



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

Country differences explained and recommendations

IAAG European Congress 14.4.-17.4.2011 in Bologna

Monika Reichert, TU Dortmund, Germany



Our study ...

- confirms the national and international literature on the subject „carers@work“;
- provides us with new information on the topic (especially with regard to country differences);
- enables us to give recommendations to improve the situation of working carers;
- enables us to give recommendations for further research;




- What are the reasons for the country specific results (e.g., different strategies used by carers) in the Germany, Italy, Poland and in the UK?
- What are the reasons for the different development with regard company measures?







Carers@Work

„...one of the most striking features of the modern welfare state seen comparatively and across the long trajectory of its development during the last century is its heterogeneity. Different nations, different welfare states, have taken different approaches to what in other senses are common problems.“ (Baldwin, 1997, p.4)





Country differences: Care regimes

	Continental Europe Bismarck-oriented
	Northern Europe Beveridge-oriented
	Mediterranean
	Central-Eastern European

Country differences: Family care (Mestheneos & Triantafillou, 2005)

	high social expectations to provide care, increasing formal recognition, <i>ambivalent</i>
	low social expectations to provide care, increasing formal recognition
	high social expectations to provide care, increasing formal recognition
	high social expectation to provide care, no formal recognition





Country differences: care providers

	Family and professional care services
	Family and professional care services
	Family (low level of care infrastructure)
	Family (low level of care infrastructure)



Carers@Work





Country differences: the most important socio-political initiative to support the reconciliation of work and care

	Nursing care act/family care act (planned)
	Legal right for flexible working time
	3 paid days to take care of a relative per month
	none

Country differences: Labour force participation rate of women in % (Eurostat, 2010)

				
women between 15 and 64 years	66,2	65,0	46,4	52,8
all older people between 55- 64 years	58,2	57,5	35,7	32,3

Country differences: Company measures to reconcile work and care

	more than in Italy but less than in the UK
	many company measures
	some company measures
	no company measures

Recommendations – Companies

- to enhance a family friendly climate
- to educate the employers and their management with regard to the reconciliation of work and care
- to recognize care as a „normal“ family matter (no taboo)
- to introduce a set of different company measures
- to improve information policy
- to find a solution for small and medium sized companies
- to look for cooperation with care services
-

Recommendations – National Policies

- Against the background of Active Ageing and Intergenerational solidarity it is necessary
 - to put the reconciliation of work and care high on the political agenda
 - to enhance options for the reconciliation of work and care (e.g., by offering incentives to employers)
 - to enhance flexicurity
 - to improve the infrastructure of care
 - to improve the legal provisions
 - to recognize care as work
 - to enable carers genuine choice
 -

Recommendations: Research I

- stronger differentiation of the group „working carers“ (they are not a homogenous group);
- inclusion of carers who are **not able** to reconcile work and care;
- more attention to the role of working conditions;
- more attention to important framework conditions in the context of care and work (e.g., care infrastructure, family friendliness in the company)
-

Recomendations: Research II - Methods

- to find clear definition of „working carer“
- to conduct Longitudinal studies
- to conduct representative studies
- to evaluate company measures
-



Thank you!

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

mreichert@fk12.tu-dortmund.de