



130 SUPPORT MEASURES FOR THE FAMILY



INSTITUTO DE POLÍTICA FAMILIAR

FINLANDIA • QUATAR • MÉXICO • BAHRÉIN • FRANCIA • EMIRATOS ÁRABES UNIDOS • ARGENTINA • ESPAÑA • OMÁN • ARABIA SAUDI • EGIPTO • DINAMARCA • ALEMANIA • GRECIA • IRLANDA • KUWAIT • LUXEMBURGO • MALASIA • AUSTRALIA

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Proposals for a Comprehensive Family Policy



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INTRODUCTION

« The family is the natural and fundamental unit of society and is entitled to protection by society and the State. »

(Article 16.3 of the Universal Declaration of Human Rights)

« The public authorities ensure social, economic and legal protection of the family. »

(Article 39. 1 Spanish Constitution)

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In addressing the situation of the family in Spanish society we find a paradoxical and contradictory reality. **On one side, the family appears as the institution with greater appreciation and valuation among citizens.** Numerous surveys support this. In addition, there is now a greater focus on the quality of interpersonal relationships in marriage, intergenerational solidarity, to responsible procreation, to the education of children. It also has a great awareness of the mission of the family, its rights and duties, and its responsibility in building a more just society.

But alongside these positive aspects that demonstrate the validity and strength of the family for the immense majority of Spaniards, we see many signs that cause concern. Spain is immersed in an unprecedented demographic and marriage winter. Nowadays there are more older than younger people, and the birth rate has fallen not only to dramatic levels, but is worsening even more with the boost in the number of abortions. Moreover, while there are fewer marriages, family breakdown has become one of the main problems in Spain. Add to this the deficit balance between work life and family life adds up, which remains unresolved. In short, and although it hurts, **Spain is now an aging society, without children, with solitary homes, and has fewer marriages and more broken families and unsatisfied.**

And, on the other hand, there is widespread resistance in administrations to introduce real policies to support the family. **The family has been largely abandoned by the authorities. Spain has over 35 years of family vulnerability.** Spain has not yet overcome the historical absurdity of Public Administrations not doing anything to support the family. There has not been at this period a correlation between words of support to the family of parties and/or governments and laws or measures undertaken by them.

The Spanish family is at a crossroads and depending on developments in the coming days to occur, its problems will worsen or, on the contrary, will be strengthened to fulfill its irreplaceable social mission

It is for this reason that the **Institute for Family Policies (IPF)**, coinciding with general elections scheduled for next December 20, has addressed the completion of a report, entitled

“**130 Support Measures for the Family**”, to provide a coordinated set of measures we consider essential for the development of a truly comprehensive policy of family support for the various political parties to incorporate in their electoral programs.

It is a set of measures that deals with promoting family from a family perspective. A comprehensive policy to support the family that in order to be true and effective must: promote the family as an institution; foster the idea of family; promote a favorable culture and environment; allow the family to handle the day to day; helping parents to have the amount children they want; integrate in a genuinely constructive and humane way its various fields of work, family and personal development so; help to overcome family crisis; recognize the right of parents to educate their children; promote the active participation of parents and associations; and consider, with specific measures, families with specific needs.

A comprehensive family policy should include concrete universal measures, targeting to support and promote the family institution and its various components. Measures to be measurable and oriented to meet the needs and family problems such as adequate housing, being able to have the desired number of children, care and child support, education, marital stability and reconciliation of work and family life.

In this context, this set of measures is divided into 10 areas of action with more than 10 measures each. These areas are: family as an institution; the commitment to family and convergence with Europe; towards a family culture; more than decent housing, a home; the right to freedom to have children; the right to reconcile work and family life; the right to marital stability; the right of parents to educate their children; towards a perspective of family taxation; the active participation of families and associations.

It does not cover all that can and should be developed. There are many more, but we're considering the ones to be envisaged with more urgency. Also, being a set of 130 measures, a very high number, it is shown that the deficit in support and promotion to family in Spain is still high.

Fundamentals

«(...) The European Social and Economic Committee (ESEC) recommends **the family dimension to be considered across the board in all European policies**, especially in achieving the impact studies now required for all European legislation, and is part of all evaluations of existing policies to be reviewed.»

(Opinion of the European Economic and Social Committee on "The role of family policy in demographic change: sharing best practices between Member States") (2011/C 218/02)

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Family is not just a mere private choice of some members of society, but a social subject with public dimension that society should consider. The family, despite coming from a personal decision (private dimension), is necessarily social (public dimension) as it plays vital social functions. For example, it's the place where life is generated and transmitted.

Indeed, no other -state or private institution-, no country or political system can match the action undertaken by the family. Without family, in fact, society would disappear. We can say without doubt that family remains not only the most valuable institution, but the most universal and consolidated. Not only it is the one that more and better fulfills a number of important and necessary functions for the individual and for society. It is that there are even social functions that cannot be fulfilled by any other institution than family, such as the transmission of life (guarantee of future), education and social integration (future of society), prevention of personal and social health (buffer against crisis) or the care of grandparents and grandchildren (intergenerational solidarity).

But the situation in which family institution is going through makes today more than ever for family to have the need of special protection by the public authorities. We know that family wellbeing is an indispensable and essential value of the civil community. Therefore, society, and particularly the public authorities have an obligation not only to recognize the importance and the important role it plays in society, but also the duty to protect and support measures of a political, economic, cultural, social or legal nature. Thus, it contributes to strengthening the unity and stability of families so that they can perform all of their responsibilities and fulfill their specific role.

Policies to support families must be established from the conviction that helping families means to understand and meet their needs. But for that we must have political will. That political will does not only come from the fulfillment of a constitutional mandate that we take for granted, but above all the awareness that family itself is the meeting place and communion for the person and that it meets, furthermore, some essential social functions.

Measures Axis

«(...) **It is necessary to define the guidelines of integrated family policy**, respecting the free choice of parents, overcoming the strictly economic approach of policies geared solely to benefit and be a proactive, coherent and coordinated family policy that places children at the center of European debate and recognizing their rights.»

(Report on the protection of families and children (A4-004/99). Speakers: Marie-Thérèse Hermange)

«**Policies to support the Member States of the European Union** should contain three key points: 1. Compensation of direct and indirect costs associated with the family 2. **Services providing help to parents with regard to education and childcare**, care and supervision for older children and, increasingly, dependency services for the elderly. 3. **Organization of the conditions of work and employment and access to local services.**»

(Communication from the Commission to the European Parliament, the Council, the Economic and Social Committee and the Committee of the Regions: Promoting solidarity between generations (COM (2007) 244 final. Pp. 4).

