

Gender Budgeting

Fictional case study 4: reconciling care for children and older persons with shift work

Step 1: Understand the dynamics

Tasheen and Imran, aged 22 and 26, are first generation immigrants living on the outskirts of a major European capital. They have two children: a 3-year-old and a 6-month-old. Tasheen does not work outside the home and does not drive. Imran works shifts in a local restaurant. Tasheen's mother, Bushra, and siblings have recently come to live in the same neighbourhood, but her mother is 74 and has dementia and diabetes.

Tasheen has a high school diploma and Imran has a degree in computer engineering. They would both like to find jobs suited to their skills and potential, but need support to develop their local language skills and prepare CVs.

Step 2: Identify gender-aware actions and responses

From the range of possible interventions under the ESF+ and/or ERDF for work-life balance, what ESF+ and ERDF-funded actions would make a difference to Tasheen and Imran, supporting them to access paid employment, childcare, local care services for Tasheen's mother, and safe and secure housing?

What data can you identify on the skills, income levels and household types of migrants and other groups who may live in marginalised conditions? What consultations and engagement might you undertake to better understand the needs and aspirations of these groups?

Step 3: Take action

Policy objective 1 is the main ERDF priority, supporting interventions on skills development, smart specialisation, industrial transition, entrepreneurship, SME incubation and spin-offs.

This combines with ESF+ measures for:

- support for the social economy, social enterprises and housing infrastructure for migrants and refugees;
- other social infrastructure that contributes to social inclusion in the community;
- health infrastructure;
- measures to improve access to employment;
- support for tertiary education (excluding infrastructure);
- support for adult education (excluding infrastructure);
- measures to promote equal opportunities and active participation in society;
- pathways for integration and re-entry into employment for disadvantaged people;
- measures to improve access for marginalised groups;
- measures to improve access to long-term care (excluding infrastructure);
- measures to modernise social protection systems, including access to social protection.

There are multiple interventions that would support Tasheen and Imran, and their extended family, to access training and labour market opportunities; meet their needs for housing, integration, and social protection; and facilitate their contribution to the local economy. Accurate, comprehensive local data – disaggregated by sex, age, disability, race and ethnicity – are essential to inform well-targeted, localised projects and programmes that meet the complex needs of all, and realise their full potential.