

A Strategy for Securing Sustainable Future Care and Productivity Potentials in an Ageing Society A European Comparison

The Employer's Perspective in Germany

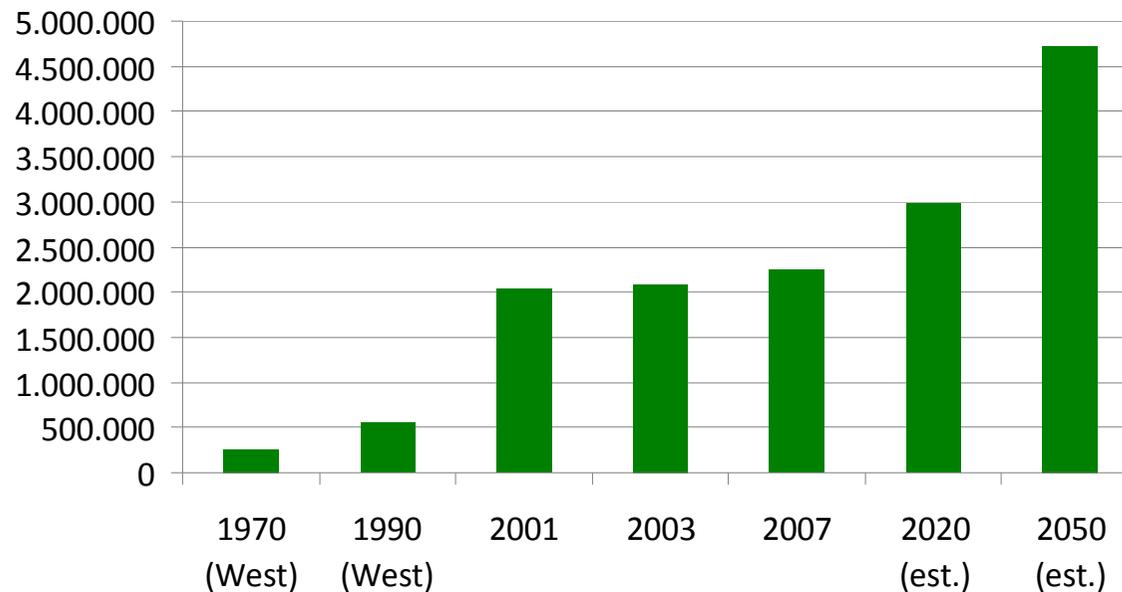
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Long term care in Germany (Schneekloth, 2004) I

- Number of persons being in need of long term care according to the German Long Term Care Insurance Law:
 - **2,25 Millionen** (another ca. 3 Millionen need help in IADL)
 - Estimation for 2050: **ca. 4,5 Million!**
- From these 2,25 million persons:
 - **1,54 Mill. (68%)** are cared for at home

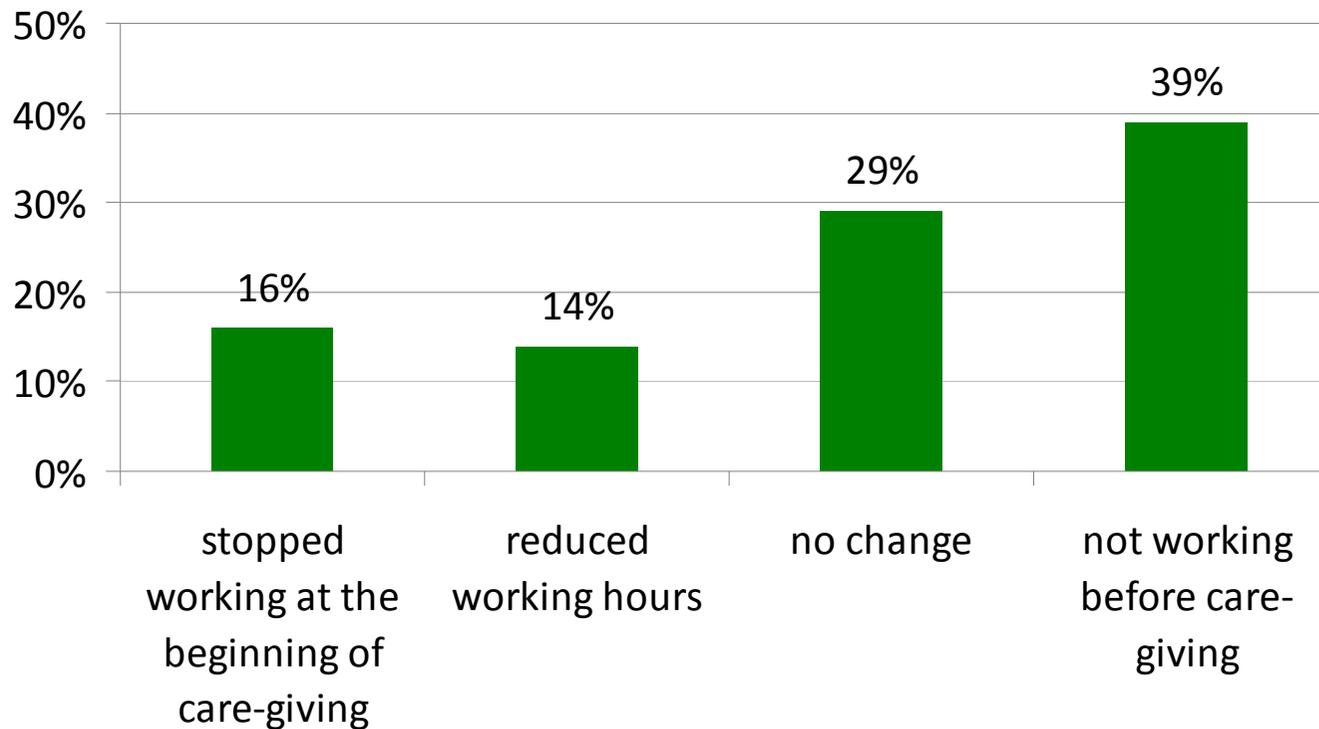
People in need of long term care in Germany (1970 – 2050)



