

# Consultation sur le socle européen des droits sociaux

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Les champs marqués d'un \* sont obligatoires.

Bienvenue sur la consultation publique en ligne de la Commission européenne concernant le «pilier européen des droits sociaux».

Nos droits sociaux sont-ils adaptés au 21e siècle? Le pilier recensera un certain nombre de principes essentiels, afin de répondre aux défis à relever dans le domaine des politiques sociales et de l'emploi.

Nous souhaitons associer toutes les parties et personnes intéressées à l'élaboration du socle européen des droits sociaux. Nous encourageons donc les citoyens, les partenaires sociaux, les organisations et les autorités publiques à donner leur avis sur ce sujet!

Veillez soumettre votre contribution ci-après, pour fin 2016 au plus tard.

## I. Identification du participant

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**Répondez-vous en tant que particulier ou en tant qu'organisation?**

- Particulier
- Organisation

**De quel type d'organisation s'agit-il?**

- Entreprise
- Organisation de niveau européen
- Organisation de niveau national

**Votre organisation à l'échelle de l'UE est un(e)**

- ONG
- Syndicat
- Organisation patronale
- Laboratoire d'idées/université
- Autre

\*

**Nom de votre organisation ou institution:**

500 caractère(s) maximum (Il reste 452 caractères)

**\*Prénom du participant:**

**\*Nom du participant:**

**\*Adresse électronique du participant:**

\*

**Adresse postale de votre organisation ou institution:**

500 caractère(s) maximum (Il reste 450 caractères)

  

**Pays**

Pour les particuliers: pays de résidence.

Pour les organisations: pays dans lequel l'organisation est établie ou dans lequel se situe son siège.

**Numéro d'identification au registre (si votre organisation est inscrite dans le registre de transparence ou si vous l'êtes vous-même):**

Si vous souhaitez vous enregistrer, veuillez consulter la page web suivante pour la marche à suivre: <http://ec.europa.eu/transparencyregister/public/homePage.do?locale=fr#fr>

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**Votre réponse:**

- peut être publiée avec vos données à caractère personnel** (je consens à la publication de toutes les informations contenues dans ma contribution et je déclare qu'aucune d'entre elles n'est protégée par un droit d'auteur empêchant sa publication);
- peut être publiée de manière anonyme** (je consens à la publication de toutes les informations contenues dans ma contribution à l'exception de mon nom ou du nom de mon organisation et je déclare qu'aucune d'entre elles n'est protégée par un droit d'auteur empêchant sa publication);

- **ne peut être publiée et doit rester confidentielle** (la contribution ne sera pas publiée, mais utilisée en interne par la Commission).

## II. Questions pour la consultation

La Commission invite toutes les parties intéressées à répondre aux questions figurant dans le questionnaire ci-dessous, de même que toute observation complémentaire au plus tard le 31 décembre 2016. (Voir aussi [Communication de la Commission «Lancement d'une consultation sur un socle européen des droits sociaux», COM\(2016\) 127 final](#))

### Sur la situation sociale et l'acquis juridique de l'Union européenne

#### **1. Selon vous, quels sont les priorités les plus pressantes en matière sociale et d'emploi?** 2000 caractère(s) maximum (longueur maximale dépassée de 2 caractères)

In order to address the social challenges that are facing Member States and to ensure that the economic recovery benefits all European citizens, the European Union should concentrate its efforts on investments in human capital (training, access to labour markets, insertion) and the long-term efficiency of social protection systems to enable efficient assistance to be provided to cover all risks encountered.

In addition, the migration crisis and the moral duty of providing protection for refugees should be viewed as an opportunity for the EU to modernise social rights for all citizens.

From a social perspective, the labour market inclusion and integration of refugees should constitute an opportunity to draw up a common migratory policy which both responds to the current emergency and serves as a basis for future activities. The ageing population and demographic change pose a growing array of challenges especially in terms of the dependency of elderly persons. The care on offer for such people needs to be adapted to the emergence of new needs. The drive towards gender equality requires easy access to the labour market for women, jobs which are in step with their qualifications and the removal of economic, fiscal and employment barriers.

