



# *Company initiatives for workers with care responsibilities for disabled children or adults*

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Living Conditions and Quality of Unit



Role and contribution of informal carers begins to be visible, especially in long-term care.

- *Employment*: Recruiting and retaining an adequately qualified and skilled care workforce; training
- *Social protection*: For both formal and informal carers
- *Equal opportunities*: Measures to reconcile employment with informal care
- *Health*: Sustainability of care provision and quality of the care workforce

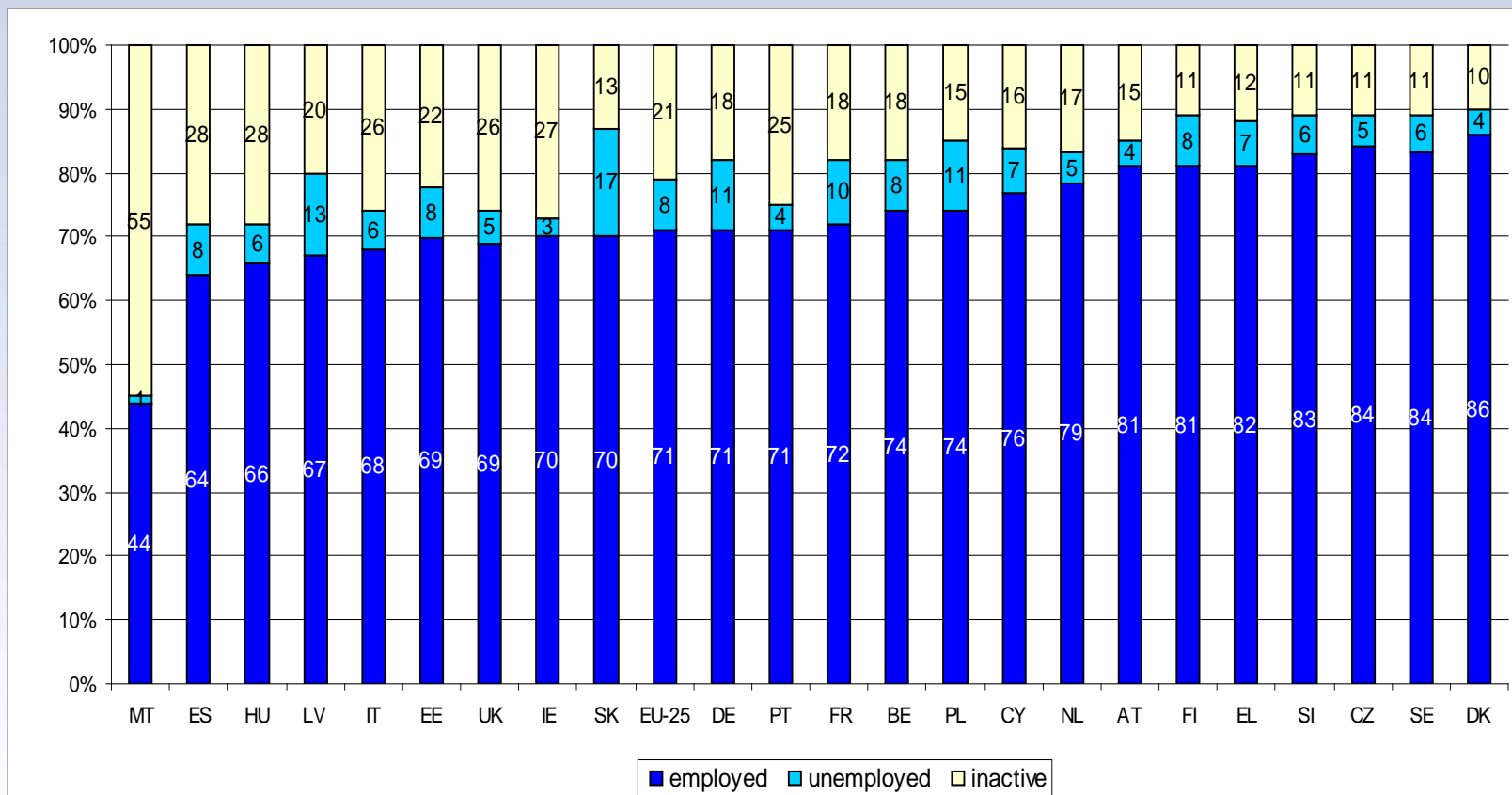
But concerns (e.g. in the 2009 Communication on Alzheimer's disease) about shortages of carers, lack of support for informal carers, and risk of social exclusion for carers.

Concerns amplified by economic crisis and any reductions in services.



