Work-life balance over the course of working life: results from European Quality of Life Survey

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Eurofound

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3rd EQLS – 34 countries (EU27, TR, HR, MK, IS, ME, RS, XK)
Residents (18+)
  - Register based stratified random sampling
    - Random routes if no register available
    - Stratification by urbanisation and region
43636 interviews
  - 1000-3000 interviews per country
  - Response rate (RR3) 41.3% (EU27) & 44.7% (non-EU)
38 minute ‘face to face’ interviews at peoples’ homes
25 languages and 13 language variants
Implications for:
• Entry, retention, and return to employment

Work and care for:
• Children
• Dependent persons

Role for public authorities:
• Policy initiatives
• Community services
• Local/Regional authorities as employers

Role for employers/workplace
Challenges for work-life balance by working hours (% at least several times a month)

Too tired to do household jobs
- 21–34: Women 40%, Men 50%
- 35–40: Women 35%, Men 25%
- 41–47: Women 30%, Men 20%
- 48+: Women 25%, Men 15%

Family responsibilities suffer
- 21–34: Women 50%, Men 40%
- 35–40: Women 45%, Men 35%
- 41–47: Women 40%, Men 30%
- 48+: Women 35%, Men 25%

Difficult to concentrate at work
- 21–34: Women 20%, Men 10%
- 35–40: Women 15%, Men 5%
- 41–47: Women 10%, Men 5%
- 48+: Women 5%, Men 0%
<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>EU27</td>
<td>14%</td>
</tr>
<tr>
<td>EU15</td>
<td>12%</td>
</tr>
<tr>
<td>EU12</td>
<td>21%</td>
</tr>
<tr>
<td>Men with children</td>
<td>15%</td>
</tr>
<tr>
<td>Women with children</td>
<td>17%</td>
</tr>
<tr>
<td>Involved in childcare ‘every day’</td>
<td>16%</td>
</tr>
<tr>
<td>Involved in eldercare ‘every day’</td>
<td>21%</td>
</tr>
</tbody>
</table>
Carers in the EU 28

(based upon EQLS, 2011-12)

5000 carers, of whom 2350 working carers (providing care to an elderly or disabled relative at least once or twice a week)
<table>
<thead>
<tr>
<th>Age:</th>
<th>Male</th>
<th>Female</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-24</td>
<td>11%</td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td>25-34</td>
<td>8%</td>
<td>11%</td>
<td>9%</td>
</tr>
<tr>
<td>35-49</td>
<td>13%</td>
<td>20%</td>
<td>17%</td>
</tr>
<tr>
<td>50-64</td>
<td>16%</td>
<td>23%</td>
<td>20%</td>
</tr>
<tr>
<td>65+</td>
<td>8%</td>
<td>10%</td>
<td>9%</td>
</tr>
<tr>
<td></td>
<td><strong>12%</strong></td>
<td><strong>16%</strong></td>
<td><strong>14%</strong></td>
</tr>
<tr>
<td>Problem</td>
<td>Working carers</td>
<td>Non-carers</td>
<td></td>
</tr>
<tr>
<td>-----------------------------------------------------------</td>
<td>----------------</td>
<td>------------</td>
<td></td>
</tr>
<tr>
<td>Too tired to do household jobs</td>
<td>54%</td>
<td>53%</td>
<td></td>
</tr>
<tr>
<td>Difficult to fulfil family responsibilities</td>
<td>32%</td>
<td>29%</td>
<td></td>
</tr>
<tr>
<td>Difficult to concentrate at work</td>
<td>18%</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Problems at both home and work</td>
<td>17%</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>Health and well-being of carers aged 18-64</td>
<td>Working carers</td>
<td>Other carers</td>
<td>Non-carers</td>
</tr>
<tr>
<td>-------------------------------------------</td>
<td>----------------</td>
<td>--------------</td>
<td>------------</td>
</tr>
<tr>
<td>Bad or very bad health</td>
<td>4%</td>
<td>15%</td>
<td>6%</td>
</tr>
<tr>
<td>Feeling tense most of the time</td>
<td>14%</td>
<td>19%</td>
<td>12%</td>
</tr>
<tr>
<td>Feeling lonely most of the time</td>
<td>7%</td>
<td>10%</td>
<td>6%</td>
</tr>
<tr>
<td>Feeling depressed most of the time</td>
<td>6%</td>
<td>14%</td>
<td>5%</td>
</tr>
<tr>
<td>Global life satisfaction</td>
<td>7.2</td>
<td>6.6</td>
<td>7.1</td>
</tr>
</tbody>
</table>
Improve community services to support carers and their quality of life

- Home care and home help
- Systematic and specific attention of primary health care
- Day centres and respite care
- Access to carers’ support groups and organisations
- ICT facilities, information, training and counselling
- Income support and advice

Based upon:
- Support when and where needed
- Dignity for caregivers and care recipients
Financial disadvantage – nil/reduced hours – exclusion from paid work
Access to training and skills development
Stress, sickness and absenteeism
Career development and promotion
Generally lack of specific action in the workplace to support working carers – benefits, information, services, flexible working times, work organisation and leave entitlements
Eurofound study on ‘Company initiatives for workers with care responsibilities’: 11 Member States, 50 companies
What some companies do

- Practical measures
  - Flexibility in working hours; part-time work, longer care leave
- Minimising financial disadvantages
  - Payment during emergency leave; minimising income loss associated with working time reduction; paid leave or ‘topping up’ of social benefit payments
- Care related support
  - Information; counselling; care brokerage; practical daily life support
- Other measures
  - Awareness raising; promotion of positive attitudes; addressing carers health and wellbeing

Eurofound (2011) Company initiatives for workers with care responsibilities
• **Raise awareness and promoting good practice**
  - Amongst companies; among workers
  - Also at policy and social dialogue levels

• **Increase take-up of measures**
  - Support of managers and colleagues
  - Tailor to preferences of male and female workers

• **Ensure wider and more consistent provision**
  - Labour legislation (EU and Member State)
  - Formal provisions in social dialogue (EU, Member State, sectoral)

• **Promote evaluation of measures**

• **Support access to employment of excluded carers**
Thank you

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Web page:
http://www.eurofound.europa.eu/areas/worklifebalance/index.htm