To make a comprehensive policy to support the family with family perspective, a radical change in the actions of the Spanish authorities is necessary. A change of mind and a change of policy regarding what has been done so far is needed.

Politics, most notably the family, in order to truly serve citizens, must take into account the family. Obvious, but real. It is necessary to reorient the family policies that are being developed so that the family will also focus as a social group, in order to facilitate the proper performance of its duties. A family policy limited almost exclusively to sectoral policies or for family members as individuals —as is being done nowadays— always results in an incomplete family policy.

For this change to occur, family policies must be articulated on a number of axes:

- **Promote the development of a true family protection ensuring the constitutional mandate.**
- **The sensibility of society.**
- **The promotion of active policies to promote effective support to the family and social functions performed.**
- **Convert the family into a political priority.**
- **To mainstream family** in all actions, policies and programs of the Spanish authorities.
- **Recognize and promote family rights in all areas**, particularly:

- the rights of parents to have the number of children they want,
- the right of parents and children to a marriage and family stability,
- the right to reconcile work and family life and
- the right of parents to free choice in the education of their children.

- **Promoting convergence with Europe on family policy.**

- **Achieve universal commitment and annual update of present and future tax incentives**, for these to be aids to families, and not just social welfare payments for low-income groups.
- **To promote equality of opportunity between Spanish families**, eliminating discrimination on the number of children, level of income, distribution of income.
- **Improve the system of family benefits**, increasing their number, eliminating current restrictions which prevent access to many of them and ensuring their annual update.
- **To solve the main problems of families.** We can identify six major needs and obstacles that Spanish families have today and that need to be resolved: the housing problem; not being able to decide freely and responsibly the number of children wanted; care and child support; the cost of education and the right of parents to educate their children according to their beliefs; reconciling work and family life and marital stability.

I. Family as an institution

« The European Council, Parliament and Commission should promote among Member States, while respecting the principle of subsidiarity, **the signing of a European pact for the family.** »
(*Report on the Roadmap for equality between women and men 2006-2010 (A6-0033/2007)*). *Speaker: Amalia Sartori.*)

Fundamentals

The family, though coming from a personal decision and therefore having a private dimension, is necessarily social when performing social functions vital to society. That is, it has a public dimension. And this public dimension must be recognized, valued, supported and promoted by society and the state through a social, and legal framework to protect, inspire and facilitate its development. In this sense, it is essential that the family will be recognized as a primary society. It is not only necessary but also urgent, offering society the possibility to deepen about marriage and the family, its importance and social functions performed.

Comparing the family in today's society with the family of other previous times, we see that not only its social roles have changed, but it has begun to deploy new ones. And this has made family become more important. In fact, it is now solving basic needs of its members that neither the state nor any society is able to solve. We can say without doubt that the family is now even more essential for society than before.

It fulfills a number of core functions not only for the individual but also for society. That is why it's not possible to ask the family to be a responsible body and comply with specific duties to the children, the sick, the young, the elderly or the disabled and, in time, deny the dignity, rights and public recognition it deserves as such. The recognition of the rights of the family is a fundamental aspect and the basis of any family policy.

The result of this recognition of the government and public authorities will be the creation of top level agencies for the family and the drafting of laws, plans and measures to support and protect the family with sufficient budgetary allocations.

It's necessary to make visible that marriage and family are a social good of the first order and that, in fact, common wellbeing is intimately tied to family wellbeing. They are interdependent, so that everything affecting the family eventually affects society and vice versa.

It is necessary to show the public that the family is also the thermometer of society: stable and strong families produce stable citizens and strong societies.

Measures

a) Through the creation of agencies

1. Creating a Ministry of Family, or at least, a Secretariat of State for the Family with sufficient organizational and budgetary capacity to develop the promotion and protection of the family, equipping themselves this way with most countries of the European Union.

2. Creation of the "Institute for Family Perspective" within the Ministry of the Presidency to ensure that all the Spanish legislation incorporates the family perspective to all public policies so as to provide for the family as a social base and with rights and duties that must be respected and promoted.

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b) Through the development of plans and laws

3. Preparation of a White Paper about Family in Spain in which the family situation is addressed at present, their problems, causes, consequences, effects, etc., and alternative solutions to this situation are proposed.

4. Development of a Law on Protection of the Family that incorporating the family perspective, make effective the constitutional¹, mandate that gives continuity and permanence to its promotion avoiding electoral swings and to ensure a common minimum level of protection to the family in Spain, thus reducing the inequalities that exist today.

5. Developing a Family Law Perspective, incorporating the mandatory application of the family perspective to all policies

6. Preparation of a White Paper on the birth rate in Spain addressing the current birth date situation, problems, causes, consequences, effects, etc. and propose alternative solutions to this situation.

7. Development of a National Birth Plan, on a triennial basis, with adequate funds, where, at least, (1) recognizes the importance of motherhood for family and birth for the future of society and (2) to remove the obstacles that prevent families to have the number of children they want.

8. Development of a national plan for young couples, which includes measures to help them overcome the specific difficulties of the beginning of marriage.

9. State Agreement on the Family between political parties, social agents and family institutions that gives continuity and permanence to their promotion avoiding electoral swings and ensuring a common policy.

10. State Pact for Birth and Demography, addressing population aging and the birth rate and long-term problems, both in their effects and solutions.

¹ Article 39.1 of the Spanish Constitution.

11. When designing the different laws and public policies, governments will act considering that the recipients of these are not isolated individuals but also and above all families and, therefore, establish a prior **mandatory report of family perspective to analyze how said law or measure affects the family.**

c) Through inter-agency coordination and structuring

12. **Reform of the current Family Observatory** that has demonstrated full inefficiency, so to be not only more representative of family associations but truly be endowed with operational functions.

13. **Creating a Family Sector Conference**, between the general administration of the State and the autonomous communities for monitoring and coordinating family policy and the Covenant of State on family policies.

14. Specifically, the **Creating a Non-Permanent Sub-Commission in Congress to discuss family breakdown in Spain** and recommend measures and legal changes necessary to reduce a breakdown and buffer the negative effects.

15. **Creating a Non-Permanent Sub-Commission in Congress** to analyze the aging population and low birth rate in Spain and recommend necessary measures to solve this problem.

16. **Creating a Sectorial Conference of Population and Birth**, between general administration of the State and the autonomous communities for monitoring and coordinating family and the State Pact on Birth and Demography policies.

