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Quarterly Bulletin of the Vienna NGO Committee on the Family

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Vienna NGO Committee on the Family

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Dear Readers of Families International,

The International Day of Families (IDF) declared by the United Nations for May 15th each year is being observed this year focused on the theme: "Ensuring Work-Family Balance". This issue contains the text of a background note prepared by the Focal Point on the Family of the United Nations. [For further information cf.: <http://social.un.org/index/Family/InternationalObservances/InternationalDayofFamilies.aspx>]

The Vienna NGO Committee on the Family is also observing the IDF 2012 on May 14th with an International Forum at the United Nations Vienna International Centre, on "Strengthening Couples and Families" [For further information cf.: <http://www.viennafamilycommittee.org>]

Also included in this issue is a resolution passed by the fiftieth session of the United Nations Commission for Social Development(CSD), which met in February this year, on the preparations for and observance of the 20th anniversary of the International Year of the Family (IYF) in 2014.

Further included is the Chair of the CSD's Summary of a discussion on "Poverty eradication taking into account its relationship with social integration and full employment and decent work for all."

In the previous issue we included the Report of the United Nations Secretary-General to the 67th Session of the General Assembly in November 2011, on the preparations for IYF+20 in 2014. It is hence evident that various bodies of the United Nations, including the Third Committee of the General Assembly, are focused on these preparations. If you wish, you can inform us about your preparations for 2014, which we would be happy to share with the over three hundred readers of 'Families International', who are notified when a new issue is available for downloading or reading online.

With kind regards,

Dr. phil. Peter Crowley

Editor

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News from the Vienna Committee of the Family



FULL COMMITTEE MEETING

UNITED NATIONS
VIENNA INTERNATIONAL CENTRE
MONDAY MAY 14th, 2012
CONFERENCE ROOM MOE 79

10:00 – 15:00

INTERNATIONAL FORUM
10:00-12:00

***STRENGTHENING COUPLES AND FAMILIES
THE SATIR MODEL***

Dr. Sandra E. S. Neil, Ph.D., PhD, MA (Clinical Psychology), BA, Bed (Counselling), FAPS
Director of the Satir Centre of Australia
Dr. Robert L. N. Silverberg, MD, BS, BA, FAAFP
www.satiraustralia.com
office@satiraustralia.com

10:00 – 11:00 Presentation Dr. Sandra Neil and Dr. Robert Silverberg

11:00 – 11:30 Coffee Break

11:30 – 12:00 Discussion

ADMINISTRATIVE SESSION

13:30 - 15.00

If you wish to attend the Full Committee Meeting please send an email to:
roswith.roth@uni-graz.at by May 4th 20102, at the latest.

News from the United Nations

INTERNATIONAL DAY OF FAMILIES 2012

Theme: "Ensuring work family balance"



Aishath Safana Athif, Republic of Maldives
Notable entry in the 2007
"We can end poverty" stamp competition



International Day of Families 2012
"Ensuring Work-Family Balance"
15 May 2012

Background Note

Trends impacting work-family balance

Over the past decades several demographic and socio-economic trends led to major changes in work and family life. Demographic trends towards smaller households, growing women's labour participation as well as rapid urbanization and greater mobility in search of better job opportunities, have resulted in weakening of traditional extended family networks offering care support for younger and vulnerable family members.

As extended kin are less available to care for the young, employed parents find it more difficult to manage working environment with caring for children and fulfilling other family responsibilities. In particular, being active in an increasingly competitive labour market to provide economically and having enough time to care for the young and vulnerable members of families is a main challenge for contemporary parents.

Globally, 52 per cent of women are in the labour market with over half mothers across the OECD countries in labour force before their child reaches 3 years of age. In addition to care for young children, families face multiple obligations, such as caring for older relatives, family members with disabilities or young people who tend to leave their families later in life. Consequently, employed parents often experience escalating family responsibilities to several generations at the same time.

Work responsibilities have increased as well. Although regular working hours in developed countries seem to plateau or decline, they remain high in developing countries, especially in Asia. Moreover, according to European data, non-standard 'atypical working hours', such as work on weekends or at night, as well as bring-

ing work home, are becoming more common as well, making it more difficult to balance work and care responsibilities.

There is a growing body of research linking long working hours with higher absenteeism due to illness and lower productivity. Excessive working hours reduce the time parents spend with their children and have a negative impact on family interactions.

