

Dr Jeanne Fagnani

Biography

Jeanne Fagnani is Emeritus Research Director at CNRS (National Centre for Scientific Research and Associate Researcher at the Institut de Recherches Economiques et Sociales (IRES), Paris.

Until January 2010, she was the Research Director at the 'Centre National de la Recherche Scientifique' (Centre d'Economie de la Sorbonne, University of Paris 1-CNRS).



Her research specialisms are Family policies (financial transfers, services and infrastructure) in France and Germany; Work-family reconciliation measures, employment and fertility in OECD countries, Family policies for young children in Europe.

Jeanne is the co-Editor in Chief of the 'Revue Française des Affaires Sociales' (a peer-reviewed journal published by the 'Ministère des Solidarités et de la Cohésion sociale', DREES), Paris. She is also a Member of the award committee for the R. Moss Kanter award for Excellence in Work-Family Research (Centre for Families at Purdue University and the Centre for Work and Family at Boston College, 2013-2014; a Member of the Advisory Board of the 'Handbook of Child Well-Being, Theories, Methods and Policies in Global Perspective', A. Ben-Arieh, F. Casas, I. Fronese, J. E. Korbin (eds.), Springer Reference, Heidelberg, New York, London, 2014; a Member of the Scientific Committee of the Think Tank of the Foundation 'Homme et Nature-Nicolas Hulot', Paris, from 2012; a Member of the Scientific Committee of the French 'National Federation of Private Individual Employers' (FEPEM) from 2008; and a Member of the Consultative Council on Families and Childhood, Paris City Council from 2001.

Her recent publications include:

Fagnani, J., Thibault, F. (eds.) (2012), Genre et protection sociale (Gender and Social Protection), *Revue Française des Affaires Sociales*, n°3.

Fagnani, J., Math A. (Eds.) (2013), Emplois et statuts atypiques, *Revue Française des Affaires Sociales*, n°3.

Fagnani, J., (2013), La politique familiale en Allemagne : un bilan mitigé, *Travail, genre et sociétés*, Vol. 2, n°30, pp. 195-201.

Fagnani, J. (2012), Recent Reforms in Childcare and Family Policies in France and Germany: What Was at Stake? *Children and Youth Services Review*, Vol. 34, n° 3, pp. 509-516.

Fagnani, J. (in collab. with A. Math), (2012), Des assistantes maternelles mieux formées et plus qualifiées. Les parents consentiraient-ils à augmenter la rémunération ? *Politiques sociales et familiales*, n°109, pp. 59-73.

Fagnani, J. (in collab. with A. Math), (2011), The Predicament of Childcare Policy in France: What is at Stake?, *Journal of Contemporary European Studies*, Vol. 19, No. 4, 547-561.

Fagnani, J. (2014), Continuities and Changes, Tensions and Ambiguities: Childcare and Preschool Policies in France, in K. Hagemann, K. Jarausch, C. Allemann-

Ghionda (Eds.), *Children, Families, and States, Time Policies of Child Care, Preschool and Primary Schooling in Europe*, Berghahn Books, New York and Oxford, pp. 245-275.

Fagnani, J. (2013), *Equal access to quality care: Lessons from France on providing high quality and affordable early childhood education and care*, in L. Gambero, K. Stewart and J. Waldfogel, "Equal Access to Childcare: Providing Quality Early Childhood Education and Care to Disadvantaged Families," London, New-York, The Policy Press, pp. 77-99.

Fagnani, J.(2012), *Work-family life balance: future trends and challenges*, in *The Future of Families to 2030*, Paris, OECD Publishing, pp. 119-188. DOI 10.1787/9789264168367-5-en

Fagnani, J. (in collab. with A. Math), (2011), *France: Gender Equality, a Pipe Dream?* in S. Kamerman, P. Moss (eds.), *The Politics of Parental leave Policies*, London, New-York, Policy Press, pp. 103-118.

Fagnani, J. (2011), *The Development of Family Services: A Precondition for Promoting Economic Growth and Social Development in Europe*, in Claudio De Vincenti (Ed.), *Fair, Robust and Sustainable. A Recipe for Europe's Growth (Equa, robusta e sostenibile. Una ricetta per la crescita dell'Europa)*, Roma, Foundation for European Progressive Studies, pp. 136-147 and pp. 333-344.

Talk summary

Since the nineties, in particular since the onset of the economic crisis, significant organizational changes entering the workplace have marched hand in hand with a trend toward the development of short-term contract, temporary agency work and involuntary part-time jobs.

Moreover these forms of employment, deviating from the standard open-ended contract, are frequently low paid and associated with the development of atypical, irregular and/or unforeseeable working time schedules that make it difficult to combine a job with family responsibilities. Especially for parents living in lower class neighborhoods who are frequently facing enormous difficulties in managing their everyday life when they have to come to terms with precarious work arrangements and long commuting-times. And although France, along with the Nordic countries, leads the European Union in public childcare provision and benefits aimed at reducing child care costs for families, these services are more suited to the needs of middle-class parents enjoying 'standard' working hours and a stable job.

Against this background, stakeholders involved in family policies (mainly the National Family Allowance Fund, CNAF) have decided to tackle the issue of work/life balance of parents in precarious work arrangements in order to enhance women's employment, in particular in socio-economically disadvantaged areas where unemployment is still on the rise. They introduced and enacted measures in child care and parental leave policies.

For instance, in order to allow working parents to meet the demands placed on them by employers calling for more 'flexible' hours (mostly in personal services, retail sector, hotels, restaurants, health and caring sectors), the last decade has witnessed an increase in the number of publicly subsidized childcare services and *crèches* operating more than 10 hours a day and 7 days a week. In socio-economically disadvantaged areas, parents therefore develop diverse strategies to cope with everyday life, depending on income-level, family status, place of residence, employment status, commuting time and availability and costs of childcare.

The first part of my presentation will suggest that the economic crisis has not only contributed to more segmentation in the labour market but also has resulted in widening social inequalities in WLB. In the second part, I will provide an analysis of the reforms introduced since the nineties in this domain to support mothers' employment, and their ambivalent outcomes on parents in precarious work arrangements. To conclude, I will point out some of the dilemmas and tensions policy makers currently have to deal with in regard to WLB policies.