Long term care in Germany (Schneekloth, 2004) II

- **73%** of informal carers are female
- **40%** of informal carers (between 15 to 64 years of age) are in gainful employment:
 - full time: 19%
 - part time (less than 30 h/week): 15%
 - part time (less than 15 h/week) : 6%

Consequences caregiving had for work (Schneekloth, 2004)



Political framework conditions I

- Germany has organized its long-term care system around the breadwinner model.
- It is built on the assumption that women will – also in the future – continue to work mainly part-time and are therefore available to do the care work.
- The special tax system for spouses and the principle of derived entitlements in the statutory health and pension insurance already benefit and flank this division of labour in Germany.

Political framework Conditions II

- The long term care insurance revolves around it and has introduced various measures that gives incentives for (in particular married) women not to work or to reduce work in case of care:
 - Care allowance
 - Pension entitlements for part-time workers
 - Other contributions to the social security system



Carers@Work

The project „carers@work“

Research Questions

- Do companies recognize the problem of combining work and care?
- What is the estimated prevalence rate of working carers in different companies?
- Which kind of measures do exist in companies?
- How high is the usage rate especially with regard to eldercare?
- In what kind of companies do we find measures?
- What are the reasons for implementing measures?
- If no measures exist – what are the reasons?

Methodology I

- **In Germany:**
- 13 case studies in German enterprises, i.e. expert interviews with managers and members of the work council (n=29)
- Expert interviews with members of the employers associations and the main political parties
- Analysis of collective bargaining agreements and other agreements between employers and employees
- Analysis of the resulting costs at enterprise level if combining work and care is difficult to realise (Expertise by Prof. Dr. Helmut Schneider & Jana Heinze, Steinbeis-Hochschule, Berlin)
- **In all countries (D, I, PL, UK):**
- Search for examples of good/best-practice

Branch	Size	Average Age	Females	Collective Agreem.
Automobile	450	40	25%	yes
Automobile	12.500	not known	14%	yes
Engery	1.000	40	40%	yes
Engery	1.500	45,3	20%	yes
Chemical	1.000	47,8	20%	yes
Health	1.800	not known	70%	yes
Textile	120	40	90%	no
Sale (books)	250	not known	80-90%	no
Sale (food)	20.000	43	75%	yes
Administration	10.500	44,5	54%	yes
Administration	2.400	not known	35%	yes
Metall	1.600	41	21%	yes
Metall	2.300	not known	-10%	yes

Results

- **Do companies recognize the problem of combining of work and care?**
 - Yes, but some companies regard the reconciliation of work and care as a topic of growing importance in the future.
- **What is the estimated prevalence rate of working carers?**
 - With regard to „officially known“ working carers rather low.

- **What are the reasons for implementing measures?**
 - improved recruitment and retention;
 - less absenteeism and sick leave (cost savings);
 - higher productivity;
 - reduced labour turn over;
 - better corporate image;
 - collective agreements on the reconciliation of work and care;
 -

- **Which kind of measures do exist in companies?**
 - all offer flexible working time arrangements
 - all offer a change from full time to part time and back to full time
 - all offer longer leave of absence
 - most offer telework
 - a few have company agreements regarding the reconciliation of work and care
 - a few offer resp. finance an information and referral service

- **How high is the usage rate especially with regard to eldercare?**
 - This rate is quite low.
- **In what kind of companies do we find measures more often? In companies ...**
 - with more than 250 employees;
 - which have a long tradition of family friendliness;
 - which have a high percentage of older workers;
 - which expect a shortage of qualified personnel;
 - with a big influence of work council;

- **Why is the usage rate quite low?**
 - Family care as a still a taboo (at the workplace);
 - Carers are afraid to be stigmatized at the workplace;
 - Work is seen as a „respite from care“ – therefore no demands on the employer;
 - Leave options are mostly unpaid and therefore not attractive for many carers;
 - Not all employees have the right to use company measures (depends on the qualification and position of the employee);
 - Other workplace and/or private related solutions have been found (z.B. part time work, informal support by others)

- **If no measures to combine eldercare and work exist – what are the reasons?**
 - no demand from employees;
 - legal regulations and collective bargaining agreements are sufficient;
 - no benefit expected by companies;
 - no awareness of the impact that eldercare has on the workplace;
 - concerns about the costs of offering elder care policies and measures;
 - informal arrangements are made between employer and the employee;

Summary and Conclusion



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- Companies are **well aware** of the reconciliation problem between care and work and various measures have already been implemented;
- In companies the most common measures to reconcile work and eldercare are **worktime** (flexibility and reduction) and **other flexible forms** (e.g., part-time work);
- Thus measures to combine care and (full-time) work at **the same time**, are scarce.
- Measures can be found more in **big** than in small or medium sized companies;



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- The percentage of women *does not* necessarily influence the implementation of family-friendly measures;
- However, most of measures are *not gender neutral*, they focus on working time reductions or the possibilities of taking longer leaves. These measures are associated with income loss and may hinder one's career in the long run, and are thus most likely not to be taken up by men;
- That means, measures implemented by companies follow the *bread winner modell*.
- Given the incentives, made by the state and the measures, implemented by companies it can be stated that the existing structures *hinder an equal distribution* of the care work between men and women up to now.

Thank you!

www.carersatwork.tu-dortmund.de/index.php

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