As regards employment, combating youth unemployment is already a priority for the European Commission. However, this issue should not be isolated from family policies and the professional integration of the less-skilled. Furthermore, assertive policies in economic, market and non-market sectors are needed to ensure that persons of a working age (regardless of their age and qualifications) are able to adapt to a changing labour market.

#### **2. À quoi pouvons-nous attribuer les différences de situation sur le plan social et de l'emploi en Europe?** 2000 caractère(s) maximum (Il reste 618 caractères)

Europeans founded their democratic societies and built the European Union on a series of common values which, following the Second World War, have encouraged western European countries to develop generous welfare systems, especially due to the need for social cohesion in the reconstruction effort.

The wave of economic and monetary crises which have hit Europe since 2008 have highlighted the differences in situations across the Member States and, consequently, a

lack of convergence. Social protection systems, workers' rights and State intervention have been catalysts for the development of such differences. Furthermore, Member States have not been integrated into the single market in a uniform fashion and it benefits them in different ways. A succession of economic shocks has been absorbed with repercussions for social policies and employment rates.

Culturally, government intervention in the economy also leads to differences in terms of wage policies, social protection levels and even the definition of the term 'paid employment'. On these issues, the European Union has not established a sufficiently coherent economic zone to iron out the differences and thus potentially mitigate the consequences of successive shocks.

**3. L'acquis de l'UE est-il adapté à la réalité actuelle et l'UE pourrait-t-elle, selon vous, encore l'améliorer?** 2000 caractère(s) maximum (Il reste 919 caractères)

The EU's social *acquis* is significant and covers whole swathes of national labour rights. However, this *acquis* should be given a more prominent role in order to highlight the EU's social dimension and its protection standards. In particular, some existing legislation could be updated to account for new labour market practices and work-life balance.

In this regard, the revision of Directive 91/533 is an ideal opportunity to establish a common definition of 'worker' and differentiate between 'work' and 'provision of a service' in order to bring domestic workers under common law legislation and to fight against bogus self-employment. All too frequently, domestic work and direct employment contracts concluded between individuals are excluded from labour legislation, leading to reduced protection for domestic workers and an increase in undeclared work.

However, the range of problems caused by undeclared work and the need to crack down on illegal employment (an issue affecting all Member States) require a tangible, common European policy supported by strong political will. The EU *acquis* and the policies implemented at European level have proven insufficient in spite of the progress made, such as the establishment of the European Platform Against Undeclared Work.

## Sur l'avenir du travail et des systèmes de protection sociale

**4. Quelles sont, selon vous, les tendances les plus génératrices de changement? [Veuillez en choisir au maximum trois dans la liste ci-dessous]**

*entre 1 et 3 choix*

<input checked="" type="checkbox"/>	Tendances démographiques (par exemple, le vieillissement, la migration)
<input checked="" type="checkbox"/>	Évolution des structures familiales
<input type="checkbox"/>	Nouvelles compétences exigées
<input type="checkbox"/>	Mutations technologiques
<input type="checkbox"/>	Concurrence croissante sur la scène internationale
<input checked="" type="checkbox"/>	Participation des femmes au marché du travail
<input type="checkbox"/>	Nouvelles formes de travail
<input type="checkbox"/>	Inégalités

<input type="checkbox"/>	Autre
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**5. Quels seraient les principaux risques et les principales opportunités associés à ces tendances?** 2000 caractère(s) maximum (Il reste 31 caractères)

As regards demographic trends and the provision of care for the elderly (against a backdrop of changing family structures), economic and social developments necessitate a break from the traditional set-up whereby the family is the sole organiser of care for its oldest members. Whilst it is vital that the community and the State provide services, this should be nuanced to account for human reality and individuals' freedom of choice. Individuals should be enabled to stay at home wherever possible so as to uphold their dignity and maintain the social and emotional relationships which are built upon home life. Family employment and home help would seem to be part and parcel of policies to support dependant and elderly individuals and is cheaper (for both the individuals concerned and for the community) than home services provided externally or State-run care homes.