Eurostat

# Employment status of carers in Europe, 2005 (25-49 years age group)

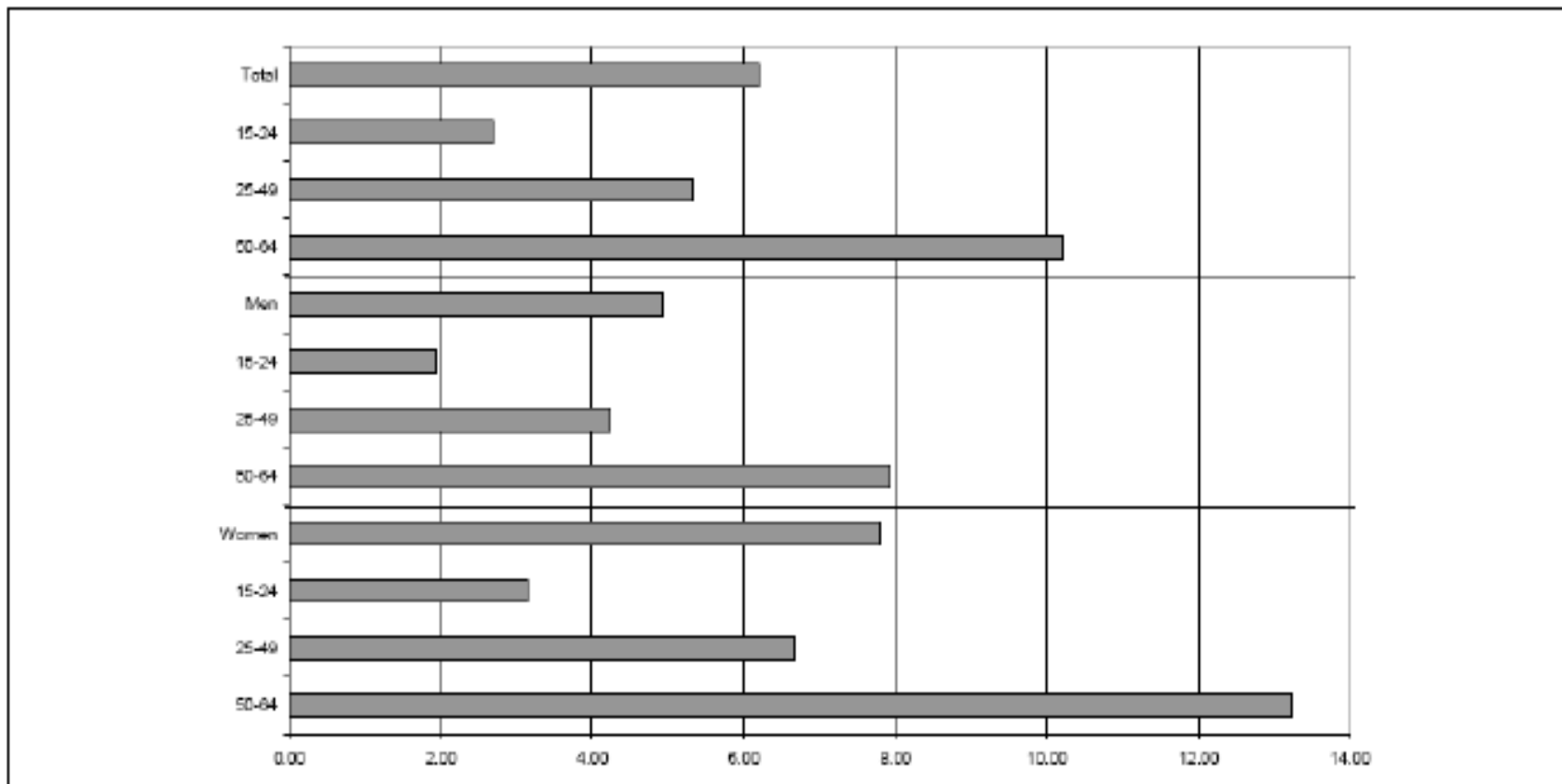


Source: Eurostat (2009) report on reconciliation, data from 2005 ad hoc module



Eurofound

## Percentages of employed persons who regularly care for a relative aged 15 or more, EU-27 average by sex and age groups, 2005



Source: Hessel and Keck (2009: 6), data source: LFS ad hoc module

## Work-life balance: Caring and working

- In nearly all countries more than half of carers under 65 combine care with employment
- 6%-10% of employees are providing regular care, especially older (female) workers (13%-16%)
- But among those with care responsibilities only half of women but 9 out of 10 men (are able to) work full-time