In light of these trends, supporting formal policies as well as practical strategies promoting reconciliation of work and care responsibilities for families, especially those with young children, is becoming an important family policy goal.

Family oriented policies and programmes for work-family balance

Family focused policies and programmes promoting work-family balance vary across the regions. They may range from parental leave provisions and flexible working arrangements to child benefits and access to quality and affordable childcare.

Parental leaves

Maternity and paternity leaves upon the birth of a child and parental leave to care for a young child are offered in the majority of developed countries as well as many developing middle income countries. In the majority of developing countries, however, few provide comprehensive benefits in accordance with the ILO standards. The uptake of parental leaves, especially paternity leaves can also be hindered by work-place cultures and societal expectations.

Maternity leave provisions have been associated with reduction in infant mortality and morbidity and higher rates of breastfeeding. Paternal

leave taking often results in fathers' practical and emotional investment in infant care and has been linked to higher level of father involvement in family responsibilities later on.

Gender equality & the role of men in families

Gender equity goals are directly linked to ensuring work-family balance. Out of choice and necessity, women enter the paid labour force in growing numbers, where they are often discriminated in access to employment and benefits. At the same time, both women and girls still continue to bear most responsibilities for the household. In all regions, women spend at least twice as much time as men on unpaid domestic work. In some countries, women spend up to ten times as much time as men on caring for children. When unpaid work is taken into account, women's total work hours are longer than men's in all regions. Continued limited participation of men in care work is often considered a major obstacle to gender equality and women's empowerment.

This trend, however, is slowly changing and men's roles as fathers and caregivers in families, going beyond income provision, are gradually being recognized more in many parts in the world. Engaging men and boys in gender equality efforts and encouraging them to take up a bigger share of household and care responsibilities is a policy priority in many countries. Such strategies have a positive impact on gender equality; contribute to fairer distribution of family responsibilities between both parents and help achieve work-life balance for all family members.

Flexible working arrangements

Over the past decade, there have been growing efforts to create 'family friendly' work places by offering flexible working opportunities, such as: flexi-time schedules; working from home; part-time work; or working time adjusted to school timetable, without loss of pay. In the majority of developed countries informal arrangements exist and in some developing countries informal codes of good practice have been introduced but a legal right to request flexible working arrangements is generally rare.

Flexible working arrangements are more common in larger organizations with lower level of competition and recognized trade unions. They are also more frequent in the public sector jobs, work places where strong equal opportunities

exist and where more employers are involved in decision making.

Flexible working opportunities result in better health outcomes for parents and children. At a company level, they have also been associated with employee productivity, organizational commitment, retention, moral, job satisfaction and reductions in absenteeism.

Quality childcare

With the growth of women's professional aspirations and the need to obtain gainful employment to provide economically for their families, formal child care provisions have been adopted in most countries. Investments in early childhood education and quality child care are seen as a form of support for parents with young children to help them remain engaged in paid work. However, although primarily driven by the concern about female labour supply, the policies also aim at promoting fertility, gender equality and child well-being.

Childcare provision and subsidies for private childcare arrangements are considered an important part of work-family balance strategies in developed countries. The importance of early childhood care and education has also been emphasized at the international forum, e.g. by UNICEF and ILO in the context of work-family balance and decent work.

In the majority of developing countries, affordable quality child care facilities with professional staff, proper equipment and sanitary conditions are rare. Often, re-occurrence of accidents and mistreatment of children discourages parents from using ill-equipped childcare facilities. According to comparative fieldwork, poor families are often forced to leave their preschool children at home alone or in the care of older siblings, making them more prone to injuries and accidents as well. At the same time, there are numerous examples of innovative workplace solutions in developing countries, many funded from mixed partnerships between employer organizations, workers, and local government bodies able to provide child care options for working parents.

As far as the impact of child care arrangements on children's well-being is concerned, some research indicates that stable parental care for infants is of outmost importance, and recommends that optimally young children should not be left in poor quality non-parental care arrangements. More consensus has been found

on benefits of early childhood education, especially for children from disadvantaged backgrounds. Overall, a wide range of childcare arrangements should be advocated. Support for mothers who opt to stay at home with their children beyond the maternity leave period has often been recommended in the context of unpaid work. In some countries grandparent child care benefit has been introduced to assist families with the costs of child care.