As regards changes in family structures and the increased labour market participation of women, labour market developments make it difficult to strike a healthy work-life balance. Whilst the Barcelona objectives set certain goals for childcare, the EU and its Member States should also consider home childcare and not solely focus on community facilities. Individual childcare allows children to grow in a familiar and reassuring environment, i.e. the home, but also enables parents (especially women) to organise their time in a more flexible manner and adapt to changes in their schedules owing to their professional activities.

**6. Y-a-t-il des pratiques, existantes ou émergentes, au niveau politique, institutionnel ou entrepreneurial, que vous recommanderiez comme référence?** 2000 caractère(s) maximum (longueur maximale)

Whilst providing support for the working population and the elderly, developing new forms of childcare, striking a work-life balance and integrating women into the labour market are all worthy of a joint political approach at European level, families are undeniably taking on the role of economic coordinators. As a means of societal organisation, the family unit should be protected and enabled to develop so that it can ensure prosperity and establish a community of European citizens whilst also contributing to the EU's competitiveness and economy.

This approach of viewing a family unit in terms of its economic role as a stakeholder and employer, in addition to related issues (e.g. formalising and providing a frame for working relationships and vocational training, etc.), is set to further develop given current societal and social developments in EU countries. At the intersection of Europe's economic and social challenges, family employment has great growth potential and constitutes an opportunity for development and the creation of jobs which cannot be relocated, an unprecedented social and economic resource for a European solidarity-based society which everyone can champion. Whilst family employment is not the only solution, it is a significant one as it reflects significant changes in European lifestyles.

EFFE encourages the European Commission to support a greater level of convergence between Member States in terms of family policy issues. The proposed pillar is an opportunity for representatives of European citizens and EFFE to establish the following converging objectives:

- Establish a household employment economic and social sector at European level
- Identify and define the status of employers and natural persons as economic and social stakeholders
- Set up a European programme for professional standards
- Recognise household employment as a source of social and human inclusion

## Sur le socle européen des droits sociaux

### 7. Êtes-vous d'accord avec l'approche décrite dans la communication pour la mise en place d'un socle européen des droits sociaux?

- Je suis tout à fait d'accord
- Je suis d'accord
- Je ne suis pas d'accord
- Je ne suis pas du tout d'accord

Veuillez préciser:2000 caractère(s) maximum (Il reste 1 caractères)

EFFE supports the communication and has three comments:

1. The digital transition constitutes a real opportunity for the European Union at a time when the development of new forms of use are giving rise to questions about future jobs and the current understanding of home-life. EFFE believes that the family has a role to play in the European Digital Agenda both as a beneficiary of the digital market and as a driving force behind new usage methods. The family and the home are embracing these challenges as they are the driving force of a digital inclusion strategy which meets the needs of all: the elderly, people with disabilities, parents, etc. Health, education, training and integration are all areas where the home can become a 'back office' for the provision of innovative services for the benefit of individuals, families, local areas and the economy.
2. The range of societal changes which are currently taking place across Europe are questioning the roles of the home and the family, which are subsequently becoming public policy issues due to them being key components of a whole range of other issues, e.g. work-life balance, family balance and its impact on economic and cultural aspects, different stages of life and life choices.
3. The social inclusion and labour market integration of as many people as possible is based on an integrated approach which requires the meeting of needs at a specific time. Flexibility in working relationships should be based on a comprehensive labour market approach which should take into account individuals needs and the fact that these needs will change over time. EFFE champions the implementation of European guidelines which would safeguard employment relationships in the household employment sector without hampering the necessary flexibility inherent to such jobs.