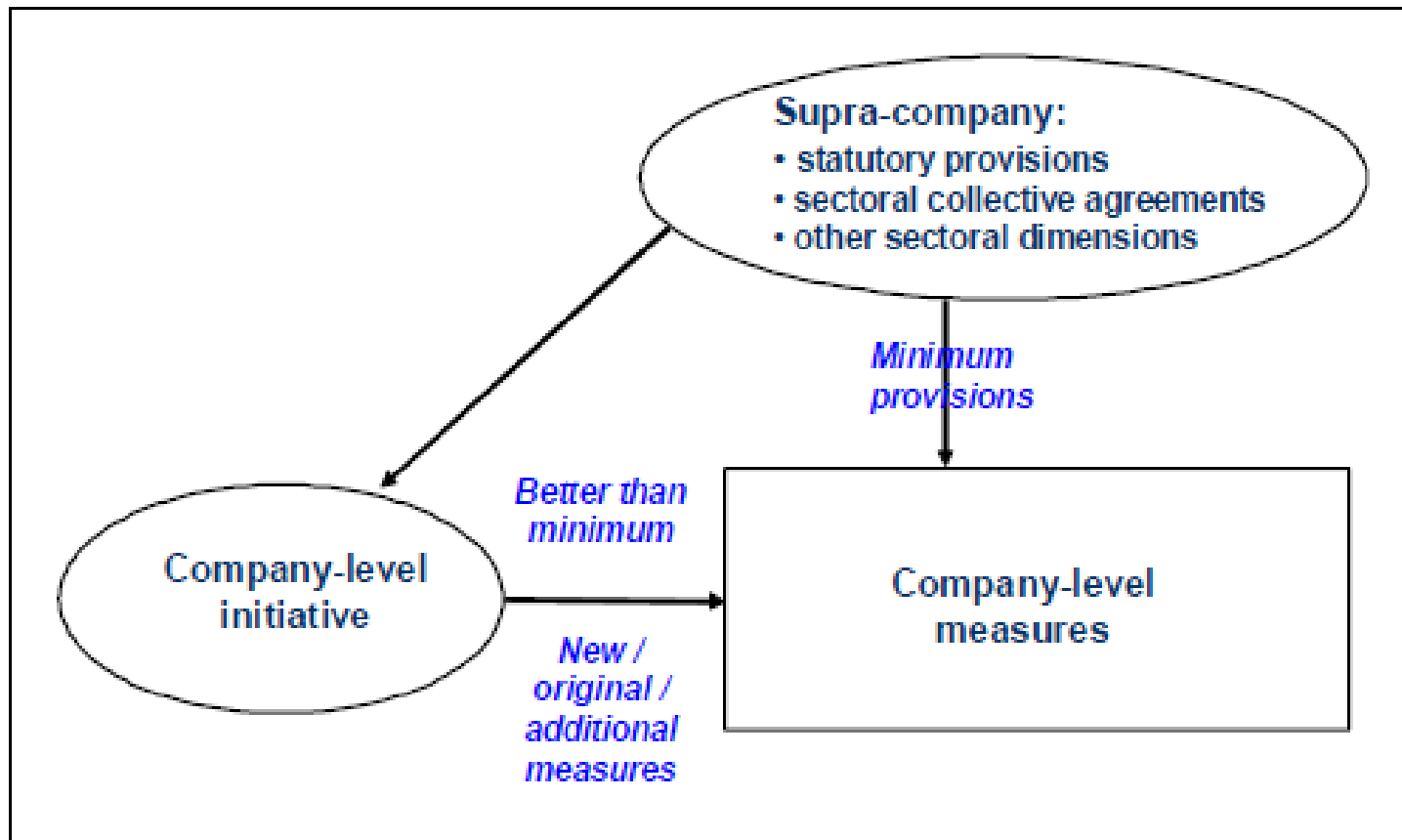
# Impacts on employment

- Financial disadvantage
- Access to training and skills development
- Stress, sickness and absenteeism
- Career development and promotion
- Generally lack of action in the workplace to support working carers – benefits, information, services, flexible working times, work organisation and leave entitlements