A way forward

Work-family balance lies at the core of the ability of the family to provide economically and emotionally for its members. A variety of strategies to help families cope with work and family responsibilities is being used around the world. In the majority of developing countries, however, reconciliation of work and family life policies competes with a large number of development priorities. Moreover, access to work-family balance support systems is chiefly in the formal and regulated labour markets while many workers in the informal sector face not only family-unfriendly but also dangerous work environments. Global employment protection is then

needed to secure better working conditions, especially for poor working families.

Family-friendly strategies facilitating work-family balance have a key role in supporting parents to raise the next generation of children and ensure harmonious family relations. Work-family balance policies also demonstrate Governments commitment to the well-being of families and employers' social responsibility and contribute to successful labour relations, employee health and well-being, gender equality and child welfare.

It is important to share knowledge about good practices in work-family balance being implemented and advocated for by Governments, private sector, civil society and academic institutions. Promoting professional support and advice and efforts to create a more family-friendly culture in the workplace are equally important. Wide-ranging consultation and partnerships between employers, trade unions and employees to promote better understanding of the importance of work-family reconciliation is strongly encouraged to improve the well-being of families worldwide.

For additional information:

- Hein, C. & N. Cassirer (2010) Workplace solutions for childcare. International Labour Organisation, Geneva.
- Heymann, Jody (2006). Forgotten Families. Ending the Growing Crisis Confronting Children and Working Parents in the Global Economy. Oxford University Press, New York, 2006.
- Men Care. A Global Fatherhood Campaign (www.Men-Care.org).
- O'Brien, Margaret (2012). Work-Family Balance Policies. Background paper. UNDESA, New York.
- United Nations (2011). Men in Families and Family Policy in a Changing World. New York.
- United Nations (2010). The World's Women 2010: Trends and Statistics. New York.
- United Nations (2011). Report of the Secretary-General on the Preparations for and Observance of the twentieth anniversary of the International Year of the Family in 2014. New York.

Cf. <http://social.un.org/index/Family/InternationalObservances/InternationalDayofFamilies.aspx>

United Nations

A/RES/66/126



General Assembly

Distr.: General
9 March 2012

Resolution adopted by the General Assembly

[on the report of the Third Committee (A/66/454 (Part II))]

66/126. Preparations for and observance of the twentieth anniversary of the International Year of the Family

Sixty-sixth session

Agenda item 27 (b)

The General Assembly,

Recalling its resolutions 44/82 of 8 December 1989, 50/142 of 21 December 1995, 52/81 of 12 December 1997, 54/124 of 17 December 1999, 56/113 of 19 December 2001, 57/164 of 18 December 2002, 58/15 of 3 December 2003, 59/111 of 6 December 2004, 59/147 of 20 December 2004, 60/133 of 16 December 2005, 62/129 of 18 December 2007 and 64/133 of 18 December 2009, concerning the proclamation of the International Year of the Family and the preparations for, observance of and follow-up to the tenth anniversary of the International Year,

Noting that in paragraph 5 of its resolution 59/111 and paragraph 2 of its resolution 59/147, respectively, the General Assembly underlined the need to realize the objectives of the International Year and to develop concrete measures and approaches to address national priorities in dealing with family issues,

Noting also the importance of designing, implementing and monitoring family-oriented policies, especially in the areas of poverty eradication, full employment and decent work, work-family balance, social integration and intergenerational solidarity,

Recognizing that the preparations for and observance of the twentieth anniversary of the International Year in 2014 provide a useful opportunity to draw further attention to the ob-

jectives of the International Year for increasing cooperation at all levels on family issues and for undertaking concerted actions to strengthen family-centred policies and programmes as part of an integrated comprehensive approach to development,

Aware that a major objective of the International Year is to address the major concern of strengthening the capacity of national institutions to formulate, implement and monitor policies in respect of families, Noting that the family-related provisions of the outcomes of the major United Nations conferences and summits of the 1990s and their follow-up processes continue to provide policy guidance on ways to strengthen family-centred components of policies and programmes as part of an integrated comprehensive approach to development,

Convinced of the necessity of ensuring an action-oriented follow-up to the tenth anniversary of the International Year beyond 2004,

Recognizing the important catalytic and supportive role of United Nations bodies, the specialized agencies and the regional commissions in ensuring an action-oriented follow-up in the field of the family, including their positive contribution to strengthening national capacities in family policymaking,