### 8. Êtes-vous d'accord avec les propositions contenues dans la communication concernant le champ d'application, les domaines et les principes du socle? (Si vous souhaitez formuler des commentaires détaillés sur l'un des vingt domaines, veuillez vous reporter à la section «Commentaires détaillés par domaine» ci-dessous)

	Je suis tout à fait d'accord	Je suis d'accord	Je ne suis pas	Je ne suis pas du
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			d'accord	tout d'accord
1. Compétences, éducation et apprentissage tout au long de la vie	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Contrats de travail flexibles et sûrs	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Transitions professionnelles réussies	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Soutien actif à l'emploi	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Égalité entre les femmes et les hommes et équilibre entre la vie professionnelle et la vie privée	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. Égalité des chances	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. Conditions d'emploi	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Salaires	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Santé et sécurité sur le lieu de travail	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Dialogue social et participation des travailleurs	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Prestations et services sociaux intégrés	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Soins de santé et prestations de maladie	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. Pensions	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. Allocations de chômage	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. Revenu minimum	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. Prestations d'invalidité	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. Soins de longue durée	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. Accueil de l'enfance	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. Logement	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. Accès aux services essentiels	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Y a-t-il des aspects qui n'ont pas été repris de manière adéquate ou couverts jusqu'à présent?**2000 caractère(s) maximum (Il reste 1092 caractères)

Even though it hasn't been granted specific competency in terms of social and family policies, the European Union is being called upon to play an ever increasing role in the discussion on such issues as they affect all Member States. Demographic changes and social developments have led to some responsibilities being passed from States to civil society and this is something that all Member States will have to reckon with in the future. Therefore, we believe that States should be encouraged to further strengthen cooperation and strive for the convergence of existing practices and methods. Support for drawing up and implementing national policies which better reflect the social reality of the EU and its Member States depends first and foremost on the proper application of guidelines proposed at EU level.

**9. Quels domaines et quels principes seraient primordiaux dans le cadre d'un retour à la convergence dans la zone euro? (Veuillez en choisir cinq au maximum) entre 1 et 5 choix**

<input checked="" type="checkbox"/>	1. Compétences, éducation et apprentissage tout au long de la vie
<input type="checkbox"/>	2. Contrats de travail flexibles et sûrs
<input type="checkbox"/>	3. Transitions professionnelles réussies
<input type="checkbox"/>	4. Soutien actif à l'emploi
<input checked="" type="checkbox"/>	5. Égalité entre les femmes et les hommes et équilibre entre la vie professionnelle et la vie privée
<input type="checkbox"/>	6. Égalité des chances
<input checked="" type="checkbox"/>	7. Conditions d'emploi
<input type="checkbox"/>	8. Salaires
<input type="checkbox"/>	9. Santé et sécurité sur le lieu de travail
<input type="checkbox"/>	10. Dialogue social et participation des travailleurs
<input type="checkbox"/>	11. Prestations et services sociaux intégrés
<input type="checkbox"/>	12. Soins de santé et prestations de maladie
<input type="checkbox"/>	13. Pensions
<input type="checkbox"/>	14. Allocations de chômage
<input type="checkbox"/>	15. Revenu minimum
<input type="checkbox"/>	16. Prestations d'invalidité
<input checked="" type="checkbox"/>	17. Soins de longue durée
<input checked="" type="checkbox"/>	18. Accueil de l'enfance
<input type="checkbox"/>	19. Logement
<input type="checkbox"/>	20. Accès aux services essentiels

*Commentaires:*2000 caractère(s) maximum (Il reste 1207 caractères)

All of the issues pinpointed by the European Commission are relevant and should be addressed in synergy. However, the best way to learn the lessons from the economic crisis and rise in unemployment in Europe is through investment in human capital. This is why EFFE supports a citizen-centred approach to EU social policies, i.e. based on solidarity and responsibility at all levels. Civic social responsibility can play a converging role insofar as it can be a common denominator for Eurozone economies. It is through social cooperation between Member States that the economic and monetary union can be transformed into the social Europe that citizens are calling for.

**10. De quelle manière faudrait-il les formuler et les rendre opérationnels? Plus précisément, pensez-vous que des normes minimales ou des critères de référence**



**pourraient s'appliquer et présenteraient une valeur ajoutée dans certains domaines et, dans l'affirmative, lesquels?**2000 caractère(s) maximum (Il reste 598 caractères)

Each policy area should be based on common definitions of the issues covered, especially the definition of an employment contract and what it entails (so as not to exclude areas of economic activity considered as too innovative, atypical or overly linked to cultural practices). An initial definition should enable the progressive development of a common definition of the terms 'employer' and 'worker' as well as the related rights and responsibilities.

