

**3^{es} rencontres
scientifiques**
de la CNSA pour
l'autonomie

5 et 6 novembre
2014 - Paris

6 November 2014

Robert Anderson, Eurofound, Dublin

Workplace initiatives to reconcile employment with care

CNSA Congress, Paris, 6 November 2014



Mainly unpaid care, often by workers

Dominance of family and informal care in most Member States e.g. EU – 20m carers provide 20+ hours per week. 80% of care hours are provided by informal care, predominantly women 45+.

- * In nearly all countries more than half of carers under 65 combine care with employment**
- * Significant proportion of people excluded from employment by care responsibilities**
- * Implications for entry, retention and return to employment**

Concerns about shortages of carers, lack of support for informal carers, and risk of social exclusion for carers. Concerns amplified by economic crisis and any reductions in services.

Recent EU Policy attention to work and care

a) Employment Package (April 2012)

- * Staff Working Document on exploiting the employment potential of personal and household services
- * Staff Working Document on an action plan for the EU health workforce

b) Social Investment Package (February 2013)

- * SWD: Evidence on demographic and social trends – common challenges
- * SWD: Long-term care in ageing societies – challenges and policy options – widespread shortages of LTC workforce

c) Report of Social Protection Committee on Long-Term Care (June 2014)

Carers in the EU 28

(Based upon EQLS, 2011-12)

**5000 carers, of whom 2350 working carers
(providing care to an elderly or disabled relative
at least once or twice a week)**

Proportion caring for elderly or disabled relative at least once or twice a week

Age	Male	Female	All
18-24	11%	10%	10%
25-34	8%	11%	9%
35-49	13%	20%	17%
50-64	16%	23%	20%
65+	8%	10%	9%
	12%	16%	14%

Working carers by country – People of working age

	Working carer	Other carer	Non-carer
Sweden	6%	2%	92%
United Kingdom	9%	8%	83%
France	13%	7%	80%
Lithuania	14%	11%	75%
EU28	9%	6%	85%

Working hours of carers and non-carers in employment

Hours	Working carers %	Non-carers %
21-34	15	10
35-40	55	56
40+	30	34

Proportion reporting problem at least several times a month

	Working carers	Non-carers
Too tired to do household jobs	54%	53%
Difficult to fulfil family responsibilities	32%	29%
Difficult to concentrate at work	18%	13%
Problems at both home and work	17%	13%

Impact of care responsibilities on employment

- * **Financial disadvantage – nil/reduced hours – exclusion from paid work**
- * **Access to training and skills development**
- * **Stress, sickness and absenteeism**
- * **Career development and promotion**
- * **Generally lack of specific action in the workplace to support working carers – benefits, information, services, flexible working times, work organisation and leave entitlements – although many measures also eligible for carers**
- * **Eurofound study on ‘Company initiatives for workers with care responsibilities’:
11 Member States, 50 companies**

Company level measures: Type of employer support (1)

Flexibility/Flexicurity	
Objectives/Outcome	Practical measures
<i>Support full-time working for carers</i>	For example: <ul style="list-style-type: none"> - Flexibility in working hours - Teleworking - Accessibility at work - Short- and emergency care leave
<i>Enable part-time working (downshifting) and caring</i>	For example: <ul style="list-style-type: none"> - Part-time work - Term-time working or equivalent
<i>Enable / complete lengthy time off for carers</i>	For example: <ul style="list-style-type: none"> - Longer carer leave - Possibility to accumulate (additional) leave - Maintaining continuity whilst on leave

Carers Leave – ‘better than the minimum’

* Energy company (UK)

- Additional leave; part-payment (for short-term leave); support for return to work

* Insurance company, Pharmaceuticals company (NL)

- Extended eligibility; additional leave; part-payment (short-term)

* Public sector (IE)

- Careful examination of downsides; help to return early

Accessibility and interruptions at work

* Social care provider (NL)

- Allows short interruptions of working day to go home to care

* Pharmaceutical company (NL)