Cognizant of the need for continued interagency cooperation on family issues in order to

generate greater awareness of this subject among the governing bodies of the United Nations system,

Convinced that civil society, including research and academic institutions, has a pivotal role in advocacy, promotion, research and policymaking in respect of family policy development and capacity-building,

Noting that, in its resolution 59/111, the General Assembly decided to celebrate the anniversary of the International Year on a ten-year basis,

Taking note with appreciation of the report of the Secretary-General,¹

1. Encourages Governments to continue to make every possible effort to realize the objectives of the International Year of the Family and to integrate a family perspective into national policymaking;

2. Invites Governments and regional intergovernmental entities to provide for more systematic national and regional data on family well-being and to identify and ensure support for constructive family policy developments, including the exchange of information on good policies and practices;

3. Urges Member States to view 2014 as a target year by which concrete efforts will be made to improve family well-being through the implementation of effective national policies, strategies and programmes;

4. Encourages Member States to adopt holistic approaches to policies and programmes that address family poverty, social exclusion and work-family balance and that share good practices in those areas, and invites Member States to stimulate public debate and consultations on family-oriented and gender- and child-sensitive social protection policies, in accordance with the objectives of the International Year;

5. Also encourages Member States to promote policies and programmes supporting intergenerational solidarity at the family and community levels and geared to reducing the vulnerability of younger and older generations through various social protection strategies;

6. Urges Member States to create a conducive environment to strengthen and support all families, recognizing that equality between women and men and respect for all the human rights and fundamental freedoms of all family mem-

bers are essential to family well-being and to society at large, noting the importance of reconciliation of work and family life and recognizing the principle that both parents have common responsibilities for the upbringing and development of the child;

7. Invites Governments to continue to develop strategies and programmes aimed at strengthening national capacities to address national priorities relating to family issues, and encourages the United Nations Programme on the Family, within its mandate, to assist Governments in this regard, including through the provision of technical assistance to build and develop national capacities in the area of formulating, implementing and monitoring family policies;

8. Invites Member States to consider undertaking activities in preparation for the twentieth anniversary of the International Year at the national level;

9. Encourages Governments to support the United Nations Trust Fund on Family Activities to enable the Department of Economic and Social Affairs of the Secretariat to provide expanded assistance to countries, upon their request;

10. Recommends that United Nations agencies and bodies, intergovernmental and non-governmental organizations, research and academic institutions and the private sector play a supportive role in promoting the objectives of the International Year;

11. Requests the Secretary-General to submit a report to the General Assembly at its sixty-eighth session, through the Commission for Social Development and the Economic and Social Council, on the implementation of the present resolution, including a description of the state of preparation for the observance of the twentieth anniversary of the International Year at all levels;

12. Decides to consider the topic “Preparations for and observance of the twentieth anniversary of the International Year of the Family” at its sixty-seventh session under the sub-item entitled “Social development, including questions relating to the world social situation and to youth, ageing, disabled persons and the family”

COMMISSION FOR SOCIAL DEVELOPMENT

Fiftieth session, 1-10 February 2012

United Nations

High-level panel discussion on the priority theme:

"Poverty eradication, taking into account its relationship with social integration and full employment and decent work for all"

(1 February 2012, 3-6 PM)

Chair's Summary

The Commission convened a High-level panel discussion on Poverty eradication, taking into account its relationship with social integration and full employment and decent work for all under sub-item 3 and heard presentations from Hoda Rashad, Director and Research Professor at the Social Research Centre of the American University in Cairo, Egypt; Armando Barrientos, Professor and Research Director at the Brooks World Poverty Institute in Manchester, United Kingdom; Su Guoxia, Deputy Director at the Department of Policy and Regulations of China's State Council Leading Group Office of Poverty Alleviation and Development; and Jesper Oestrup Zwisler, Permanent Secretary in the Ministry of Social Affairs of Denmark, who represented Minister Karen Haekkerup.

