Child Care for Users at CERN

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for the CERN Child Care Initiative (CCCI)
https://espace.cern.ch/childcare-initiative/default.aspx

ACCU Meeting, 11 June 2008, CERN
Outline

- Existing Child Care @ CERN
- CERN Child Care Initiative (CCCI)
- Survey February 2008
- Funding Sources at the EU
- Project in Archamps (Haute-Savoie)
- Summary
EU’s Barcelona Roadmap

Answer to **demographic decline:**
**affordable and accessible childcare**

**Barcelona Targets:**

The **provision of childcare by 2010** to at least **90 % of children between 3 years old and school age** and at least **33 % of children under 3 years of age** (EUROSTAT).
Existing Child Care at CERN
‘Jardin d’enfants’

- Located at CERN site
- for children 2 ½ to 6 years old
  - 171 places
  - Mon – Fri 8:00-12:30 13:30 – 18:00
- for children 2 – 2 ½
  - 21 places
  - Mon, Tues, Thurs 8:00 – 12:30
- Children welcomed during lunch break
  - Reservation needed
  - Costs: 14 CHF (lunch and childcare)
- Closed during Geneva state school holidays
  - 3 months and 1 week per year
- Fees: 1240 CHF/month per child
  - CERN reimburses 75% of the fees for staff children >= 3 years.

No default lunch.
No child care for < 2 years.
Inconvenient Opening Hours
Closed for a significant time per year.
Too expensive.
Existing Child Care at CERN
Meyrin Creche

- Opens 25.08.2008
- 20 places for 4 months to 4 years
- For CERN personnel (staff, users, etc.)
- Closed 4 weeks per year (summer)
- Mon to Fri 7:00 – 18:00
- Fees: 2000 CHF/month; 50% for 2\textsuperscript{nd} child

Not enough places

Too expensive.
CERN Child Care Initiative (CCCI)

- **Initiative** was founded 2007
  - members of different collaborations at CERN,
  - **both users and CERN staff**
  - [https://espace.cern.ch/childcare-initiative/default.aspx](https://espace.cern.ch/childcare-initiative/default.aspx)
  - [cern-users-childcare@cern.ch](mailto:cern-users-childcare@cern.ch) (81 members)

- **Survey** was prepared to assess needs
Survey

- Submitted to ALICE, ATLAS, CMS, LHCb
- February 2008
- 30 questions
- **Big response: 129 responses recorded!**
  - But we did not reach everybody!
- See here for summary:
  - [CERN-HR-Note-2008-001](#)
Survey: Profile of Participants

60% permanently at CERN
72% users
40% visiting users
Survey: Working Hours

Majority: Both parents are full time ➔ NEED CHILD CARE!
Time spend at CERN & Needing Child Care (CC)

- 35% need CC for a few weeks
- 35% need CC for a few months - year
- 15-20% need CC for a few days

Constant profile over the next 5 years
Children’s Age Profile

Children's Age Profile

Child Care for below 2 years very important!

11.06.2008, ACCU
Cigdem Issever, University of Oxford
Language of Children

French, English, Italian, German

Number of Languages spoken in the Families
How much Fee/month is affordable?

Most parents can’t afford current CC @ CERN
64 % of parents would like salary dependent fees
Length of Child Care

Length of day care needed

<table>
<thead>
<tr>
<th></th>
<th>half day</th>
<th>full day</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>24.11%</td>
<td>75.89%</td>
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</tbody>
</table>
Number of Places needed

At least 40 places for < 2 years needed!
Meyrin is not enough

These are lower limits, because survey only reached fraction of parents at CERN.

Redo survey with help of CERN management
Number of Places for Users

Estimated Number of Places for Users

- <2 years
- 2 - 5 years
- 5 - 10 years
- > 10 years
- total

At least 70 – 90 places needed
Lower limit!!

Survey reached only fraction of parents at CERN
EU’s Barcelona Roadmap

Answer to demographic decline: affordable and accessible childcare

Barcelona Targets:

The provision of childcare by 2010 to at least 90% of children between 3 years old and school age and at least 33% of children under 3 years of age (EUROSTAT).