- Policy allows use of phone, e-mail and internet to deal with caring issues during working hours

* Energy company (UK)

- By arrangement with line manager, can use phone for caring purposes whilst at work; privacy and use of company-supplied mobile phone also possible

Company level measures: Type of employer support (2)

Other supports/measures

Care-related supports

For example:

- Information
- Referral; care brokerage
- Counselling
- Carer networks / support groups
- Practical daily life supports (e.g. home delivery of groceries etc.)
- Use of phone / other technology
- Direct care provision
- Support for care costs

Other measures

For example:

- Addressing carers' health and well-being in occupational health services
- Carer surveys/audits
- Awareness-raising, promotion of positive attitudes amongst managers, co-workers etc.
- Lobbying/liaison with external stakeholders (e.g. other employers, care services)

Information, counselling (on caring issues)

* **Health insurer (NL)**

- **Company help desk and care agency**

* **Chemical company (DE)**

- **Information and counselling service, shared with other companies in the region**

* **Retail bank (AT)**

- **Information portal on work and care issues**

Organising or providing care

- * **Health insurance fund; pharmaceutical company (DE)**
 - External company contracted to help employees find care facilities
- * **Social care provider (NL)**
 - Employees can use company's care services free of charge (even if the person cared for is not a client of the organisation)
- * **Electricity company (FR)**
 - Cooperation agreement with providers of assistance services
- * **Social services (PT)**
 - Low-cost schooling for employees with disabled children

Motivations for company level measures

Business case for employers – cost of lost days and productivity; staff and expertise – need for a flexible approach

- * **Reduce staff turnover**
- * **Reduce recruitment and training costs**
- * **Reduce stress and sick leave**
- * **Improve staff morale**
- * **Improve service delivery**
- * **Increase loyalty and commitment**

Work-life balance an increasingly important issue for all workers

- * **In choice of employment**
- * **In the context of an ageing workforce**

What some trade unions do

- * Raise awareness and promote good practice (Austria, Germany, Netherlands)
- * Promote research on working carers (Netherlands, ETUC)
- * Develop collective agreements that include reference to work and care (Austria, Germany, Netherlands, Slovenia)
- * Support legislation e.g. Family Care Leave for carers (Denmark, Germany, Finland, Belgium, Sweden, France)
- * Eurofound (forthcoming) – *Demographic change and policies for the reconciliation of work and family life*

Improve measures for working and caring in the workplace

- * **Raise awareness and promoting good practice**
 - Amongst companies; among workers
 - Also at policy and social dialogue levels
- * **Increase take-up of measures**
 - Support of line managers and colleagues
 - Preferences of male and female workers; private matter
- * **Ensure wider and more consistent provision**
 - Labour legislation (EU and Member State)
 - Formal provisions in social dialogue (EU, Member State, sectoral)
- * **Promote evaluation of measures**
- * **Support access to employment of excluded carers**

Health and well-being of people aged 18-64

	Working carers	Other carers	Non-carers
Bad or very bad health	4%	15%	6%
Feeling tense most of the time	14%	19%	12%
Feeling lonely most of the time	7%	10%	6%
Feeling depressed most of the time	6%	14%	5%
Global life satisfaction	7.2	6.6	7.1

Material well-being of people aged 18-64

	Working carers	Other carers	Non-carers
Proportion:			
In lowest income quartile	15%	42%	24%
Having difficulty making ends meet	45%	59%	46%

Improve community services to support carers and their quality of life

- * Home care and home help**
- * Systematic and specific attention of primary health care**
- * Day centres and respite care**
- * Access to carers' support groups and organisations**
- * ICT facilities, information, training and counselling**
- * Income support and advice**

Based upon:

- * Support when and where needed**
- * Dignity for caregivers and care recipients**

**3^{es} rencontres
scientifiques**
de la CNSA pour
l'autonomie

5 et 6 novembre
2014 - Paris

Thank you

Contact:

rma@eurofound.europa.eu