

Project results

- Engaged fatherhood La paternidad corresponsable (Video)
- > Guide for employers: Poster version

English

Spanish

- Guide for employers: How to support men and their work-life balance
- > Manual for employers: Take Care of Working Carers with Special **Considerations for Men Carers**

Supporting carers to combine work and care is critical for improving the quality of life of carers and, besides the state's and the local community's provision of care services, employers are central to this. Worker's provider and caregiver roles affect absenteeism and life satisfaction, which in turn affects job performance. It is in the interest of employers to develop family-friendly programs and policies to































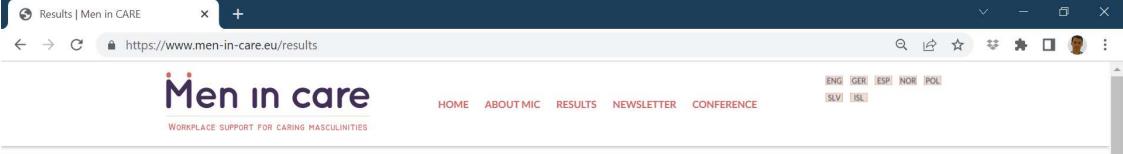












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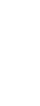




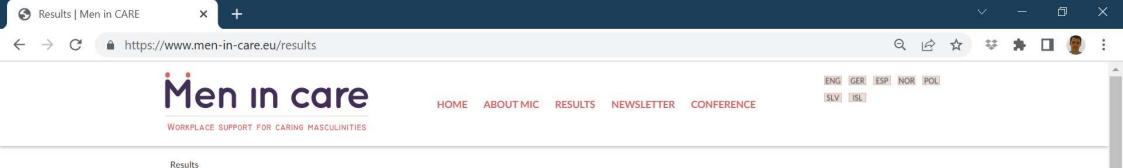












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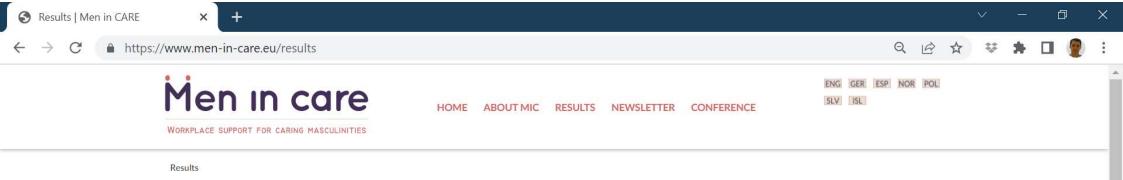












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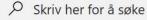
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During a professional career, all employees experience periods when it is difficult to balance work and other life responsibilities

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

Giving and receiving care is one of the most important ways for us 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,

STEP 3

Find arguments for men in care:

LOWER RECRUITMENT

DIVERSE AND INCLUSIVE

RECRUITMENT

RETAIN OLDER WORKERS

REDUCE RISK OF COSTLY

SECURITY BREACHES /

EVENTS

Making The

Business Case

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

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

HAVE HIGHER MOTIVATION AND CREATIVITY IN YOUR WORKFORCE

BE A

BURNOUT AMONG WORKERS

GET INCREASED LOYALTY **AMONG** WORKERS

BE A MORE ATTRACTIVE

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).



Identifying The Triggers In Your Company

Fathers do not use their entire entitlement to parenta paternity leave or cannot use it according to the caregiving needs (full-time to take turns with mothers

A culture where overtime and overwork are accepted unhealthy working environment.

High turnover. High levels of unscheduled absenteeism

or parental leave. This is often the reason why compani lose qualified female workers.

Gender gap in part-time work and reduced working hours with lower promotion rates

The company wants to redefine its goals and values as a

Scoping What Matters - Needs Analysis According To Gender

Collect statistics according to gender on:



STEP 4

Reduction of work time as a key

by example

COMPRESSED WORKING HOURS

Committing To Action

Integration And Implementation



STEP 6 Engaging Stakeholders - Networks And

Community Create space in the company evidence that they satisfy four areas:

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

COMPANY POLICY

as carers are explicitly targeter and mentioned

DEED SHIDDORT

COMMUNICATION, AWARENESS RAISING AND TRAINING

Policies and available support an communicated to all manager

WORKPLACE SUPPORT

Carers have access to practic





















































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 FMPI OYFFS?

WHAT ARE THE OBSTACLES FOR MEN IN THE COMPANY TO COMBINE BEING FATHER OF SMALL CHILDREN OR HAVING OTHER CARE TASKS OR JUST

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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 the workforce is a major reason for the EU Directive on Work life by for parents and carers (2019). The directive, with its policy requise to be implemented in all member and EFTA states by July

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The Men in Care project and this guide have received financial supp European Union Programme for Employment and Social Innovation "Ed 2020). The information provided in this publication does not necessarily the official position of the European Commission.

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SEVEN STEPS ON HOW TO SUPPORT MALE CARERS

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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.

Rers leave or change positions after returning from care ental leave. This is often the reason why companies fied female workers.

part-time work and reduced working



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



STEP 3

Making The Business Case

Find arguments for men in care:

LOWER RECRUITMENT
COSTS

DIVERSE AND INCLUSIVE RECRUITMENT

RETAIN OLDE

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STEP 4

Committing
To Action

Care-related work models

Reduction of work time as a key

nen in care:

CRUITMENT COSTS

E AND INCLUSIVE CRUITMENT

OLDER WORKERS

SK OF COSTLY REACHES / 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

large companies of contact to find information about concarers and work-life bases

Training of managers aware of and sensitive to domestic life and obligatio

The annual appraisal review least have one question ab company and management improve the employee's work.

When workers are plantleave, superiors should an a designated meeting

Companies should h working hours and should be ready?



STEP 5

Integration And Implementation

Information helps to make managers and workers understand the companies'

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STEP 6

Engaging Stakeholders

- Networks And

Community



make managers the companies' e, on supporting unities.

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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

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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



ropean Union Programme for Employment and Social Innovation "EaSI" (2014-20). The information provided in this publication does not necessarily reflect



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STEP 4 Committing

To Action

Care-related work models intervention

Leaders should commit to action

FLEXIBLE WORKING HOURS

POLICY TO REDUCE OVERTIME/OVERWORK

INFORMATION HELP AND OTHER SUPPORT

LOWER RECRUITMENT COSTS

STEP 3

Making The

Business Case

DIVERSE AND INCLUSIVE RECRUITMENT

Find arguments for men in care:

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STEP 5 Integration And

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STEP 6 Engaging Stakeholders - Networks And Community

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WORKPLACE SUPPORT

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