of working hours
- ensure adequate hygienic conditions in the room provided by the organisation for nursing mothers

(Source: <http://www.ilo.org/ilolex/cgi-lex/convde.pl?R191>, 2011/28/02)



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Main types of child care

- in the child's home (babysitter, nanny, employed by the parents)
- in the home of a childminder (day mother, family day-care)
- in childcare centres
 - for very small children: day-care centres, nurseries, crèches (0-5 years)
 - pre-primary education: kindergarten, pre-primary school, nursery school, early childhood education centres (3 to 5/6 years)

Child care facilities can be run by the state, by charity organisation or by private owners. !

Working parents need additional support and child care by their employers

- for the first time after birth (time of breastfeeding)
- if the public childcare offers are insufficient
- if kindergarten or school hours and working hours differ
- if the children become ill
- if there are necessary business trips and they cannot reach private arrangement
- other cases of emergency

- **reliable**
- **affordable**
- **of good quality !!!!!**

Some Problems

- There is a lack of public and private child care facilities in spite of EU directives and country regulations.
- Existing facilities often do not meet the needs of working parents (short opening hours, no meals provided, unreliable etc.)
- There are very few good quality and affordable child care offers for children under the age of three.
- In many countries public opinion sees childcare as less favourable for children's development than the private care of the mother and working women are considered as "bad mothers".

Demands for action

- **Municipalities** have to improve their childcare facilities in order to meet the needs of working parents.
- **Employers** can step in and support their employees who need child care.

Possibilities for employers to support child care

- Take care that nursing mothers have safe working conditions and acceptable working hours
- Establish a company kindergarten (large enterprises)
- Make arrangements with public or charity facilities
 - * e.g. by reserving places for their employees
 - * by negotiating discounts for places (smaller enterprises)
 - *

Possibilities for employers to support child care

- Establishing a room for older children where they can do their home-work or wait for their parents after school
- Providing assistance during school holidays and closing times of kindergartens (camps, short-term childcare)
- Consultancy services for parents
- Financial support for individual parents

Case studies to assist parents in developing ideas to improve their situation at the workplace

- Nina K. “A business woman with a demanding work load and a mother of twins of whom one has special needs” (Interview No. 3)
- Simone P. “A public voucher for baby sitting” (Interview No. 16)
- Sven K. “Childcare by a company kindergarten: (Interview No. 8)
- “Family-friendly workplace with „mini kindergarten“ (Video No. 3)
- „FamUnDo – An innovative project to improve companies in family-friendly policies” (Video No. 8)

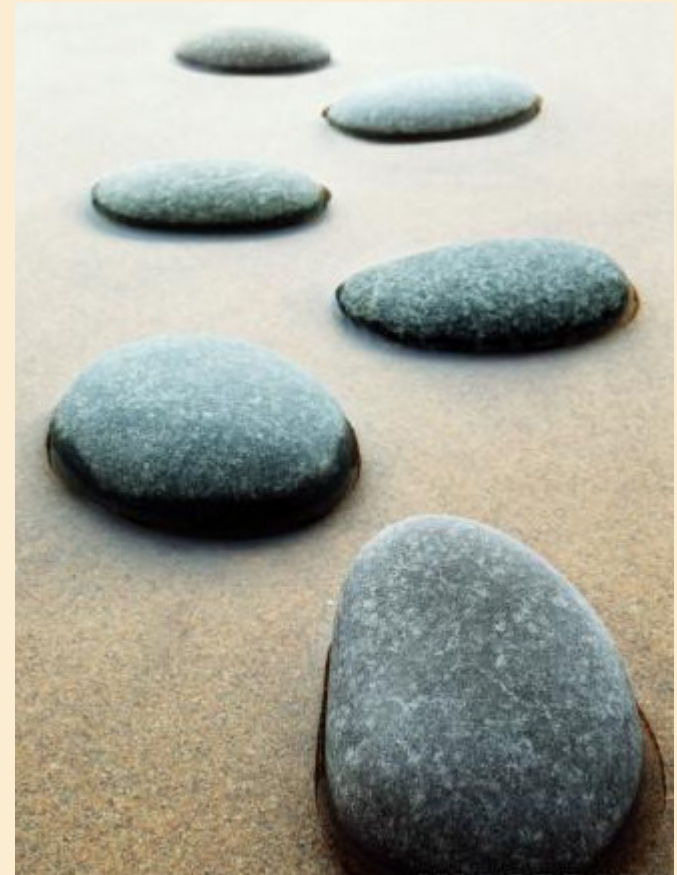
Benefits for employers:

- They keep qualified women who would otherwise stay at home to take care of their children
- Employees are relaxed and can concentrate on their work
- The employer becomes attractive for parents in the labour market



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Thank you for your attention



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