It was noted that poverty eradication remains the overarching objective of national and international development efforts since the 1995 World Summit for Social Development. Empowering people through inclusive and sustainable social policies is the only path towards a future free from poverty. In order to eradicate poverty, social policies must focus on job creation, reducing inequalities and providing social protection thereby empowering people to escape poverty. Failure to acknowledge the multidimensional nature of poverty and the social impact of economic policies during the last three decades partly explains why poverty reduction efforts have been insufficient. Deregulation, liberalization, privatization and restrictive macroeconomic policies pursued by many countries at the advice of international financial institutions have failed to address the root causes of poverty and their linkages to inequality. These shortfalls have been further compounded by the unequal distribution of the benefits of globalization and cuts in public provisioning of social services. Unequal social relations and processes of economic, social and political exclu-

sion and marginalization compound the poverty predicament faced by many.

Social Protection

It was noted that social protection is an important instrument for reducing poverty and inequality and promoting sustainable development. Countries that have developed comprehensive, universal social protection policies covering the majority of the population have successfully reduced poverty and improved social conditions on a broad scale. For countries at a given income level, higher levels of expenditure on social protection are correlated with lower poverty levels. It is particularly important for governments to provide basic social protection to mitigate the impact of crises.

In recent years, social protection has increased dramatically in developing countries; 1 billion people in developing countries have been reached by some form of social assistance. It is important to focus on the medium- and long-term impact of assistance programmes in addition to their immediate impacts. Despite recent progress, there remains a substantial deficit in resources and capacity for the implementation of social protection programmes, and thus there is an important role for international assistance. It is essential for countries to transition funding programs from international to domestic sources to ensure legitimacy and long-term stability. In addition to social protection, it is important that wages are sufficient to enable people to support themselves.

Social integration

It was also noted that social integration is important for creating a strong sense of solidarity and willingness to share costs among members of society. The current high youth unemployment rate is particularly pressing given that many countries are faced with an ageing popu-

lation. 2012 is the European Year for Active Ageing and Solidarity between Generations. The Year, which aimed to raise awareness of active ageing, especially in employment, participation in society and independent living by older people, will encourage stakeholders and policy-makers to set commitments in those areas and take concrete action, such as enacting legislative reform and new strategies to reduce poverty among the elderly. Further, it was noted that people should not be left dependent on the family or the state without educational and training opportunities. Governments must also do their utmost prevent the transmission of poverty and ill health between generations.

The case of Egypt

The primary focus for poverty reduction in Egypt has been on encouraging economic growth. While growth did materialize, it also came with social dissatisfaction and high unemployment. Poverty levels have stayed almost unchanged despite economic growth. Lack of trust and ownership, lack of institutional capacity, insufficient practical tools and the need for government to work more closely with civil society and academia are some key factors impeding poverty eradication programmes. Improving respect for rights, inclusive participation, and including impact evaluations in the policy cycle are some ways to increase the effectiveness of poverty reduction programmes.

The case of China

In China, poverty reduction is driven by economic development, led by the government through empowering people. The Government provides targeted support to farmers and others in poor areas. Through this support, some key poor areas have experienced faster growth than the national average. They also provide free education and have recently implemented a rural cooperative medicare system with very high participation rate. China's policies have resulted in significant achievements in improving the living and working conditions in key poor areas. Despite these successes, there is still a lot of work to be done to address poverty and the widening income gap in China. The Government plan to implement and expand poverty reduction programmes and make considerable efforts to learn from others and share experiences.

In light of the presentations, one conclusion can be drawn. It has been proved that economic growth, per se, does not guarantee poverty reduction. Multifaceted social protection policies that contribute to the social inclusion of all human beings should be promoted.

More information at:

<http://social.un.org/index/CommissionforSocialDevelopment/Sessions/2012/PanelDiscussions.aspx>

Recent and Forthcoming events

16TH TO 20TH APRIL 2012

GENEVA

Committee on the Rights of Persons with Disabilities, seventh session

FURTHER INFORMATION: <http://conf.un.org/dgaacs/meetings.nsf>

27TH TO 29TH APRIL 2012

GAZIANTEP, TURKEY

International Conference on Global Issues of Early Childhood Education and Children's Rights

We at Zirve University's School of Education and School of Law, are organizing an international conference on Global Issues of Early Childhood Education and Children's Rights.

