



**CÂMARA DOS  
DEPUTADOS**

Audiência Pública

**Políticas familiares e a Agenda 2030  
para o Desenvolvimento Sustentável**  
22 Maio 2019

# **Work-Family Balance and Family-Friendly Policies in the SDGs**

**Ignacio Socías**

**International Federation for Family Development**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



# THE LANCET

October 2018  
Advancing Early Childhood Development  
from Science to Scale

An Executive Summary for The Lancet's Series



"Young children's healthy development depends on the quality of care—care which ensures health, nutrition, and safety and security, and

## @The New York Times Parenting

NYT Parenting provides guidance and support to new and expecting parents, as well as publishes evidence-based guides and developmental milestones — backed by the journalistic rigor of The New York Times. Our reporting helps you make informed decisions for your family, and our essays tell personal stories about all the ways you can raise a child — parent — and live a full life with children.

- Becoming a Parent
- Pregnancy
- Newborn
- Baby
- Toddler
- Preschooler
- Health & Wellness
- Relationships
- Work & Money
- Life as a Parent
- Children's Health
- Feeding & Nutrition
- Sleep

© 2019 The New York Times Company | Privacy Policy

The Economist  
SPECIAL REPORT: Childhood  
January 16, 2019

- 1 The generation game
- 2 History
- 3 The family
- 4 Early years
- 5 Digital media
- 6 Parenting
- 7 An unclear world



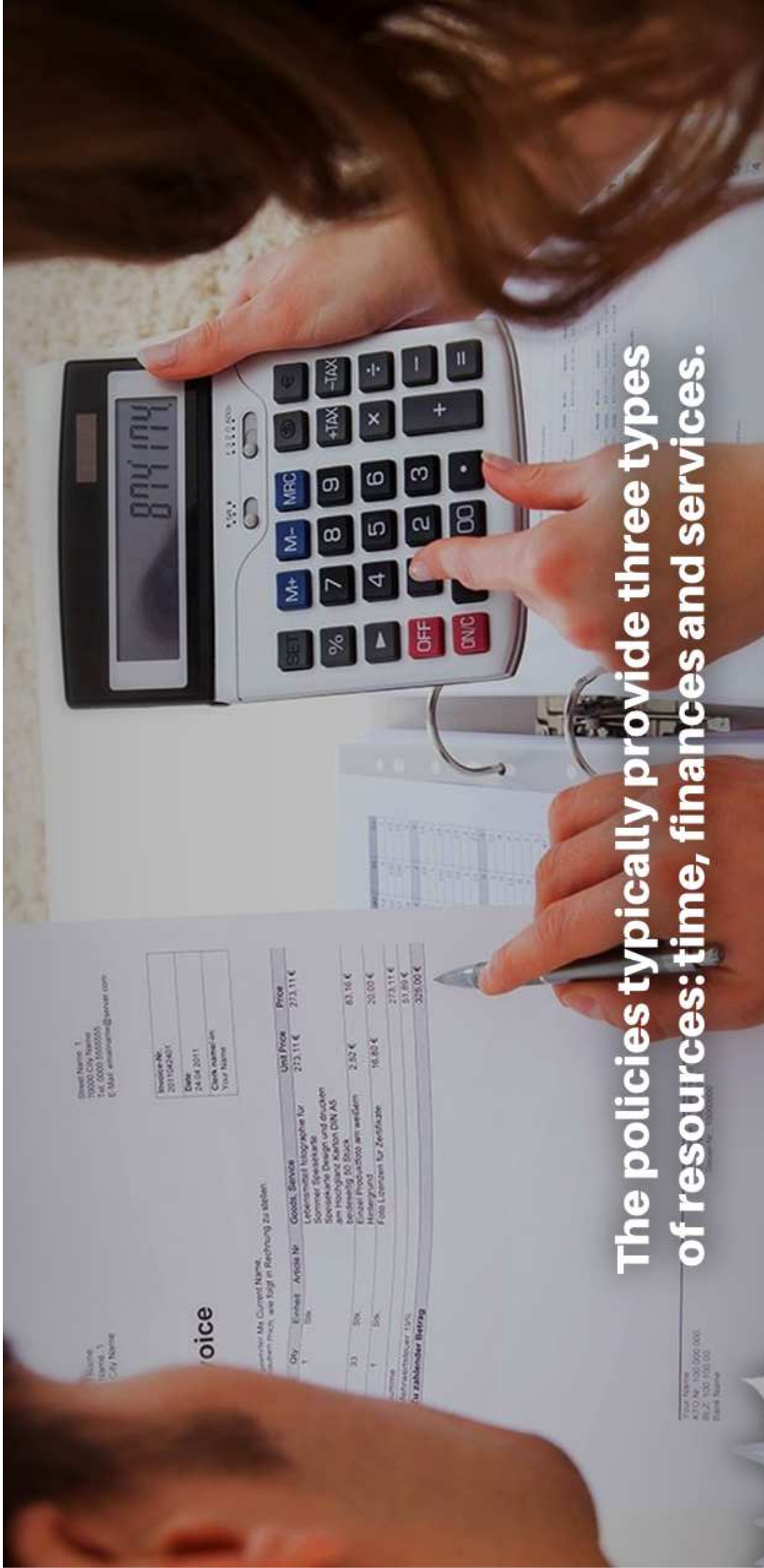
Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



