

**Family responsibilities alone
are not a valid reason
for a person to lose his /her job.**

Government, employers, trade unions and parents can share the cost of care for children and the elderly.

Employers who offer a family friendly workplace find their reward through increased motivation and productivity.

Governments should be actively encouraged to ratify the workers with Family Responsibilities Convention, 1981 (No. 156) and implement its provisions as well as those of the accompanying Recommendation (No; 165).

These instruments apply to both men and women workers, and reflect the need for a more egalitarian approach to the sharing of duties and responsibilities within the family.

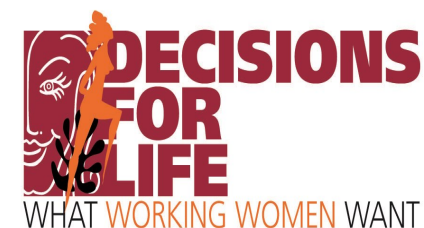


FAMILY RESPONSIBILITY

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**FAMILY
RESPONSIBILITY**



ZCTU WOMEN & GENDER DEPARTMENT

Why and how does family responsibility affect women greatly?

- Women have to fulfill their roles as mothers as well as as wives at home.
- HIV/AIDS has given women more responsibility of taking care of the sick.
- Women participate as members of the community, e.g. church, residents associations
- Men's involvement in the domestic work is minimal, forces women to reduce the hours they spend on paid work.
- Women carry "double burden" a full day on the job and full day at home.

Challenges

- Women carry "double burden" a full day on the job and full day at home
- Large numbers of women have to give up their jobs because of family responsibilities
- Coping with family responsibilities, which increasingly include care for the elderly as well as for dependant children, makes women more vulnerable in the world of work, giving rise to discrimination.
- Career advancement can be hard to then work, go to school and family at the same time
- Jobs that require extensive traveling are out of question
- Women have to stop their career giving up their jobs so as to look after their children

Measures

- Can be taken to reconcile work and family responsibilities for both women and men to encourage the sharing of these responsibilities.
- Such measures may include :
- The provision of parental leave
 - Leave to take care of the sick family members
 - Adequate levels of accessible and good child care facilities and for the elderly
 - Flexible working arrangements and working hours to suit working parents
 - Whenever practicable, change of attitude in the workplace to enable men to make full use of flexible working arrangements thus placing themselves in a position to participate more actively in family life.