

# Green Paper "Confronting demographic change: a new solidarity between the generations"

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Do you consent to the publication of your personal data/data relating to your organisation with the publication of your replies to the consultation? <span style="float: right;">Yes</span>	
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On behalf of which of the following are you replying? <span style="float: right;">Other</span>	
Please specify the name of your organisation or institution Union Départementale des Associations Familiales de l'Orne	
Country where your organisation is based <span style="float: right;">FR - France</span>	
<b>Explanation</b>	
<ul style="list-style-type: none"> <li>• Do you take the view that the discussion of demographic trends and managing their impact should take place at European level?</li> <li>• If so, what should be the objectives, and which policy areas are concerned?</li> </ul>	
<b>1. The challenges of European demography</b>	
<b>1.1. The challenge of a low birth rate</b>	
<p><i>Over many years, the Union has been making considerable efforts to achieve equality between men and women and has coordinated national social protection policies.</i></p> <ul style="list-style-type: none"> <li>• How can a better work/life balance help to tackle the problems associated with demographic ageing?</li> <li>• How can a more balanced distribution of household and family tasks between men and women be encouraged?</li> <li>• Should the award of certain benefits or advantages (leave, etc.) be linked to an equal distribution of tasks between the sexes? How best to ensure an adequate</li> </ul>	

income for both parents on parental leave?

- How can the availability of child care structures (crèches, nursery schools, etc.) and elderly care structures be improved by the public and private sectors?
- Can a reduced rate of VAT contribute to the development of care services?
- How can parents, in particular young parents, be encouraged to enter the labour market, have the career that they want and the number of children they want?

## 1.2. The possible contribution of immigration

*The Thessaloniki European Council in June 2003 declared that an EU integration policy for immigrants should help to meet the new demographic and economic challenges currently facing the EU. This is the debate initiated by the Green Paper adopted last January.*

- To what extent can immigration mitigate certain negative effects of demographic ageing?
- What policies should be developed for better integrating these migrants, in particular young people?
- How could Community instruments, in particular the legislative framework to combat discrimination, the structural funds and the Employment Strategy, contribute?

## 2. A new solidarity between the generations

### 2.1. Better integration of young people

*European objectives have been laid down for the prevention of long-term youth unemployment, combating early school leaving and raising the level of initial training. The structural funds help to attain them at grass roots level.*

- How can initial training and adult training schemes be improved? What can non-formal education and voluntary activities contribute? How can the structural funds and the instruments for achieving better access to the knowledge society contribute?
- How can the bridges between school and working life and the quality of young people's employment be improved? What role should social dialogue play? What can dialogue with civil society, in particular youth organisations, contribute?

- How can Community policies contribute more to combating child poverty and poverty among single-parent families and to reducing the risk of poverty and exclusion among young people?
- What forms of solidarity can be fostered between young people and elderly people?

### 2.2. A global approach to the "working life cycle"

*In order to foster the transition to a knowledge society, EU policies promote the modernisation of work organisation, the definition of lifelong learning strategies, the quality of the working environment and "active ageing", in particular raising the average retirement age. Demographic changes reinforce the importance of these policies, whilst raising new questions:*

- How can the organisation of work be modernised, to take into account the specific needs of each age group?
- How can young couples' integration in working life be facilitated and how can we help them to find a balance between flexibility and security to bring up their children, to train and update their skills to meet the demands of the labour market? How can we enable older people to work more?

- Allonger le congé maternité, diminuer le congé parental d'éducation, ce qui permettrait un retour de la mère plus rapide et plus facile à la vie active, sans avoir à se "reformer".

- How can work organisation best be adapted to a new distribution between the generations, with fewer young people and more older workers?
- How can the various stakeholders in the Union contribute, in particular by way of social dialogue and civil society?

### 2.3. A new place for “elderly people”

*The European coordination of retirement scheme reforms is promoting more flexible bridges between work and retirement.*

- Should there be a statutory retirement age, or should flexible, gradual retirement be permitted?
- How can elderly people participate in economic and social life, e.g. through a combination of wages and pensions, new forms of employment (part-time, temporary) or other forms of financial incentive?
- How can activities employing elderly people in the voluntary sector and the social economy be developed?
- What should be the response to pensioner mobility between Member States, in particular with regard to social protection and health care?
- How should we be investing in health promotion and prevention so that the people of Europe continue to benefit from longer healthy life expectancy?

- une retraite flexible et progressive serait idéale dans une société sans chômage ou presque et favoriserait les "plus aisés". - la participation du "senior à la vie économique est utopique. la plupart d'entre eux sont au chômage, ils deviennent trop coûteux pour les entreprises qui n'hésitent pas à s'en séparer. - Mobilité des retraités entre états membres = éclatement de la cellule familiale et ses solidarités - Uniformiser l'accessibilité à la santé par le droit aux soins et à la prévention.

### 2.4 Solidarity with the very elderly

*The coordination of national social protection policies is due to be extended to long-term care for the elderly in 2006. How can this help to manage demographic change?*

- The coordination of national social protection policies is due to be extended to long-term care for the elderly in 2006. How can this help to manage demographic change?
- In particular, should a distinction be drawn between retirement pensions and dependency allowances?
- How do we train the human resources needed and provide them with good quality jobs in a sector which is often characterised by low salaries and low qualifications?
- How do we arrive at a balanced distribution of care for the very old between families, social services and institutions? What can be done to help families? What can be done to support local care networks?

- And what can be done to reduce inequality between men and women when they reach retirement age?
- How can new technologies support older people?

La prise en charge du "grand âge" est de plus en plus pesante pour les familles qui doivent parfois aider trois générations (parents - enfants et parfois petits-enfants). L'accompagnement des services sociaux et institutions sera plus que nécessaire. Les retraites seront de plus en plus insuffisantes. Pourquoi ne pas faire appel aux laboratoires pour aider au financement du grand âge ? Ce sont eux qui en profitent le plus. Ce n'est pas en développant des emplois de plus en plus précaires qu'on résoudra le problème du "grand âge" (aide au maintien à domicile) La démographie : - Aider plus les jeunes couples dès le 1er enfant et jusqu'au dernier - Développer des crèches interentreprises qui prendront en charge les enfants jusqu'à 3 ans - souplesse des législations dans le cadre des horaires des crèches (travail de nuit)

### 3. Conclusion: what should the European Union's role be?

- Should the European Union be promoting exchanges and regular (e.g. annual) analysis of demographic change and its impact on societies and all the policies concerned?
- Should the Union's financial instruments – particularly the structural funds – take better account of these changes? If so, how?
- How could European coordination of employment and social protection policies better take on board demographic change?
- How can European social dialogue contribute to the better management of demographic change? What role can civil society and civil dialogue with young people play?
- How can demographic change be made an integral part of all the Union's internal and external policies?

L'Union Européenne peut aider les régions rurales, les régions pauvres à mettre en place les services de santé, de services aux personnes (crèches, maison de retraite, services à domicile) fragiles, personnes âgées, familles.

### The Questionnaire

How did you perceive this questionnaire? Expectations met