# Levels of origination of company-level measures



# Company level measures - Framework

Objective/ outcome	Type of employer support			
	Flexibility / flexicurity		Other supports / measures	
	Practical measures	Minimising financial or other down-sides	Care-related supports	Other measures
Support full-time working for carers	For example: <ul style="list-style-type: none"> <li>- Flexibility in working hours</li> <li>- Teleworking</li> <li>- Accessibility at work</li> <li>- Short- and emergency care leave</li> </ul>	For example: <ul style="list-style-type: none"> <li>- Payment during leave</li> <li>- Other measures to minimise financial or other down-sides of flexibility (e.g. for career)</li> </ul>	For example <ul style="list-style-type: none"> <li>- Information</li> <li>- Referral, care brokerage</li> <li>- Counselling</li> <li>- Carer networks / support groups</li> <li>- Practical daily life supports (e.g. home delivery of groceries etc.)</li> </ul>	For example: <ul style="list-style-type: none"> <li>- Addressing carers health and wellbeing in occupational health services</li> <li>- Carer surveys/audits</li> <li>- Awareness-raising, promotion of positive attitudes amongst managers, co-workers etc.</li> <li>- Lobbying / liaison with external stakeholders (e.g. other employers, care services)</li> </ul>
Enable part-time working (down-shifting) and caring	For example <ul style="list-style-type: none"> <li>- Part-time work</li> <li>- Term-time working or equivalent</li> </ul>	For example: <ul style="list-style-type: none"> <li>- Measures to minimise income loss associated with hours reduction</li> <li>- Measures to minimise other down-sides of part-time working (e.g. for career)</li> </ul>	<ul style="list-style-type: none"> <li>- Use of phone / other technology</li> <li>- Direct care provision</li> <li>- Support for care costs</li> </ul>	
Enable complete / lengthy time-off for carers	For example: <ul style="list-style-type: none"> <li>- Longer carer leave</li> <li>- Possibility to accumulate (additional) leave</li> <li>- Maintaining continuity whilst on leave</li> </ul>	For example: <ul style="list-style-type: none"> <li>- Paid leave and/or 'topping up' social benefit payments whilst on leave</li> <li>- Helping employees to save/self-provide income for leave periods</li> <li>- Measures to minimise other down-sides of leave (e.g. for career)</li> </ul>		



## EF research - overview

- 11 countries covered (AT, BE, DE, FI, FR, IE, NL, PL, PT, SI, UK)
- 50 case studies of measures for working carers at the company level
- Mix of public and private sector employers, NGOs,
- Broad range of sectors - higher proportion of white collar workforce but a fair share of measures in transport and manufacturing
- Online database with case studies



## Type of measures

- Leave related (long and short term, emergency leave)
- Hours reduction
- Work flexibility and adjustments
- Care related support
- Occupational health and wellbeing measures
- Awareness raising and skills development
- Co-operation with external entities



- **Energy company (UK)**
  - ▶ Additional leave; part-payment (for short-term leave)
- **Insurance company, Pharmaceuticals company (NL)**
  - ▶ extended eligibility; additional leave; part-payment (short-term)
- **Public sector (IE)**
  - ▶ Careful examination of downsides; help to return early
- **Energy company (UK)**
  - ▶ Contact during longer leave; support on return
- **Electricity provider (Slovenia)**
  - ▶ Paid leave for employees not covered by statutory provisions



- **Hours reductions**
  - ▶ Payments over family phase of reduced hours – *Insurance company, Germany*
  - ▶ Reduced working hours for working carers – *Laboratory company, Portugal*
- **Flexitime**
  - ▶ Pick and mix approach – *Public service, Ireland*
  - ▶ Weekend plus – *Insurance company, Portugal*
- **Teleworking**

- **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



## Care related support

- Information/counselling
- Training in caring for carers
- Sourcing of care services
- Financial support
- Organising or providing care



- **Information/counselling**

- ▶ Employee initiated carers support group – *car manufacturer, Germany*
- ▶ Shared service, *health insurance fund Germany,*
- ▶ guide for information carers, *pharma company, France*

- **Training**

- ▶ Training seminars on care, *savings bank, Austria*
- ▶ Training for carers and their families, *health insurance fund, Germany*

- **Financial support towards care costs**
  - ▶ regular subsidy to workers with disabled children – *social housing provider, Portugal,*
  - ▶ financial support to carers of children with disability, *bank, Poland*
- **Sourcing of care services**
  - ▶ Co-operation with local non-profit care provider, *telecoms, Germany*



## Organising or providing care

- **Health insurance fund; pharmaceutical company (DE)**
  - ▶ External company contracted to help employees find care facilities
- **Chemical company; pharmaceutical company (NL)**
  - ▶ Company supports volunteer network (retirees, partners etc.) to provide care and other supports – e.g. provides insurance
- **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)



- **Raising awareness and understanding**
  - ▶ Toolkit for staff - *health insurer, NL*
  - ▶ citizenship leave – *mutuelle, Belgium*
- **Training of line managers**
  - ▶ Direct dialogue with line managers – *cosmetics company, Germany*
  - ▶ training of managers within the company and beyond, *pharma, France*

# Co-operation with external entities

- **Co-operating with others**
  - ▶ Ambassador promoting carer friendly environment – *health insurer, NL*
  - ▶ Pilot site for development of national audit instrument, *insurance company, Slovenia*
  - ▶ Active involvement in *employers for carers* organisation, *telecom, UK*
- **Formal and informal approaches**
- **Join approaches between employers and works councils**
  - ▶ Hospital - Poland
  - ▶ Care providers, NL
  - ▶ Diagnosis conversation – *cosmetics, Germany*

**Thank you**

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