17. **Creation of an Interministerial Committee** attached to the Ministry of Health and **addressing surgical and pharmacological abortions**, their rapid growth rate and develop measures for their reduction, as well as to combat their negative effects.

II. Commitment to family and convergence with Europe

« Policies to support the Member States of the European Union **must contain offset of the direct and indirect costs associated with the family...** »

(Communication from the Commission to the European Parliament, the Council, the Economic and Social Committee and the Committee of the Regions: Promoting solidarity between the generations (COM (2007) 244 final Pp. 4)

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Fundamentals

Access to an adequate level of social protection is recognized both nationally and internationally as a fundamental right.

Social protection is configured as an indispensable instrument for promoting the welfare of citizens and promoting equitable growth

The situation in which the family institution is going through causes more than ever for the family to have special protection needs by the public authorities. We know that the good of the family is an indispensable and essential value of the civil community. Therefore, society, and particularly the public authorities have an obligation not only to recognize its importance and the important role it plays in society, but also the duty to protect and support measures of a political, economic, cultural, social or legal nature. Thus, it contributes to strengthening the unity and stability of families so that they can perform all of their responsibilities and fulfill their specific role.

The family support cannot be limited to recognition of its importance as an institution and the social functions it performs, but must also include support with concrete measures. Otherwise it would be a theoretical, unrealistic and ineffective support.

Spain is the EU27 that assists and protects the family the least. This is not a more or less accurate statement but the patent conclusion of the comparison of support to the family provided by Spain with those in force in other European countries. Unfortunately, the Spanish family receives a reduced aid both in amount as in its diversity. Moreover, in most cases you are limited to a small number of families since strong restrictions are imposed on the income limits for access to them.

There are several indicators that make us conclude that Spain is at the tail of Europe with regard to aid to the family: **few support measures to the family; with significant shortfalls; with the freezing of its sums for years; and addressed to very few families.**

Measures

a) De-universalization of aid

18. Universalization of current and future tax aids eliminating income limits that prevent access to such aid to most Spanish families.

19. Universalization of current and future aids eliminating income limits² preventing access to aids for most Spanish families, fulfilling the Article 24.1 of the International Covenant on Civil and Political Rights: *“Every child shall have the right, without any discrimination as to race, color, sex, language, religion, national or social origin, financial status or birth, to measures of protection that his status as a minor requires, on the part of his family, society and the State”*.

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b) Of aid updates

20. Annual update of direct and tax benefits according to IPC avoiding its depreciation with inflation.

21. Review of direct and tax incentives at least once per term according to real evolution of the cost per child, which is higher than inflation.

c) Of convergence with Europe

22. Gradual convergence with the European average of family benefits gradually increasing the percentage of GDP devoted to family, so that within a period not exceeding five years the European average will be reached (currently 2.2% of GDP in the UE28 and 2.3% GDP in the EU15).

23. More equitable distribution of social benefits designed the concept "family" gradually increasing percentages to this concept since Spain allocates only 5.1% of total social spending while in the EU is 8% of total social benefits.

24. Increasing age of receipt of aid for dependent children up to age 25 year of age 3 for reasons of study or unemployment, as is done in most countries of the European Union.

² In major direct measures to limit access to such aid it is gross € 11,547.96 / year of both spouses (2015). It is such a small amount that a marriage in which both earn the SMI would exceed that annual gross amount and therefore not entitled to benefits.

³ It is currently up to 18 years of age without possibility of extension.

III. Family Culture

« The family is a powerful force for social cohesion and integration, intergenerational solidarity and social development »

(UN resolution on "Protection of the family." July 2015)

«It urges the Commission to encourage Member States to **recognize the economic, social and educational value of unpaid work in families and households** by creating mechanisms of contributions to the welfare system and pension systems on a voluntary basis States.»

(Report on the Roadmap for equality between women and men 2006-2010 (A6-0033/2007))

«**The family carries favorable elements to economic development and social balance**, at least from four specific points of view specific: **1. The family is a place of emotional, economic and social solidarity** that many allow them to react better to the vicissitudes of the economic life. **2. The family is a place of direct financial creation** because it is the source of what economists call "**human capital**". 3. We should also stress the role of the family in the value of "human capital" through **the given education and values it imparts and the support and stimulus transferred from parents to children, etc.** **4.** The family is an agent that stimulates the economy in the long-term and mobilizes the economic capacity of parents to meet the needs of the family.»

(Opinion of the European Economic and Social Committee on "The family and demographic change" (SOC 245 – CESE 55/2007). Pp.12)

Fundamentals

Marriage is one of the most sensitive phenomena to the economic climate and socio-legal-cultural changes and, therefore, one of the things that most affects family changes. And in this context, Spain is increasingly a society with fewer marriages and more family breakups. Indeed, fewer people get married in Spain. It is a sad reality, but the statistics so ratify it. A dramatic fall in the marriage rate that has been further accentuated in the last 15 years (2000-2014), a period in which there has been a real collapse of the marriage.

There are multiple causes that are causing the decline of marriage, so their decline cannot be attributed to a single cause.

On the one hand, there are reasons of economic and labor issues: high unemployment; precarious conditions in youth employment; high housing costs; delay in the processes of family emancipation of young people, etc. Moreover, there are considerations of cultural, legal and social issues that have been creating conditions contrary to marriage and family. These factors have been configured as a front for real rejection of marriage, to its commitment, what it means and the fundamental value that contributes to society.

The family is not a reality closed in on itself that exists outside of what is happening

around it, and therefore affects the prevailing cultural environment at all times. An unfavorable cultural environment of the family, motherhood and fatherhood, its functions, will deleteriously affect either its purpose or role, radically changing its patterns of thinking and acting. By contrast, an enabling environment to the family institution that recognizes its important role will promote improved conditions for the family to effectively fulfill its mission.

And the role of the family as an institution and as a fundamental value in our society is undervalued in Spain. It is necessary to resolutely promote the image of the family. It is necessary to campaign for family, appreciation of marriage and the role of parents, etc.

Measures

a) Awareness campaigns

25. The creation of **institutional social awareness campaigns**, awareness and promotion both about **the importance of marriage and family as maternity and paternity, birth and pregnancy**.

26. Carry out **institutional campaigns promoting the reconciliation of work and family life**.

27. Carry out **awareness campaigns on institutional maternal mobbing as negative practice existing in some companies and to promote its eradication**

28. Create **mechanisms to ensure the image of the family and motherhood in public media**.

b) Surveys and studies

29. Publication of an **annual survey** of the CIS **about the needs and problems of Spanish families**.

30. Obligation of public authorities to **incorporate in statistics and studies specific data and indicators on the family**.

