



Work-Life Integration

Proposal for a better
support to informal carers

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Diversity of situations
Diversity of needs



One thing in common: the impact on mental health

Since the start of the COVID-19 pandemic :

- 3 in 4 informal carers feel more burnt out than ever before
- 65% said their emotional/mental health had worsened
- 62% of employed carers are concerned they will lose their job because of the time commitment needed as a carer
- 50% of carers say that being a carer negatively impacts their careers

Work Life Integration

- Move beyond the traditional binary view that separates work and personal life
- Offers a more realistic and holistic perspective
- Allows a more comprehensive approach to supporting informal carers needs

Older informal carers

- The 45-65 age group is the most likely to provide care or informal help at least once a week
- Life course approach
- The impact of ageism
- Lack of support
- Care for an older relatives and grand children

Empowering older women



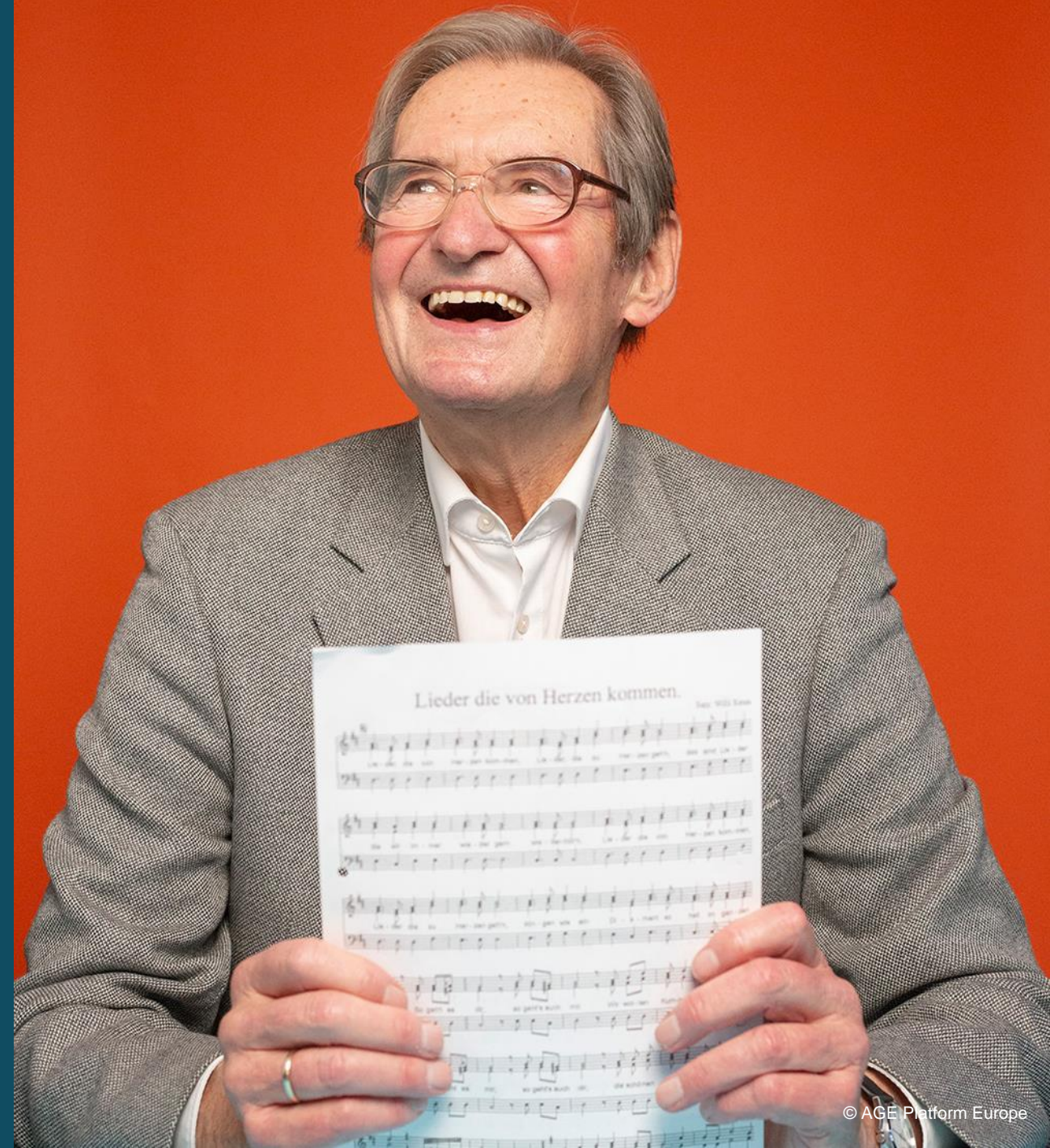
The impact on women

- 70% of unpaid informal carers are women
- Consequences: reduced working hours or withdrawal from the labour market → lower incomes and increased gender employment and pension gaps

The intersectionality of gender and age

- Cumulation of discriminations lived over the lifecourse
- Not too far away from the statutory retirement age
- Reduced income and prevents career progression
- WLB objective not met
- Other factors may also come into play: financial situation, origin and sexual orientation for instance

Unvalued
caregiving impacts
both caregivers and
the society



Need for a cultural change

- Little or no recognition
- Impacts on social inclusion, financial stability, educational opportunities and employment prospect
- Impacts on mental health

What about the EU legislation?

- Work Life Balance Directive: inadequate material provisions
- EU Care strategy: transposition in national legislations with proper monitoring and evaluation processes

RECOMMENDATIONS



Strengthen carers leave

Revision of the WLB

Better implementation of
minimal requirement

Increase the number of days
leave for carers

Employers should justify
their refusal for care leaves



Provide support

Affordability and availability of home and community-based care

Community support

Appropriate remuneration

The use of new technologies to better support both formal and informal care



Adopt an inclusive and intersectional approach

Widen the definition of a carer

Extend protections for retired people and all types of jobs

Adopt a person-centred approach

Ability to choose between diverse type of supports to best meet the carer needs



Thank you!

Do you have questions?



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