



INTERNATIONAL PARLIAMENTARY FORUM

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Family is a fundamental institution in our current society, since it provides stability and robustness to personal relations, thus contributing to peoples' well-being.

In times of crisis, such as the one we are currently enduring, the family works as an actual network of social protection, playing a key role in moments of economic straits such as the current ones.

Its role must be recognised and supported (by the institutions).

To be more specific, I will try and give a general overview of the situation concerning work-life balance in Spain.

According to the OECD, women employment and fertility rates are low in comparison to the average in the OECD. Spain's birth rate is 1,38, whilst the European average amounts to 1,74 and the average age for women to have children is 31,2. Therefore, we are clearly below the necessary rate for generational replacement.

The last CES report issued on December 2011 on the situation of women in Spanish labour market, shows that women join labour market later, earn 28% less as compared to men, even having the same higher academic level, the rate of part-time work contracts is 18 points above that of men, and the amount of their pension is 40% less than that of men. Women devote 4,25 hours to home related work whilst men devote 2,28.

The first Law for the Promotion of Work and Life was adopted on October 28, 1999.

The current Government's labour market reform has opened the door to the flexibilisation and hence to the rationalisation of work schedules, which is the base for an effective right to work-life balance.



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Labour market reform incorporates part-time stable contract as part of a comprehensive plan to support work-life balance, and pays particular attention to the employment of people with dependant relatives.

For the first time, teleworking is regulated, another step forward towards work-life balance.

In this sense, the Government intends to promote a National Strategy for the streamlining of working hours, both for men and women, and has developed an Employment scheme in order to encourage the recruitment of women, with special attention paid to young women under 30 and long-term unemployed women.

Today, two million women are registered as unemployed. Our main objective is and will be that women enter the labour market. But something is not working if joining the labour force can hamper the right to have or create a family. Therefore, all efforts in policies that balance work and life are worthwhile.

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