

## 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?	Employment, education, social security systems, society and work life.
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?	1. Flexible work hours. Aim at creating work conditions very clear on the point that it is ok to start work in the morning later than the other colleagues. The person stays longer in the evenings or work much longer 1 night/starts very early once a week to make sure that the 40 hours work week is achieved. 2. See 1) and 2). These suggestions can have positive effects for the balance life / work. 3. Longer time to stay home with small children, 1/3 of the time to the mother, 1/3 to the father, 1/3 free to choose. The routines at home, responsibilities and roles can be affected in a positive way with this solution. 4. Aim at giving high quality in care institutions. Good quality, higher wages and demands for documented work experience, caring personality, higher qualifications or competence for those who work in these fields. 5. Yes. A construction that have a direct effect on the care services. 6. Show good examples. Give support in finding work practic places and education. Give the guidance in work life choises. Start uniqe work employment services focused on youth!

<p>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</p>	<p>Find out what potential solutions/activities in MS could be stimulated to meet the needs of people aged 55+ and young unemployed people. Aim at making the last 5-10 years in work life for people aged 55+ a work experience where they in some way or another can act as mentors for young people, and at the same time reduce working hours according to individual health needs. Correspondingly, I suggest that an objective for young unemployed people is to get a chance to take place in work life, get a mentor or a senior person that can introduce you to the issues and networks in the field they are working in. These young people get some sort of "practice wage" to start with. After a while, re-organisation can lead to employment of the young person, alternatively they have a work experience to refer to in their job applications. Stimulate youth to build networks.</p>
<p>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?</p>	<p>See the idea in one of the previous questions.</p>
<p>How did you perceive this questionnaire?</p>	<p>Expectations met</p>