ENQUIRIES riza.ulker@icecer.org

WEBSITE <http://icecer.org/en/>

SPONSORED Zirve University

30TH APRIL TO 18TH MAY 2012

GENEVA

Committee on Economic, Social and Cultural Rights, forty-eighth session

FURTHER INFORMATION: <http://conf.un.org/dgaacs/meetings.nsf>

1ST MAY TO 2ND MAY 2012

BENDIGO, AUSTRALIA

Child Friendly Cities Conference 2012

Creating Places & Spaces where Children & Young People are valued as Citizens

The City of Greater Bendigo, with the generous support of its sponsors, is proud to present its second Child Friendly Cities conference.

Using a community development lens, the two day conference will explore the contemporary theory and practice of 'growing' a Child Friendly City. The program will be presented by an amazing array of speakers who will share their knowledge and experience in creating places and spaces where children and young people are valued as citizens.

As a member of a cross sectoral, audience you will be challenged to apply a 'whole of government' and 'whole of community' approach, critical in ensuring that the rights of children are reflected in community planning and building.

Over the two days you will be taken on a journey which will expand your thinking on how children and young people can be meaningfully engaged by exploring themes such as:

- Civic and neighbourhood spaces
- Travel spaces
- Natural spaces
- Learning and earning spaces
- Virtual spaces

This conference will provide a wonderful opportunity for you to contribute to a steadily growing movement that has, at its heart, a commitment to improved outcomes for children and young people. What better place to hold such a conference than in Australia's first officially recognised Child Friendly City.

FURTHER INFORMATION:

http://www.bendigo.vic.gov.au/Residents_and_Services/Children_and_Family_services/Child_Friendly_Cities_Conference_2012

29TH MAY TO 15TH JUNE 2012

GENEVA

Committee on the Rights of the Child, sixtieth session

FURTHER INFORMATION: <http://conf.un.org/dgaacs/meetings.nsf>

7TH TO 8TH JUNE 2012

MELBOURNE, AUSTRALIA



7–8 June 2012
Melbourne Convention and Exhibition Centre



The Centre for Cultural Diversity in Ageing invites you to the Cultural Diversity in Ageing 2012 Conference.

The program will consist of keynote speakers, workshop presenters and poster presentations representing a broad range of interests within the aged care and related sectors including industry representatives, providers, practitioners, educators, researchers and consumer advocates.

The conference will address a broad range of themes associated with the design and delivery of culturally inclusive services and showcase best practice and innovative service models. Topics will include social inclusion, elder rights, person-centred care, residential care, community care, workforce diversity, clinical care, palliative care, research, dementia care and carer support.

The development and delivery of culturally inclusive policies and services can be challenging. This conference will provide delegates with innovative approaches and solutions as well as opportunities to meet with others to share ideas and experiences on cultural inclusion in ageing.

The conference theme this year is 'Stories to Inspire'. This will provide delegates with an opportunity to take a unique and creative approach to cultural diversity in ageing, and encourage people to consider the stories of ethnic communities, aged care services and staff, carers and of course stories of ageing migrants in the community.

We want this to be a dynamic, educational and inspiring event. We want delegates to discuss successes, explore future challenges and share their stories to build a national platform from which we can achieve excellence in care and services for our ageing population in Australia.

We look forward to welcoming you to Melbourne in June.

The Centre for Cultural Diversity in Ageing receives funding from the Department of Health and Ageing through the Partners in Culturally Appropriate Care (PICAC) initiative.

FURTHER INFORMATION: <http://www.culturaldiversity.com.au/conference-2012>

7TH TO 12TH OF JULY 2012

STOCKHOLM, SWEDEN

2012 Joint World Conference

The global Social Work and Social Development communities invite you to attend the 2012 Joint World Conference to be held from the 8th to the 12th of July, 2012 in Stockholm, Sweden.

An expected 2,000 social workers, educators and social development practitioners will gather at this conference to share, learn and cooperate to advance our professional objectives. The theme of the Conference is 'Action and Impact' and the focus will be on aligning the local, nationwide, regional and global social practice environments to strengthen and reinforce the impact of our work.

Celebrating social work and social development, respecting our diverse approaches, making links and finding common ground, learning from social workers in all parts of the globe and having fun, will be the backdrop of this event.

Further Information <http://ifsw.org/events/stockholm/>

16TH TO 21ST JULY 2012

MELBOURNE, AUSTRALIA

XXII. IFHE World Congress "Global Creativity and Innovation: Developing Capacities for Sustainable Futures"

For more information <http://www.ifhe2012.org/>

Impressum

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- ❖ INGOs
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