

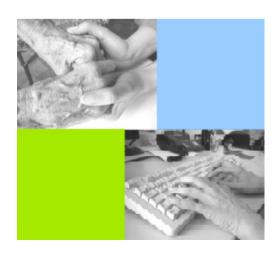


Between Job and Care: Conflict or Opportunity?

First results from the German Sample

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The Partners in Four European Countries

Organisation	Responsible Person	Country
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University of Hamburg	Dr. Hanneli Döhner Susanne Kohler	Germany
University of Oxford	Dr. Andreas Hoff Kate Hamblin	United Kingdom
INRCA Ancona	Dr. Giovanni Lamura Dr. Andrea Principi	Italy
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Our aims

- to identify gaps in existing knowledge about successful measures to enable family carers to combine paid work and care
- to analyse individual reconciliation conflicts and strategies also in comparing different welfare-/care-regimes
- to analyse company initiatives for workers with care responsibility
- to search for international ,best practice models
- The project wants to show that a successful reconciliation of work and care is possible if accompanied by company and socio-political measures.





Methodology

- Literature review (responsible: D);
- Secondary data analysis of SHARE and EUROFAMCARE data sets (responsible: I, PL);
- Carers perspective:
- Topic-guide interviews with 60 employed family carers in each of the four participating countries (responsible: D, I, PL, UK);

- Employers perspective: In Germany:

- 10 case studies in German enterprises, i.e. expert interviews with managers and trade union members
- 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

In all countries (D, I, PL, UK):

Search for examples of good/best-practice





Some research questions: Companies

- Do companies recognize the problem of combining work and care?
- What is the estimated prevalence rate of working carers?
- 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?





First Results - the German case





Important results: Companies I

- up to now 9 case studies in companies with good/best practice
- Mainly bigger companies (more than 250 employees) of different branches (e.g, metal industry, health care services)
- Percentage of women among employees: between 15% and 90%, average age 40 years
- Interviews with: Human ressource managers, representatives of the work council
- Review of collective agreements and other agreements betweeen employers and employees





Results: Companies II

- Do companies recognize the problem of combining of work and care?
 - Mainly 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 <u>"officially known</u>" working carers rather low.





Theses regarding low prevalence rate

- Care obligations for an older relative are still a taboo:
- The individuals don't want strain their co-workers
- Working carers are afraid to endager their job position due to the "care-stigma" and the labeling of being less productive and applicable
- The persons want to keep on the "respite function" of work
- Rescheduling of working time is not a rare phenomenon.
 Employees are not requested to explain these rearrangements.





Results: Companies III

- 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
 - 5 offer telework
 - 2 have company agreements regarding the reconciliation of work and care
 - 3 finance an information and referral service





Results: Companies IV

- 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 (female) workers
 - which expect a shortage of qualified personnel
 - with high influence of the working council and trade unions





Results: Companies V

- What are the reasons for implementing measures?
 - to attract and keep qualified workers
 - to save costs (e.g., related to absenteeism, lower productivity)
 - to follow agreements made in collective bargaining
 - to improve the public image of the company





Results: Companies V

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





Summary:

- Employers and employees can benefit from successful reconcilation of work and eldercare;
- However, most employers hesitate to introduce special measures due to different reasons;
- 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);
- Measures can be found more in big than in small or medium sized companies;





Thank you very much for your attention!

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