CERN does not meet Barcelona Targets!
European Social Fund (ESF)

- ESF an EU's Structural Funds
- Aims:
  - reduce differences in prosperity and living standards
  - promoting economic and social cohesion.
- 2007-2013 some €75 billion will be distributed to the EU Member States and regions to achieve its goals.
- Projects can be funded for up to 3 years.
- ESF may contribute between 50 and 85%
ESF: Fields of Activity

- Workers and new skills
- Businesses undergoing change
- Access to employment and social inclusion
- Education and training
- Women and jobs
- Fighting discrimination
- Working in partnership
- Better public services
- Transnational projects and networks
- Innovative actions
ESF – How to participate?

- Available through the Member States
- CERN: apply through France
- Organizations can apply
- Need help from CERN legal office
## ESF – Financial Plan France 2007-13

<table>
<thead>
<tr>
<th>Priority axis</th>
<th>Community funding</th>
<th>National counterpart</th>
<th>Total funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adaptation to economic change</td>
<td>898 911 778</td>
<td>1 094 384 098</td>
<td>1 993 295 876</td>
</tr>
<tr>
<td>Access to employment for job seekers</td>
<td>1 274 606 474</td>
<td>1 264 320 759</td>
<td>2 538 927 233</td>
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<tr>
<td>Social inclusion and combating discrimination</td>
<td>1 755 845 348</td>
<td>1 747 879 388</td>
<td>3 503 724 736</td>
</tr>
<tr>
<td>Development of human capital</td>
<td>389 984 305</td>
<td>314 985 503</td>
<td>704 969 808</td>
</tr>
<tr>
<td>Technical assistance</td>
<td>175 216 070</td>
<td>75 092 583</td>
<td>250 308 653</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>4 494 563 975</strong></td>
<td><strong>4 496 662 231</strong></td>
<td><strong>8 991 226 306</strong></td>
</tr>
</tbody>
</table>

euros
ESF– Past Funded Projects 2000-06 in France

Business Creation as a motor for economic development

Promoting local commerce and craftsmen

Guiding deaf people on the professional path

"Holistic" management leads to improved workforce performance

Creating more flexible and equal workplaces

A social partnership in France is working on ways to help female employees and jobseekers with families reconcile their private lives with work commitments, and to encourage local companies to introduce more flexible working practices. So far, 300 people have benefited from the awareness-raising activities organised by the group.
ESF more examples of funded projects

- Helping parents with childcare obligations
- Flexible work arrangements to complement private life
- Quality childcare in the community
- Toolkits for gender equality
- Combining work with family commitments
Project in Archamps (Haute-Savoie)  
(discussed several times, but decision pending from CERN)

- Construction of various hundreds of apartments and a few villas
- Possibility of integrating facilities for CERN
  - conference or meeting rooms,
  - LAN with CERN,
  - Creche,
  - Transportation to and from CERN
- Subsidize a new creche with ESF funds!
Summary

- Existing Child Care (CC) is **not sufficient**
- Existing CC is **too expensive for users**
- **Survey** shows only the “**tip of the iceberg**”
  - need re-do survey with help from CERN
  - e.g. CERN user office has a lot of information we can use
- Need help from CERN to **tap into ESF funds**
- **Child Care has to become a high priority issue for CERN**
Outlook

- **Archamps** construction **great opportunity**
- Try to get ESF funds for child care!
- **CERN** could provide affordable child care for users and staff!

**Immediate Actions:**
- CCCI and CERN management need to meet
- Assign person from CERN legal office to follow-up ESF
- Assign a person from the CERN management to be responsible for child care at CERN full time.
Backup Slides
Type of CC parents currently use

Current Child Care Type

- Kindergarten/Nursery: 27.03%
- Babysitter: 18.92%
- Care by Spouse/Family: 15.32%
- centre de loisir: 11.71%
- Paid Help at home: 8.11%
- Kngrd + BbySitter: 8.11%
- Kngrd + Spouse/Family: 9.91%
- Other combinations: 0.90%
Non-Nursery type Child Care

- Child Minding
  - https://webh12.cern.ch/hr-services/Int/Locinfo/child/childminding_facilities.asp