

## 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?	Yes
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Are you replying as an individual or an organisation?	Individual
Gender	Female
Age	25-39
Country of residence	SE - Sweden
Do you take the view that the discussion of demographic trends and managing their impact should take place at European level? If so, what should be the objectives, and which policy areas are concerned?	The subject of negative impact of demographic trends should be managed also at the european level as the problem is global for the whole EU and the Union may adopt certain measures to fight it. I would like to take part in the discussion concerning the low level of birth rate as I am also a young mother at the moment and I have some personal experiences to share. The objectives should be the following: 1. To increase the fertility level 2. To help women in fulfilling their duties as mothers and employees
Over many years, the Union has been making considerable efforts to achieve equality between men and women and has coordinated national social protection policies. How can a better work/life balance help to tackle the problems associated with demographic ageing? How can a more balanced distribution of household and family tasks between men and women be encouraged? 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 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?	In my opinion the main problem facing women while taking the decision of having a baby is instability on the labour market. This is especially the point in Poland where the level of unemployment is very high. A lot of women are afraid of losing their jobs or changing the position at work. This is however a very disadvantageous way of thinking because as the woman is getting older it is more and more difficult to get pregnant and have a healthy child. Another problem is a mental one - what is the attitude of the most of the society to a mother staying at home with a child? In our society the family is not an important subject. We are not saying that giving birth to a child and bringing it up is as much important as being a manager of the company - maybe even more important as <b>WE, WOMEN ARE PRODUCING PEOPLE - IS THERE ANYTHING MORE IMPORTANT.</b> I think that there should be the European campagne introduced on the subject of the importance of the family, the maternity, the bringing up children. It should be clearly stated that working at home is as much important and difficult as being at work. I would like to propose the year 2006 - <b>THE YEAR OF MATERNITY AND THE FAMILY.</b> Another point is to encourage the employers in hiring women with children. How, to achive that? One method may be the decrease of compulsory social payment for the state if the employed woman has a child (such solution is already implemented in Poland while the person employed is disabled). The employers should be encouraged to hire women for part time contract until the child is 3 years old. The working hours should be more flexible - for example 7-15 instead of 9-17.

How did you perceive this questionnaire?	Expectations met
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