31. **Creation of an Audiovisual Council** independent to protect minors and family.

32. Creation of **periodic and specific** CIS surveys **to analyze the situation of women and families at the time of pregnancy, type of difficulty having children, etc.**

33. **Conduct research** determining the impact of family investment in the public system of social security, social services, health, etc., and their demographic impact in the whole state.

IV. More than a decent house, a home

«It is recommended to member states and regional and local authorities to define and implement policies for housing and planning that take into account families and to help create integrated and humanized urban environments and to meet the basic needs of families consisting of several generations in conditions conducive to the adequacy of school or professional, personal and family life»

(Report on the Roadmap for equality between women and men 2006-2010 (A6-0033/2007). Pp.10)

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«Everyone has the right to a standard of living adequate for himself and his family, health and welfare, including food, clothing, housing and medical care and necessary social services; and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.»

(Universal Declaration of Human Rights. Art. 25)

Fundamentals

Housing is today one of the major problems that confront young people in Spain. Clearly, the difficulty of having a home today is a huge burden for those going to marry. If marriage means paying a mortgage over the next 25-30 years of life clearly you have to think about it.

Housing is a basic and fundamental aspect for any family. The disproportionate housing prices and the resulting monthly payment on its mortgage or rent directly affect the family, so that its financial availability is radically diminished. The cost of housing, which has increased in recent years, has become one of the main economic problems of Spanish families, who devote to this issue more than a third of their income.

It is necessary, therefore, to ensure and promote that families have access to housing with a size that suits their needs and the number of people who compose it. Are necessary, in addition, special grants that take into account both the size of the house that is acquired as the cost of it, as well as ways of financing and taxes (property transfer, property tax, etc.).

And if the stories themselves are expensive, when having children and needing a bigger space, acquiring it becomes virtually impossible. In short, a policy of proper housing for families helps to form new families.

Measures

a) Of political will among governments

34. Covenant of the central government, autonomous regions and municipalities in

order to develop and implement a joint housing policy to make acquiring housing more affordable.

b) Of the central administration

35. Restoration of tax deductions for the purchase of primary residence for families, increasing its value according to the number of members (10% to 20%).

36. 50% reduction of stamp duty tax, amounting to 0.5% of the deed, for the deed of sale, and 0.5% of the amount requested on the mortgage, the deed of mortgage **for all households, and total exemption for large families.**

37. Establishment of special tax credits for families who rent housing, especially when it comes to families with children or large families with dependent people.

38. 50% reduction of VAT on the purchase of new homes for families and 75% for large families.

c) Of regional and local authorities

39. Elimination of the tax on capital transfers (regional tax) which is currently set at 6% of the notarized purchase price of second-hand housing. (regional tax) which is currently set at 6% of the notarized purchase price of second-hand housing.

40. 25% reduction in property tax (municipal property tax) for families with children and 50% for large families

d) Of specific support

41. Creation of a specific housing plan for young families and families with children.

42. Check the scales for the allocation of publicly owned housing with criteria on: families with fewer resources; families with children and especially to large families; families with elderly or disabled dependents.

43.- Apply the criterion of per capita family income in all those public aids intended to access housing for rent or for ownership and housing rehabilitation constituting the habitual residence of the applicant.

V. The right to freedom to have children

«(...) it is desirable for authorities to avoid ideological presuppositions and propose devices that really give individuals **the opportunity to choose to have a family and to have the number of children they want**»

(Opinion of the European Economic and Social Committee on "The role of family policy in demographic change: sharing best practices between Member States" (2011/C 218/02) 1.2)

«States ... recognize that: it should be granted to the family [...] **the widest possible protection and assistance, particularly for its establishment and while it is responsible for the care and education of dependent children...**».

(International Covenant on Civil and Political Rights (ONU))

« **The family is the fundamental group of society and natural environment for the growth and welfare of all its members, particularly children.** »

(Convention on the Rights of Children – 1989)

Fundamentals

When we speak today of the birth rate in Spain the first word or image that may come to mind is crisis. The birth rate has fallen not only to dramatic levels, but is worsening even more with abortion. It is undeniable that Spanish families in recent years have been having very few children. Spain has had for over 35 years a low fertility rate of 2.1, and has worsened since 1987 which has not been exceeded 1.5 children per woman, currently being Spain, together with Portugal, the country of the UE28 with lower fertility rate.

But also abortions are slowing the birth rate. In Spain there are over 108,000 annual abortions, namely, 1 abortion takes place every 4.8 minutes, 12 hourly, 298 daily. In fact, abortion has become a major fact for the low birthrate. More than one million nine hundred thousand children have been "lost" (1,914,446 abortions) since the legalization of abortion in 1985.

Spain remains without children and low birth rates in which it is mired in a worrying and alarming cry of warning that something is wrong. A nation without children is certainly a nation without a future.

Likewise, the low Spanish birth rate is one of the causes of the loss of youth and aging population, with the expected medium-term bankruptcy consequences of the welfare state. The problem is more serious because the government does not seem to be worried about solving it, nor taken steps to fix it. As if our own very existence as a society wasn't at stake.

But polls both at national and European level have found that women want more children than they have at present and there are a number of conditions, especially in economic-type that prevent it.

The deficient and scant support for families by the authorities causes families not to be able to have the number of children they want. Indeed, it is a fact that Spain is the country with the lowest social spending allocated to the family, with a percentage of its GDP much lower than the other countries of the European Union. And this lower support to families directly translates into a decrease in the birth rate.

Obviously no one is going to have a child or stop having him for a few euros more or less. But it is a reality that strong economic burdens that families face when they have a child can lead to such result, from a purely financial point of view, the decision is not acceptable for the cost it may represent.

Therefore, it is an obligation of the authorities to remove the economic barriers that prevent parents from having the number of children desired, regardless of the interest this poses for the good future of society and increased fertility rates.

Financial support for maternity, birth and pregnant women should be considered a necessary condition but not sufficient, because there is another set of measures ranging from cultural, legislative, social, etc., that also have a direct or indirect influence.

In addition, governments should consider spending that takes place in aid to motherhood and birth is not an expense but an investment.

Measures

a) Birth aid

44. Universal direct aid to pregnancy of a single payment to be paid at 22 weeks of pregnancy and with a corresponding average monthly benefit amount in the European Union multiplied by the nine months of pregnancy⁴.