However, a goal-centred approach complete with indicators cannot be sought after without seeking out high-quality indices.

Minimum standards of protection are a pre-requisite for greater convergence, which will come about if Member States invest in their implementation. Flexible reference criteria should determine an average standard which the majority of Member States should attain. Social equalisation can be pursued via the implementation of transposable legal standards which should be as close to citizens' needs as possible, feature appropriate checks and balances, enable best practices to be identified and ensure the flexibility of measures to combat crises.

Such a method of cooperation should be seen as a priority in areas pertinent to social protection as it is the primary beachhead in the fight against inequality.

## Commentaires détaillés par domaine

**Si vous souhaitez formuler des commentaires détaillés sur l'un des domaines, veuillez sélectionner un ou plusieurs éléments dans la liste ci-dessous et compléter les tableaux et les cases prévues pour les observations.** (Une description détaillée des domaines et des principes est disponible à l'annexe [«Première ébauche préliminaire de socle européen des droits sociaux»](#) accompagnant la communication de la Commission [«Lancement d'une consultation sur un socle européen des droits sociaux»](#), COM[2016] 127 final).

<input checked="" type="checkbox"/>	1. Compétences, éducation et apprentissage tout au long de la vie
<input type="checkbox"/>	2. Contrats de travail flexibles et sûrs
<input type="checkbox"/>	3. Transitions professionnelles réussies
<input type="checkbox"/>	4. Soutien actif à l'emploi
<input checked="" type="checkbox"/>	5. Égalité entre les femmes et les hommes et équilibre entre la vie professionnelle et la vie privée
<input type="checkbox"/>	6. Égalité des chances
<input checked="" type="checkbox"/>	7. Conditions d'emploi
<input type="checkbox"/>	8. Salaires
<input type="checkbox"/>	9. Santé et sécurité sur le lieu de travail
<input type="checkbox"/>	10. Dialogue social et participation des travailleurs
<input type="checkbox"/>	11. Prestations et services sociaux intégrés
<input type="checkbox"/>	12. Soins de santé et prestations de maladie
<input type="checkbox"/>	13. Pensions
<input type="checkbox"/>	14. Allocations de chômage
<input type="checkbox"/>	15. Revenu minimum
<input type="checkbox"/>	16. Prestations d'invalidité
<input checked="" type="checkbox"/>	17. Soins de longue durée
<input checked="" type="checkbox"/>	18. Accueil de l'enfance
<input type="checkbox"/>	19. Logement
<input type="checkbox"/>	20. Accès aux services essentiels

## 5. Égalité entre les femmes et les hommes et équilibre entre la vie professionnelle et la vie privée

	Je suis tout à fait d'accord	Je suis d'accord	Je ne suis pas d'accord	Je ne suis pas du tout d'accord
Êtes-vous d'accord avec les défis décrits?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Le principe préconisé pour relever ces défis vous semble-t-il aller dans le bon sens?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
L'Union européenne devrait-elle agir pour mettre en œuvre ce principe?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Avez-vous d'autres commentaires ou suggestions? Par exemple: Comment faire pour relever ces défis? Comment l'Union européenne devrait-elle agir pour mettre en œuvre ce principe?** 2000 caractère(s) maximum (Il reste 28 caractères)

The increase in the number of women on the labour market and demographic change have, amongst other things, forced families to seek out a new life balance. Family policies alone are no longer a financially viable way of providing care due to increased life expectancy and the subsequent increase in the number of dependants. EU citizens are seeking to improve their quality of life and ensure that they can choose to care for their families. They are aware that the State cannot meet all their support needs but also that these needs are part and parcel of how they organise their daily lives. Even though family policies are not an EU competency, the EU can still intervene in areas concerning work-life balance, gender equality and child protection and development.

