

GUIDE FOR EMPLOYERS



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WHAT IS CARE AND WHY GIVE SPECIAL ATTENTION TO MALE CARERS?

Giving and receiving care is one of the most important ways for us to build relationships with our loved ones and our communities. Giving and receiving care is important for all of us, but the distribution of care work and the financial consequences are often gendered. Women carry a greater burden. It is important to highlight male carers and there is a need to have a supportive environment for them since they can be as good as female carers when it comes to caregiving responsibilities and practices, and they can contribute to improving gender equality. Employers also face demands from younger male employees who want to be involved in care roles and responsibilities.

Another argument is the ageing population in Europe. We can't afford to force people with care commitments out of work. We need to include carers of all genders.

It is important to have valuable, competent, satisfied female and male carers within the company. The importance of women's contribution to the workforce is a major reason for the EU Directive on Work life balance for parents and carers (2019). The directive, with its policy requirements, is to be implemented in all member and EFTA states by July 2022.

The complete Guide for Employers is available at: <https://www.men-in-care.eu/es/results>

During a professional career, all employees experience periods when it is difficult to balance work and other life responsibilities.

HOW CAN YOUR COMPANY FACILITATE A GOOD WORK-LIFE BALANCE FOR ITS EMPLOYEES?

WHAT ARE THE OBSTACLES FOR MEN IN THE COMPANY TO COMBINE BEING A FATHER OF SMALL CHILDREN OR HAVING OTHER CARE TASKS OR JUST SELF-CARING WITH THE JOB?

WHAT CAN YOU GAIN BY BEING A COMPANY THAT FACILITATES CARERS?



SEVEN STEPS ON HOW TO SUPPORT MALE CARERS

The following seven steps from the Men in Care-project are based on Grayson's *Seven steps to being a good employer for working carers* (2017).

STEP 1 Identifying The Triggers In Your Company

- Fathers do not use their entire entitlement to parental/paternity leave or cannot use it according to their caregiving needs (full-time to take turns with mothers).
- A culture where overtime and overwork are accepted without scrutiny. This often sets a standard for an unhealthy working environment.
- High turnover. High levels of unscheduled absenteeism.
- Workers leave or change positions after returning from care or parental leave. This is often the reason why companies lose qualified female workers.
- Gender gap in part-time work and reduced working hours with lower promotion rates.
- Themes or issues tabled by workers or the trade union.
- The company wants to redefine its goals and values as a caring employer.

STEP 2 Scoping What Matters – Needs Analysis According To Gender

Collect statistics according to gender on:

- USE OF SICK DAYS / CARE FOR CHILDREN
- POSITION AFTER RETURNING FROM PARENTAL/CARE LEAVE
- NUMBER AND PERCENTAGE OF ELIGIBLE/ALL WORKERS ON FLEXIBLE WORK SCHEDULE
- PART-TIME / FULL-TIME POSITIONS
- USE OF HOME OFFICE
- TAKE UP AND NUMBER OF DAYS USED OF PARENTAL /CARE LEAVE

STEP 3 Making The Business Case

Find arguments for men in care:

- LOWER RECRUITMENT COSTS
- DIVERSE AND INCLUSIVE RECRUITMENT
- RETAIN OLDER WORKERS
- REDUCE RISK OF COSTLY SECURITY BREACHES / EVENTS

STEP 4 Committing To Action

- Care-related work models
- Reduction of work time as a key intervention
- Leaders should commit to action by example
- INVENTORY OF WORK-LIFE BALANCE POLICIES
- COMPRESSED WORKING HOURS
- FLEXIBLE WORKING HOURS
- ANNUALISED WORKING HOURS
- PARENTAL/PATERNITY/MATERNITY/ CARE LEAVES
- ADAPTATION OF SHIFTS TO CARE NEEDS
- POLICY TO REDUCE OVERTIME/OVERWORK
- REMOTE WORKING / HOME OFFICE
- 32-35 HOUR WORK WEEK WITH SAME SALARY
- JOB SHARING
- PHASED RETIREMENT
- INFORMATION HELP AND OTHER SUPPORT SPECIFICALLY TARGETING CARERS

STEP 5 Integration And Implementation

- Information helps to make managers and workers understand the companies' policies on work-life balance, on supporting carers and on equal opportunities.
- Workers and managers in medium and large companies should have a single point of contact to find and discuss detailed information about company and national carers and work-life balance policies
- Training of managers to make them aware of and sensitive to the struggles, domestic life and obligations of carers
- The annual appraisal review should at least have one question about what the company and management can do to improve the employee's work-life balance
- When workers are planning parental leave, superiors should approach them in a designated meeting
- Companies should have routines to monitor working hours and overtime, and managers should be ready to step in and find solutions

STEP 6 Engaging Stakeholders – Networks And Community

- Create space in the company for men to debate their engagement in caring for children, ill, disabled or elderly relatives and friends; and facilitate discussions on the situation of different carers and possible changes in company policy. E.g. father networks
- Organise social events for families to meet in a relaxed setting
- Join other external initiatives focusing on inclusion or care, task force bringing together other companies engaged in the same issues to exchange information, debate and look for new measures and solutions

STEP 7 Measuring And Reporting

- The company should provide evidence that they satisfy four areas:
 - COMPANY POLICY: Concepts of work-life balance, care and self-care are recognised in HR policies or procedures. Men as carers are explicitly targeted and mentioned
 - PEER SUPPORT: Carers are supported in engaging with other caregivers
 - COMMUNICATION, AWARENESS RAISING AND TRAINING: Policies and available support are communicated to all managers and workers
 - WORKPLACE SUPPORT: Carers have access to practical workplace support and information about public policies, external support and services