45. Direct support for universal birth of single payment⁵. The amount must correspond to the costs generated by a new birth.

46. Possibility of –receiving birth aid payment in advance from week 22 of gestation.

b) Childcare aid

47. Increased provision of direct aid for dependent children⁶ up to the amount that reaches the average of the European Union and extendable to 25 years in case of studies or unemployment. Likewise, the amount will increase by 20% for each successive child.

⁴ The average benefit for dependent children is 91 €/month in the UE28 and 107 €/month in the EU15 (2014).

⁵ Direct assistance by birth which was of 2,500€ (single payment) was eliminated effectively from January 1, 2011

⁶ Currently it is 291€ / year, i.e. € 24.25 / month for gross income under € 11,547.96 / year for both spouses (2015).

48. Update, increase and universalization of the so 100 euros payment⁷ to all mothers to care for children under three years old, regardless of their employment situation, which has been frozen since its inception in 2003. Either parent can apply.

49. Support to motherhood and childhood through the reduction of 50% VAT on children's commodities: infant hygiene (diapers, soaps, creams, pads ...); feeding (formula milk, containers and feeding bottles, cereal and food preparations); and children's furniture (cribs, high chairs and strollers, baby carriers, car seats, etc.).

c) Aid for pregnant women

50. Creation of Care Centers for pregnant woman to help all mothers, single or married, to have children, including a particular sensitivity to children, immigrants or women in other difficult situations.

51. Allocate of a specific budget line for NGOs engaged in helping pregnant women so they can perform their duties more effectively and serve a greater number of pregnant women.

52. Inclusion expressed in all documents and public reports of abortion such as violence against women.

53. Protecting socially and familiarly the vulnerability of pregnant women throughout pregnancy, through the proposed specialist of support and family support.

54. Bringing to civil society the figure of temporary foster care of babies and children, promoting the subsidiarity principle by which families can provide a solution to the shortage of places of refuge.

55. Repeal of the current law of free abortion for its absolutely regressive character to introduce abortion on demand of up to 14 weeks and treat it as a woman's right.

56. Specific regulation of informed consent on abortion that includes information to the pregnant woman that the abortion aftermath can leave for the physical and psychological health of women.

57. Replacing the authorization of abortion by abortion facility doctors by the requirement of being signed by two doctors from the Social Security (respecting conscientious objection) after psychological support to pregnant women in a specialized center.

58. Establish the necessary condition of the prescription for dispensing PDD medicines in pharmacies

59. Provide quarterly official statistics on the number of sales of PDD medicine.

⁷ Tax deduction for working mothers with children less than three years old with an amount of €1,200 per year for each child under three years old.

60. That all the autonomous communities have protocols for monitoring the pharmacological abortions (currently not implemented in all regions falsifying data on abortions)

61. Distinction in the statistics between surgical and medical abortions

62. Incorporation of the number of abortions in the statistics of deaths in Spain.

d) Promotion of national and international adoption⁸

63. 50% tax deduction for adoption expenses, whether national or international, with universal character. The deduction will be 100% from the second child.

64. Agreement between all regions so that parents in a community can adopt in another community, respecting the preferential order of the parents of each territory.

65. Speeding up the adoption process both nationally and internationally.

e) With regard to research

66. Reform of the law on assisted reproduction⁹ eliminating its three main negative effects, namely: (1) the possibility of using more than three embryos per cycle of artificial insemination; (2) the possibility of using surplus embryos for research; and (3) leave the door open for cloning in all its variants.

67. Law reform on biomedical research¹⁰ according to the UN Resolution on Human Cloning¹¹ and eliminating the possibility of human cloning for therapeutic or experimental purposes.

⁸ Adoptions in Spain have fallen sharply in recent years from being over 6,360 adoptions in 2004 (5,541 international and 828 national) to just 1,961 in 2014 (1,191 international and 770 national).

⁹ Law 14/2006 of 26 May, on assisted human reproduction.

¹⁰ Law 121/000104 of March 28, 2007, attempting to regulate biomedical research in Spain.

¹¹ UN Resolution on Human Cloning calls on governments to *ban all forms of human cloning as incompatible with human dignity and the protection of human life (United Nations Declaration on Human Cloning A/RES/59/280, adopted on March 8, 2005).*

VI. Right to reconciliation of work and family life

« **The importance of reconciliation policies for demographic renewal is now explicitly recognized at European level (...)** There is also clear evidence that Member States which have effective policies to enable women and men to balance work and family responsibilities have higher fertility rates and higher female employment rates».

(Communication from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions.)

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« **It is essential that there is greater reconciliation of work and family life for both women and men (...)** Much remains to be done to meet the goals set by the Member States to develop care facilities for children and achieve satisfactory levels of childcare, especially for children under 3 years of age»

(Communication from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions. Equality between women and men - 2009 Brussels, 27.2.2009 COM (2009) 77 final. Pp.4)

Fundamentals

The growing integration of both spouses to the formal labor market, the extension of working hours, the increasing distance from homes to the workplace, the dispersal of the extended family, etc., are causing a defective reconciling of work and family life. This is compounded by the still weak measures to enhance the reconciliation of work and family life, and originating from the companies themselves or is driven by public authorities.

A deficient reconciliation of balance work and family life can create, on the one hand, isolation and misunderstanding in the home that can lead to crisis, other conflicts or family breakdown. But on the other hand, it may cause job dissatisfaction and poor personal and professional development.

Reconciliation has to start from deep respect for freedom of choice of the people and not the imposition of the measure that seems more suitable to the state or companies. The needs of families are plural and more in the case of families with children; therefore, there must be the choice of the most appropriate measures in each case.

In this context, it is essential to adopt a legal, social, labor and fiscal framework to facilitate not only such reconciliation, but also to allow the free choice of settlement. So, those who want to have children may do so without having to give up for this reason to their careers and professional development or caring for them at an early age. This should be a focal point of the political agendas of governments.

For a true work-life and family balance to take place, as well as comprehensively, it is an indispensable condition to have deep respect for freedom of choice for parents so the imposition of a measure that suits the State or companies is not desirable .

The needs of families are plural and therefore there must be the possibility of more appropriate choice, considering that regulation of reconciling work and family life has to be done in a balanced way.

Measures

a) To reconcile the care of children and dependents in a professional development

68. promote flexible schedules according to the needs of workers with young children, care for elderly or dependent persons.

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69. Promote the continuous working day encouraging companies that implement it.