**Secure bonding and attachment between newborns and their primary caregivers is the bedrock of individual success, family cohesion and sustainable societies.**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)





Street Name, 1  
75000  
City Name  
Tel: 600 000 0000000  
E: info@familywise.com

Invoice Nr.  
2011042401  
Date  
24.04.2011  
Client name on  
Your Name

### oice

gewisser Ma, Current Name,  
wider Nach, wie folgt in Rechnung zu stellen.

Qty	Einheit	Artikel Nr.	Goods, Service	Unit Price	Price
1	Stk		Lebensmittel fotografieren für Sommer Speisekarte Spezialdesign und drucken am Hochglanz Karton DIN A5 bestehend 20 Stück	273,11 €	273,11 €
33	Stk		Einzelprodukt am weißen Hintergrund	2,52 €	83,16 €
1	Stk		Foto Leisten für Zeitsuche	16,80 €	16,80 €
Umsatz				273,11 €	
Mehrwertsteuer 15%				53,89 €	
<b>Zu zahlender Betrag</b>					<b>326,00 €</b>

Your Name  
ATO Nr. 505 000 000  
B.Z. 500 000 00  
Bank Name

**The policies typically provide three types  
of resources: time, finances and services.**



Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



Economic poverty  
Family poverty  
**Eradicating poverty**

Time poverty  
Work-family balance  
**Shared responsibility**

Poverty of affection  
**Intergenerational solidarity**  
**Advancing social integration**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



**Private choice, public consequences. The human right to found a family requires economic + professional + social recognition.**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



**Offering family-friendly policies is not just the right thing, but also the smart thing to do, but progress is too slow.**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



## **Good for employees and companies**

**Family-friendly policies increase employee retention and career positioning and advancement, boost employee engagement and morale, make companies more competitive and attract talent and improve brand image.**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)





**Good for children and the future of society**

**Investing in Early Childhood Development is one of the most effective ways to improve children's skills, abilities and, ultimately, productivity.**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



## **Good for women and the economy**

**Paid parental leave increase women's productive participation in the economy and in some instances are even more beneficial for economic progress.**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



**While parents want to do the best by their children, many have no option but to work long hours in the formal or informal sectors, simply to make ends meet.**



Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)

**From 'maternal' to 'parental' leave**

**Greater participation in child rearing from the father not only helps with early childhood development, but also breaks the cycle of violence perpetuated by beliefs and attitudes around masculinity.**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



**From 'infrastructure' to 'people'**

**These policies invest in families so they can provide both time and support to the young child, and protection for women against discrimination or retaliation from employers.**



Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)

## From 'individual' to 'co-responsibility'

**It is crucial to move the debate from viewing a work-family as an individual matter to reframing it as a shared responsibility of governments, employers and families.**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



**From 'reducing parental stress' to 'enhancing family wellbeing'**

**Family-friendly policies can help to reduce parenting stress and promote wellbeing in parents, which in turn can lead to more positive outcomes for children.**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)



# SUSTAINABLE DEVELOPMENT GOALS



**5.4 recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate.**



## Results

- 1. Six months of paid parental leave**
- 2. Strengthen breastfeeding spaces and paid breastfeeding breaks for at least six months**
- 3. Quality, affordable, and accessible childcare arrangements**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)

## Results

4. The narrative on family-friendly policies changes
5. Unconditional child grants to all children
6. Shared information on the situation of families in the informal sector.

**Ignacio Socías**  
**International Federation for Family Development**  
**dircom@iffd.org**  
**More information and full documentation**  
**[www.familyperspective.org](http://www.familyperspective.org)**

Empowering Families Worldwide [familyperspective.org](http://familyperspective.org)

