

2014



20TH ANNIVERSARY OF THE  
INTERNATIONAL YEAR OF THE FAMILY

## Balancing family life and work

'Exploring the possibilities of a  
European family-friendly label'



A Raise Awareness Meeting  
in the European Parliament



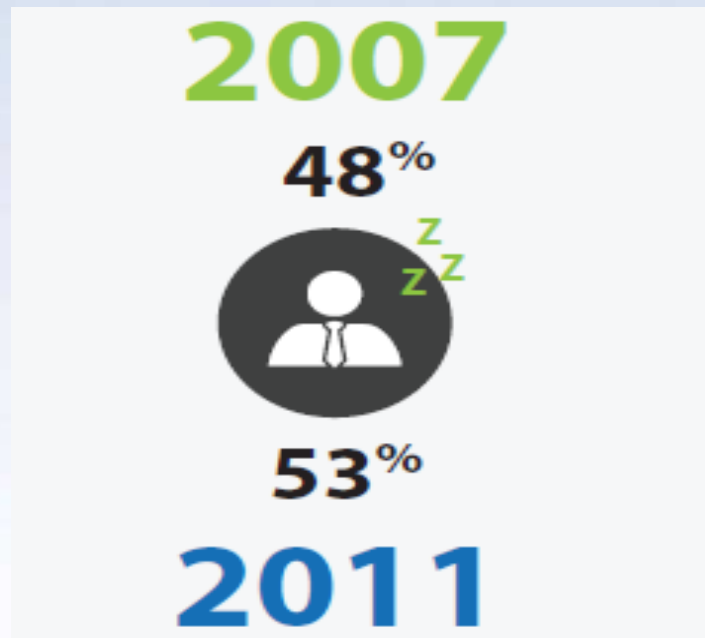


# Company initiatives for workers with care responsibilities for disabled children or adults

*'Balancing family life and work', European Parliament  
Brussels, 15 May 2013*

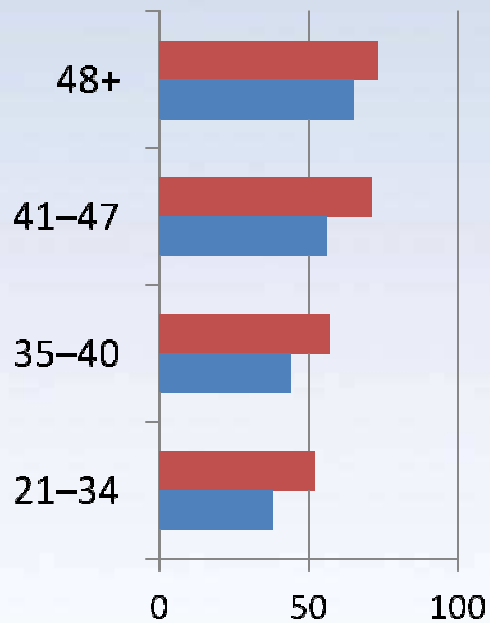
**Robert Anderson**  
**Eurofound**

**I have come home from work too tired to do household jobs  
that need to be done  
/ several times a month /**

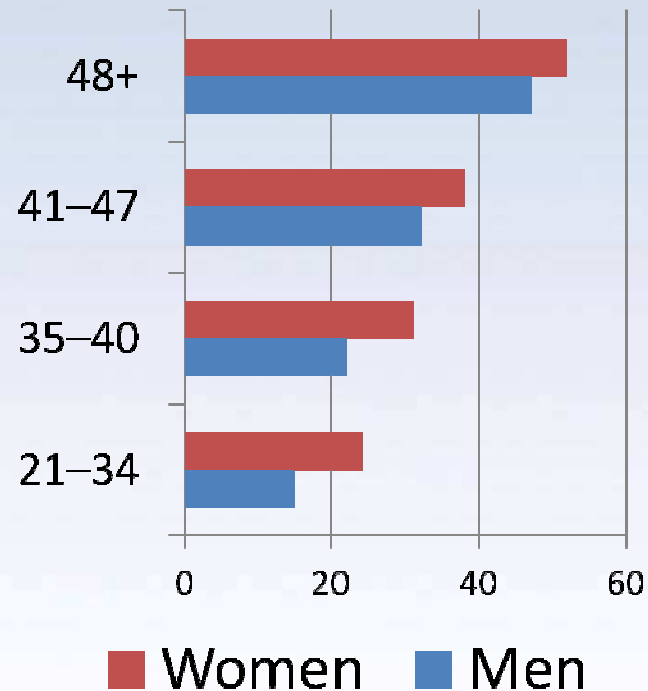


# Challenges of work-life balance by working hours (% at least several times a month)

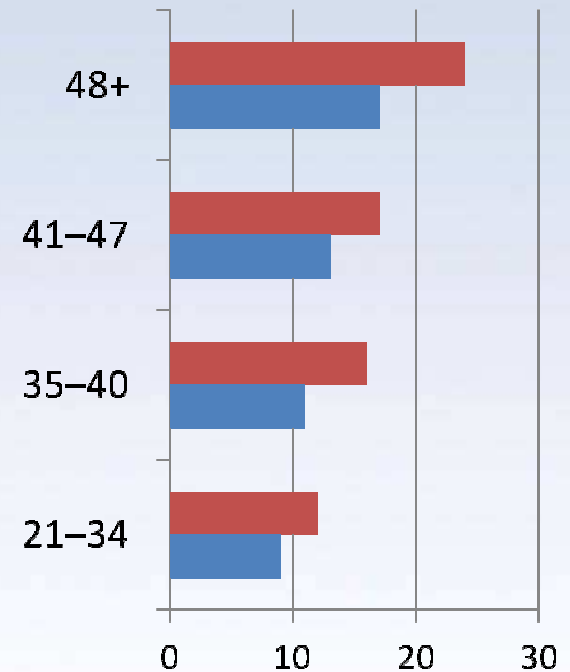
**Too tired to do household jobs**



**Family responsibilities suffer**



**Difficult to concentrate at work**



EU27	14%
EU15	12%
EU12	21%
Men with children	15%
Women with children	17%
Involved in childcare ‘every day’	16%
Involved in eldercare ‘every day’	21%

- In nearly all countries more than half of carers under 65 combine care with employment
- About 7% of male workers and 11% of female workers are providing regular care (every day or several days a week), especially older workers (10% of men aged 50-64 and 14% of women)
- But among those with care responsibilities only half of women but 9 out of 10 men (are able to) work full-time
- Enabling access to employment of excluded carers

- Financial disadvantage – nil/reduced hours
- 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
- 2011 Eurofound study on ‘Company initiatives for workers with care responsibilities’: 11 Member States, 50 company case studies (on web)