70. Promote the banishment of the culture of "presenteeism" for both workers and the company and replace the achievement of objectives

71. Compensation for free choice of activity by an amount equal to MW (minimum wage)¹² and intended to those parents who wish to temporarily postpone his professional career to care for their children until they are three years of age.

72. Increase paid of maternity leave to 20 weeks¹³ to mothers who have, adopt or host a child.

73. Increased paid of paternity leave up to six weeks¹⁴ to parents who have, adopt or host a child and under the same conditions as maternal permission.

74. Increased expansion of maternity/paternity leave for disability of children, multiple births – starting from the second - and adoption until three weeks for mothers and a week for parents¹⁵.

75. Legislatively recognize the figure of maternal mobbing, i.e., employment discrimination of women by being a mother - including its labor dismissal and promoting its eradication as something practical and protecting motherhood from a labor standpoint.

76. Universal support for asking leave or reduced working hours for childcare regardless of the spouse who requests it.

77. Right to dispose of 24 working hours per year (three days) for family matters without justification (unrestricted hours) for all parents with minor children.

¹² Professional minimum wage (MW) fixed for 2015 is €648.6/month (14 payments).

¹³ In Spain, maternity leave is 16 weeks in a row, six of them being mandatory after childbirth, which can add another two weeks more for each child after the second, when it is a multiple birth.

¹⁴ Paternity leave is 13 uninterrupted days of leave in cases of birth, adoption or foster care. It was scheduled to enter into force on January 1, 2011 but no government (or the PSOE and the PP) has implemented it since.

¹⁵ Currently it is two weeks for each child after the second, when it is a multiple birth in the case of mothers. For parents, it is two more days each child from the second, when it is a multiple birth.

78. Expanding the network of daycare centers for children from zero to three years of age.

79. Establishment of the right of home assistance in case of multiple birth or adoption.

80. Specific vocational training for mothers/parents who decide to provide care for children during their absence from the labor market to facilitate reintegration.

b) Enhancing reconciliation in companies

81. Promoting telecommuting with priority for spouses with children. It should achieve convergence with the EU average within four years.

82. Promotion of rational schedules in enterprises¹⁶ establishing a profound change of times in Spain, so as to allow the reconciliation of work and family life, have a higher quality of life and be more productive and competitive.

83. Promoting the shared contract to promote flexibility.

84. Grants to companies with a high percentage of workers with children.

85. Institutional Support to obtain certified Family-Friendly Company certificates.

c) Other

86. Development and improvement of all outstanding aspects of the law of large families¹⁷, since the law left some vague points and the Regulation¹⁸ did not include all of the law, such as assistance in access to cultural goods, fees, etc.

87. Preparation of an information and awareness guide of good practices for reconciling work and family life according to the European Parliament Report on reconciling professional, family and private life¹⁹.

88. Universal help to families caring for elderly relatives in their home.

89. Broadcast "prime time" shows earlier on TV for prime time programs not to end later than 11:00 pm.

¹⁶ The long working hours hurt the quality of life of employees and are not profitable for companies.

¹⁷ Law 40/2003 of November 18 on the protection of large families.

¹⁸ Royal Decree 1621/2005 of December 30, approving the Regulation of the Law 40/2003 of November 18 on the protection of large families.

¹⁹ The report is identified with the key: A5-0092/2004.

VII. Right to marital stability

Fundamentals

Family breakdown has exploded in our country and is one of the main problems of Spanish families. When speaking of family breakdown refers not only dry statistics but, above all, talking about personal failures and human breakdowns. And it is that behind every person who divorces there is a conflict to be resolved and a family drama. The first conclusion is clear: divorce does not solve any problems but aggravates those it tries to solve.

In this context of human dramas, the figure of more than 105,000 breakdowns that occur in Spain every year is chilling, which means that a marriage breaks down every 5 minutes, i.e. more than 12 break downs every hour, 290 a day.

While marital stability brings better personal and integral development for both spouses and for children, family breakdown causes dramas, personal and family failures affecting all parents and children.

The question that should be answered by administrations is: is it a good in itself to promote marriage reconciliation and avoiding, therefore the marriage breakdown? If so, it's needed to be consistent and develop active and preventive public policies with family perspective to help married couples in crisis to try to overcome them.

In front of a culture of rupture a culture of reconciliation should be developed and not of promoting more marriage break downs.

Family stability is essential for the harmonious and integral development of both parents and children for being a good for emotional, psychological and physical stability of all of them. It is also a benefit to society since stable homes generate stable societies.

But it is a harsh reality that more and more families breaking down in Spain. A drama that affects both parents and children from that marriage because behind every person who divorces there is a conflict to be resolved and a family drama.

The purpose of offering a response to the needs of spouses and families, whether from the point of view of prevention, such as counseling or therapy, it is based on the objective of maintaining health, marital and family stability and avoiding weakening of its functions, as well as by the desire to soften the crisis and sufferings that are involved in the people involved.

It is needed for public policies (laws, economic, fiscal, educational, cultural, etc.) to be developed with family perspective and addressing measures and laws to help marriages to overcome family crisis.

It is necessary, also, to perform a preventive policy as the European Union urges²⁰. The culture of a country is measured by the ability to deploy prevention strategies in different areas, but especially those that refer to the projection of the welfare of families.

Lastly, active policies are needed. The government must change the mentality before family breakdown and not remain as passive entities as before. They must be aware that their policy so far has been ineffective and in many cases erroneous.

It is with this triple aspect how the problem will start to be solved.

Measures

a) Guarantee marital stability

90. Development of specific social awareness and sensibilization campaigns on the importance of marriage and the family through the media, of the social functions they fulfill, of the good they represent for both the emotional, psychological and physical stability for both parents and children and for the whole society, and the promotion of reconciliation of family, personal and work life.

91. Creation and promotion of the Family Web program, by the 0.7% income tax, which provides aid and assistance to families in their various problems.

b) Legislative action

92. Promote further strengthening and legal protection of the family, especially those groups with special needs, such as families with children who have family responsibilities in caring for parents, children and dependents.

93. Development of a Law on Prevention and Family Mediation in order to promote family stability and cohesion by promoting the prevention and mediation to help resolve the crisis and family conflict

94. Derogation of the Law of "express divorce", as it has proved to be clearly misguided and, after ten years of application, it has proved its failure doubling the number of divorces in Spain.