In this regard, numerous initiatives and funds are being developed under the aegis of the European Union and both the structural funds and the European Social Fund (ESF) can be used to support future policies to benefit families. It would be wise to better integrate these funds and place them under the authority of a body tasked with drawing up an overarching policy and pinpointing areas for action and research. The political side of this task could be executed by the European Commission whilst the social elements could be dealt with by Eurofound. The role of civil society should be that of ensuring effective cooperation in the establishment of policies which can have positive effects for families, both at EU and Member State level. This is how we envisage future consultations relating to social indicators in the European Semester.

## 7. Conditions d'emploi

	Je suis tout à fait d'accord	Je suis d'accord	Je ne suis pas d'accord	Je ne suis pas du tout d'accord
Êtes-vous d'accord avec les défis décrits?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Le principe préconisé pour relever ces défis vous semble-t-il aller dans le bon sens?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
L'Union européenne devrait-elle agir pour mettre en œuvre ce	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

principe?				
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**Avez-vous d'autres commentaires ou suggestions? Par exemple: Comment faire pour relever ces défis? Comment l'Union européenne devrait-elle agir pour mettre en œuvre ce principe?**2000 caractère(s) maximum (Il reste 2000 caractères)

Pas de commentaire

## 17. Soins de longue durée

	Je suis tout à fait d'accord	Je suis d'accord	Je ne suis pas d'accord	Je ne suis pas du tout d'accord
Êtes-vous d'accord avec les défis décrits?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Le principe préconisé pour relever ces défis vous semble-t-il aller dans le bon sens?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
L'Union européenne devrait-elle agir pour mettre en œuvre ce principe?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Avez-vous d'autres commentaires ou suggestions? Par exemple: Comment faire pour relever ces défis? Comment l'Union européenne devrait-elle agir pour mettre en œuvre ce principe?** 2000 caractère(s) maximum (Il reste 1002 caractères)

Support for the implementation of a sustainable transition from institutional care to an alternative solution based on families and communities, be it a matter of caring for children, people with disabilities or the elderly, is one way of safeguarding European social protection systems. This social protection approach is based on civic social responsibility and should always be perceived as an instrument for combatting exclusion and poverty. This is an opportunity for the European project to regain the confidence of the citizenry and uphold the ideal of social justice.

Providing support for dependants has implications for work-life balance and female employment. The increase in external assistance suggests that objectives should be envisaged on the basis of the same criteria, acknowledging the range of existing models and how they can fit together.

## 18. Accueil de l'enfance

	Je suis tout à fait d'accord	Je suis d'accord	Je ne suis pas d'accord	Je ne suis pas du tout d'accord
Êtes-vous d'accord avec les défis décrits?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Le principe préconisé pour relever ces défis vous semble-t-il aller dans le bon sens?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
L'Union européenne devrait-elle agir pour mettre en œuvre ce principe?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Avez-vous d'autres commentaires ou suggestions? Par exemple: Comment faire pour relever ces défis? Comment l'Union européenne devrait-elle agir pour mettre en œuvre ce principe?** 2000 caractère(s) maximum (70 caractères)

The search for new ways of providing childcare for young children is an issue for all Member States and it merits an overarching political response as part of the Europe 2020 Strategy objectives.

Measures taken by the authorities (investment in public services, family benefits, etc.), direct action taken by companies (CSR policies, developing new tools to allow employees to return home, etc.) and enabling individuals to freely decide their working arrangements (direct household employment, etc.) can join forces to allay the tension between the demands of professional life and the need to nurture one's family at home and will kick-start upward social mobility. This requires:

- greater integration of women into the labour market: professional development and career opportunities;
- the creation of jobs for low-skilled workers who can then go on to obtain further professional qualifications

This is why the measures under discussion should be implemented at a level as close as possible to national practices to enable work-life balance to be sought out at a level as close to the needs of the citizens and families as possible without prejudice to economic activity. A study of best practices in the Member States is a necessary pre-requisite. Public policies should be observed, cultural hurdles identified and the needs of local areas taken into account. EU family policies should be anchored in a holistic context which accounts for developments such as migration, ageing population, budgetary policies, etc. The issue of childcare, especially for the parents of young children, is vital but the focus is all too often on childcare facilities and heavy investment programmes.