## Company level measures: Type of employer support (1)

### Flexibility / Flexicurity

Objective / Outcome	Practical measures	Minimising financial or other downsides
<i>Support full-time working for carers</i>	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 downsides of flexibility (e.g. for career)</li> </ul>
<i>Enable part-time working (downshifting) and caring</i>	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 downsides of part-time working (e.g. for career)</li> </ul>
<i>Enable / complete lengthy time off for carers</i>	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 downsides of leave (e.g. for career)</li> </ul>



- **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

- **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	Other measures
<p>For example:</p> <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> <li>- Use of phone / other technology</li> <li>- Direct care provision</li> <li>- Support for care costs</li> </ul>	<p>For example:</p> <ul style="list-style-type: none"> <li>- Addressing carers' health and well-being 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>

- **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

- **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

- **Raising awareness and promoting good practice**
  - Amongst companies; among workers
  - Also at policy and social dialogue levels
- **Increasing take-up of measures**
  - Support of line managers and colleagues
  - Preferences of male and female workers; private matter
- **Ensuring wider and more consistent provision**
  - Labour legislation (EU and Member State)
  - Formal provisions in social dialogue (EU, Member State, sectoral)
- **Joined-up approach**
  - Better integration of employment policy (and practice) and home/community care service policy (and practice)
- **Promote evaluation**