²⁰ Since long ago, the Council of Europe, highlighting the special nature of the family, and taking into account the gradual increase in marital breakdown, between 1974 and 1980, drafted two important documents by which it recommending member states , promote and encourage the establishment of family Counseling Centers, as centers of comprehensive family care, in which prior to the judicial character, could be attempted the reconciliation of people going through conflicting situations within the family

c) Help to overcome conflict and family crises

95. Creation and promotion, where they already exist, of Family Counseling Centers (COF) as recommended by the Council of Europe²¹ both private and public — through Income Tax of- 0.7%, to ensure effective support to married couples to overcome crises and conflicts.

96. Boost preventive measures to help overcome conflict and family crises as recommended by the Council of Europe.

97. Creating a Board of Experts composed of family associations, social partners and public authorities, in order to address the situation of family breakdown in Spain, its origins, causes and consequences and **to propose solutions and alternatives to help reduce the number of breakdowns.**

98. Promotion of joint custody and the prevailing interest of the children in cases of marital breakdown with children.

99. Promoting measures for the protection of spouses and children when the final breakdown has occurred, helping to alleviate situations of emotional imbalance by the judicial establishment of therapies to be performed by centers for family, endowed with multidisciplinary resources.

100. Promote initiatives of schools for parents, giving preference to social initiative to support the organizer associations of such schools.

101. Creation of the "marriage loan" for young people who are about to marry and whose total income is less than 35,000 euros a year.

102. The practice of affirmative action policies, both fiscal and social, on behalf of families who wish to have children, applying an increasing scale of the aid in proportion to the number of children.

²¹ The Council of Europe in the Recommendation for Family Counseling Centers of September 2, 1974, and Recommendation of the Committee of Ministers N°R (80).

VIII. Right of parents to educate their children

«The public authorities guarantee the right that supports parents for their children to receive religious and moral instruction in accordance with their own convictions».

(Art. 27.3 of the Spanish constitution)

« **Considering that education rests primarily with the family and the intervention of public authorities should be considered subsidiary** and complementary, but that the state should play a guiding role for the family to perform in the best way this task by combining work and leisure, by providing reception facilities and good schooling. ».

(Report on the protection of families and children (A4-004/99). Pp.27)

«**Right to education:** This right includes the possibility to receive free compulsory education. (...) Are respected, according to the national laws governing the exercise, ... **the right of parents to ensure the education and teaching of their children in conformity with their religious, philosophical and pedagogical convictions.**»

(Charter of Fundamental Rights of the European Union Arts. 14.3 and 14.4)

Fundamentals

The family is the first and best education center. Without families the whole educational system would have no foundation. It is in the family where the development of the human personality, forging and transmission of substantial values begins. The family encourages learning attitudes and supports creativity. Citizens ARE born in the family, and these are in the first school of the social virtues that are the soul of life and development of society itself. So the family, by virtue of its nature and vocation, far from being closed in itself, opens up to other families and to society, undertaking its social role.

The family is vital to the child. It is his first reference and therefore his first educational space. The child needs to references to live, and the family is the place where he's going to develop his Personality: trusting parents. Since the relationships had during life, especially in the beginning, are essential for the formation of the individual; the family is the best educational environment for this development, mainly for two reasons: complementarity and stable commitment of spouses. It is a stable reference and based on mutual love

Administrations should first recognize the original, primary and inalienable right of parents to educate their children and, secondly, to recognize parents as the primary educators of their children, and the family as the best environment for the development of people.

This primary right of parents to educate their children should be recognized not only by governments but also, they must enhance and promote the active participation of parents in the running of schools and in the formulation and implementation of the education policy.

Before this law, the government should adopt a role of collaboration and support, but never of hindrance and even less impersonation or indoctrination of children. It is therefore that the different education authorities adopt an active attitude to support and assist parents in developing their educational role. Assistance which is an effective aid to families, not a replacement of the same or an attempt to inculcate in the young a state ideology.

Measures

a) Recognition of the right of parents to educate their children according to their convictions

103. State education pact between all political parties whereby they commit to ensuring full compliance and implementation of Article 27.3 of the Spanish Constitution and not to use education as indoctrination instrument.

104. Comply with and enforce the constitutional mandate of ideological neutrality of public authorities in schools of public ownership

105. As a consequence of this, **the withdrawal of all materials and/or text books** in public school **who breach the principle of neutrality**, and that violate the right of parents to educate their children according to their own convictions

106. Effective recognition of the right to conscientious objection of parents when the mandatory educational content violates their convictions.

107. Profound reform of the legislation governing education to provide effective content of the right of parents to choose the kind of education, the school and the moral education of their children, with full respect for the principle of free access regardless of the type of school they choose.

b) Aid to families in educational expenses

108. Implementation of universal Nursery and School Check by the actual cost per equivalent of admission to a public center, allowing parents real choice of the school, giving priority to its decision on criteria of proximity, income, etc.

109. Deduction in the tax declaration of expenditure on education of families (text books, schools, etc.) up to 25% of costs with a maximum of 500 € / child and with universal character.

110. Grants and subsidies to reduce costs in the most basic day-to-day of school, such as school cafeteria, school transportation, public or private, school insurance,

school books, uniforms, day care and clothes for physical education.

111.- Create a specific line of aid for the costs of starting the school year, as a direct benefit or tax breaks.

IX. Taxation with family perspective

«**The adoption of fiscal policies which do not discriminate against the family and do not harm the families according to their size is recommended**; in case that such tax, levies and tariff policies were discriminatory, they should be positively in favor of the family and its inclusiveness and positively discriminate against large families.»

Report on the Roadmap for equality between women and men 2006-2010 (A6-0033/2007). Pp.9

« Calls upon States (...)to provide the family as the natural and fundamental social group, effective protection and assistance (...)”with measures including: Creation of family-responsible policies to support family **and evaluation of those policies and programs for their impact on family welfare** ».

(UN resolution on "Protection of the family." July 2015)

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Fundamentals

Any tax system should be based on a principle of fairness, so that those equal are treated equal and in a differentiated manner to those who are different. It therefore seems necessary to implement specific public actions aimed at groups that by their character and nature are different, and this is the case of families.

However, in Spain the fiscal approach has forgotten this, treating it as if it practically did not exist or having it into account in many cases for negative effects. In fact, the overall design of the existing tax treatment at present is based on treating people as individuals –productive entities- without any interaction. As a result of this individualistic conception the family situation is not taken into account, resulting, as discussed below, in new situations of discrimination and injustice.

Taxation in Spain, being generally conceived from an individualist perspective, and therefore regardless of the family, creates situations of injustice and discrimination to this. Thus, the main tax burden directly affects the family, the Income Tax of Individuals (income tax), not only despises the family as an institution but also the social functions it performs, such as stability or the transmission of life-and therefore as guarantee to the future of society, damping of crisis, generating wealth, etc.

