Annex 2.3 Good practice

Linking the provision of child allowance with compliance with compulsory school attendance

The "Family Friendly Employer" contest

Within good practice we may point out to the **linkage of the provision of Child Allowance to compliance with compulsory school attendance.** The legislative provisions relating to the provision of Child Allowance contain the provision designed for the expedient use of the financial resources for the benefit of children complying with the compulsory school attendance. In the interest of acquisition of basic education by complying with compulsory 10-year school attendance, the neglect of this attendance (truancy) is a reason for suspension of the payment of Child Allowance to the child's parents and its transfer to the municipality, in which the child has his/her permanent residence. It is one of the supporting measures to eliminate neglect of compulsory school attendance occurring primarily in consequence of inadequate childcare on the part of the parents. The child allowance transferred to the municipality can be used for the benefit of the child, for example by the municipality buying the required school supplies, paying for the child's travel to school, buying the child clothing and footwear, securing meals for the child, etc. This approach requires close cooperation of the school and the child's family, and the municipality and the child allowance payer, i.e. the competent office of labour, social affairs and family. The introduction of this measure has had a positive effect on the primary school attendance, mainly of children coming from environments most at risk of social exclusion.

One of the measures with which, for six years, the MOLSAF has been motivating employers to create family and gender equality friendly working conditions is the **"Family Friendly Employer" contest.** The contest was developed on the basis of the criteria, which are the European standards for work that is "family and gender equality friendly" . The core was the so-called *family friendliness index*, designed in the USA in 1991. The contest evaluates participants in three categories: family policy, equal opportunities between women and men, and the most original measure for the benefit of the family. In the contest, employers submit their measures that they have implemented in the areas of work arrangements and working time flexibility, measures for personal development of employees, measures under services for family, such as assistance in childcare and care after other family members, assistance in ensuring functioning of the household, financial contributions to families of their employees, as well as support given to leisure pursuits and recreation activities of employees. In the category of equal opportunities the employees' gender structure is monitored, including employees in decision-making positions. Great emphasis is laid on gender non-discriminating remuneration, acceptance in employment, gender sensitive support of professional development and career advancement and qualification of women and men.