In short, the current income tax is a regressive and unfair tax for the family. It punishes and penalizes it by discriminating it on the basis of income earners, especially those families where the income comes from one preceptor. Income tax, not only does not recognize, but supports and promotes the family, but penalizes it. And, as it is evident, it is not by fiscally penalizing it how families should receive help.

The most surprising thing is that so far no government has proposed to change this grievance to the family. No government has decided to carry the term to effective equality of families, as established by the Spanish Constitution: *«It is up to public authorities to promote conditions for freedom and equality of individuals and groups*

in which they belong are real and effective»²².

Measures

a) General

112. Adaptation of the tax system to the family perspective eliminating any effect of penalizing it, further ensuring a favorable treatment to the family unit.

b) On personal income

113. Eliminating existing discrimination today for families with one earner or where the spouses do not have the same income as to those who have similar incomes.

114. Application of the model 'splitting' or similar ensuring the principle that, other things being equal (same family income), there would be same tax burden. Thus, the Spanish tax model will approach the 'splitting' German model²³ or to other similar formulas²⁴.

115. Maintenance and automatic update of the family minimum, establishing an amount that really responds to personal living expenses.

116. Introduction of the term 'services and goods of consumption and household spending», so that they are deductible expenses in personal income tax, up to 50% of the first 1,000 euros and 25% of the next \$2,000 spent on basic goods and consumer services for dependent child under 18 years (thus, maximum deduction of \$1,000 per child per year).

117. Commodity tax relief for family, always justified, such as caregivers at home, kindergartens, schools for parents or child therapy, sports schools for children (federated sports, gymnastics, swimming, camping ...), etc.

c) Rates and Services

118. Adequacy of household consumer prices, such as water, electricity and gas, so that household consumption is not criminalized **establishing tariff escalation based on the per capita consumption.**

²² Article 9.2 of the Spanish Constitution.

²³ The *splitting* method (family taxation) which involves dividing the total income of the family for two and to the resulting amount the tax scale applies for purposes of calculating the tax rate to be applied. With this tax treatment, while the income of both spouses are added, the type of rate applied is not the corresponding to the sum, but the one obtained by dividing by halve the total revenue, which is always less given the progressivity of the lower exchange rate and this applies to each of the ratios and not to the total.

²⁴ In other tax systems, the attributable unit is not the individual but the tax home. The exchange rate is applied to the quotient of the accumulated income of spouses and children by a divisor that is determined by the number of children.

d) With regard to Social Security

119. Consideration as contribution periods all the absence for family reasons²⁵ in order to care for each child, whether natural or adopted, or foster children or dependents on their charge.

120. Establishment of mechanisms for spouses without gainful employment can access public pension.

121. Establishment of contributory pensions for those who work exclusively at home, through a voluntary agreement with the Social Security.

122. Increased pension depending on the number of children.

e) With regard to inheritance tax

123. Eliminate the inheritance tax between parents and children and minimize it between spouses.

²⁵ Considered effectively traded for the purpose of retirement benefits, permanent disability, death and survival, maternity and paternity: "The first two years of the period of leave enjoyed by workers," according to 46.3 of the Workers' Statute (WS), "for the care of each child or foster child" in cases of permanent or pre-adoptive foster care, even if they are provisional. If the family unit to which the minor belongs, due to whose care the leave is requested, is treated as a *large family*, the effective contribution period will be 30 months if it is of general category or 36 months if it's of special category.

X. Active participation of families and associations

«It would be desirable for the associations that represent families to be involved in developing policies that influence family or families, both at EU and Member States.»

(Opinion of the European Economic and Social Committee on "The role of family policy in demographic change: sharing best practices between Member States" (2011/C 218/02)

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Fundamentals

A healthy conception of politics requires the participation of all in building the common good. And, being the family the basic unit of society, it's entitled to a living space, it has the right of not to be passive but active and purposeful. We need to think, therefore, in a *policy for the family*, but especially *with the family*. This means favoring family associations as a partner of reference for family policies.

Especially when a resurgence of the family as an active subject is taking place that: (1) wants to be a builder of society where it lives; (2) feels sensitized for problems around it and (3) does not want to remain passive relinquishing its responsibility.

A growing commitment to the family today is the result of a personal and collective maturity that implies to freely make commitments to, jointly, address the needs (material and moral) of their compatriots.

In this way families are growing increasingly aware of being protagonists of family politics. They are taking responsibility to improve society. They know that, otherwise, families are the first victims of the evils they have merely limited to observe with indifference.

In short, the family has understood that both in society and in politics and in our daily and everyday life, it is essential to defend the social subject that transmits life, education and transmitting values to their children, giving mutual assistance to each of its components, which teaches how to behave in society.

Measures

124. Creating Family Information Points that bring together institutions and associations to inform about services to families.

125. Creation of internet portal "infofamilies» of services to families.

126. Participation of associations in the administrative bodies, such as the Family Observatory.

127. Destination of a specific budget line for family NGOs by 0.7% of income tax.

128. Development of a Guide to Help the Family (national and regional level, respectively) that provides families access to aid and assistance mechanisms.

129. Creating the Family Bonus for access to public and private cultural institutions (theaters, museums, sporting events, amusement parks and entertainment, concerts, etc.), so that the cost is almost equal to a family regardless of number of children.

130. Give parents associations representatives of labor rights for their performance Parents working in organizations or official commissions (school boards, etc.) as representatives of parent associations are entitled to a number of hours at work to participate in such bodies.

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Edited by the **Institute for Family Policies (IPF)**.

c/ Zurbarán, 8 – 1st floor. 28010 Madrid

Phone. + 34 91 1022888

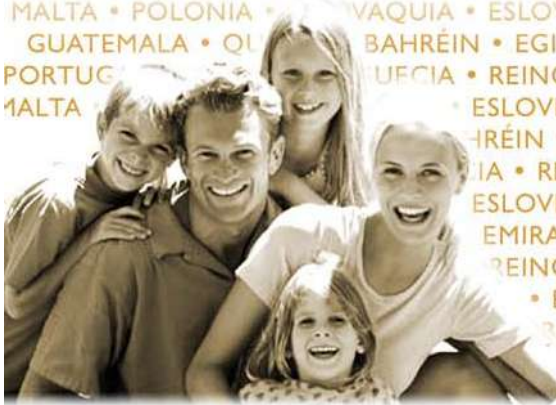
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“130 Support Measures for the Family”

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