



Occupational Social Policy in the Field of Reconciling Employment and Elderly Care: Sons caring for parents

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Source: berufundfamilie GgmbH

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Fakten für eine faire Arbeitswelt.

1. Introduction

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Occupational Social Policy

- Growing importance (e.g. pensions, vocational training)
- Shift from a complementary to a substituting policy
- Context: Regulating and insuring state

Occupational Social Policy in the Field of (Elderly) Care

- ≠ retrenchment
- Instead: field of social investment
- Context: increasing women's employment

1. Introduction: Research Gap

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Investive Social Policy

- ...at the company level (not: state level)
- ...in the field of elderly care (not: childcare)
- ...focus on men's reconciliation of working and elderly care (not: women)

1. Introduction

Research Questions

1. How and why do companies invest in elderly care-sensitive measures?
2. How do men perceive and use occupational social policy measures
3. Which are the opportunities of company-based measures? What are the limitations?
4. How does occupational social policy at the company level fit within the social policy framework given by the state?

1. Introduction

Theoretical Background

1. Welfare state theory (e.g. Esping-Andersen 1999)
2. Varieties of capitalism (e.g. Estéves-Abe et al. 2001)
3. Functional approaches (e.g. business case arguments, corporate social responsibility approaches)
4. Organisational sociology approaches (e.g. Goedicke/Brose 2008)
5. Agency-based theoretical approaches (e.g. organized labour influence, female agency)

2. Research Design and Method

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11 Case Studies of Companies

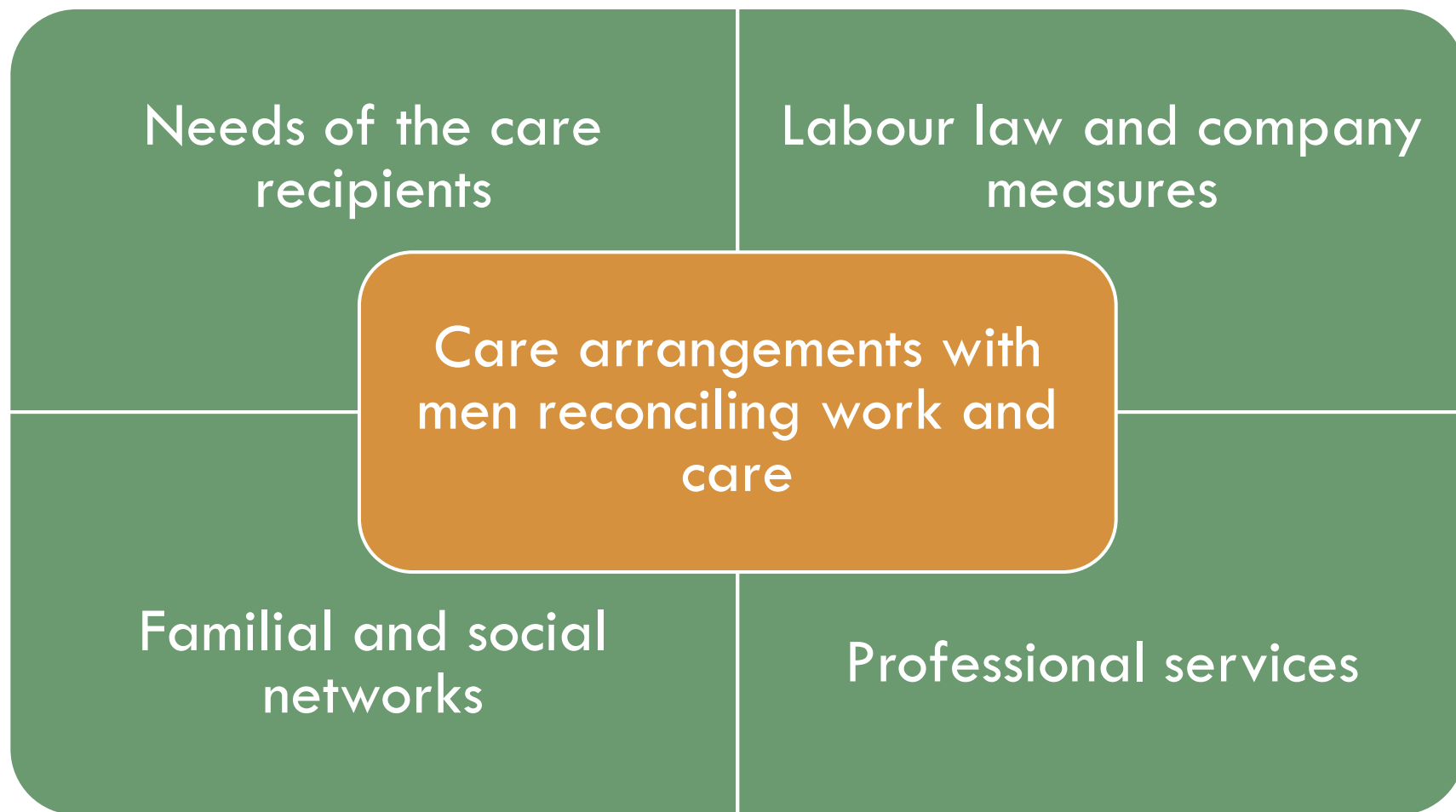
- 25 semi-structured guided interviews with experts from works councils and HR managers
- 44 guided problem-centered interviews with caregiving men (sub-sample with 37 “caregiving sons”)

Double Focus

1. occupational framework (company-based reconciliation policies: measures and company culture)
2. the personal/individual experience of the caregiving men

2. Research Design and Method

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3. Company-based Elderly Care Policies



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Main Measures Offered

- Flexitime and home-office (11/11)
- Information seminars regarding LTC-insurance (10/11)
- Care-counselors (6/11)
- Manager trainings (6/11)
- Co-operation with support services (5/11)
- Cash-based benefits (3/11)
- Decisive: **company culture** (4/11 companies have application problems)!

4. Reasons for Occupational Elderly Care Policies



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Main Findings

- Management/HR departments: “protagonists”
 - Mostly: economic reasons (retaining skilled employees, efficiency, competitiveness)
 - Sometimes: social motives/“real” responsibility for their employees (often family-owned companies)
- Organized Labour/works councils: “consenters”
- Personal experiences of key actors: important
- Female Agency: in some cases

5. Company-based Measures: Opportunities and Limitations



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Opportunities (from the perspective of male employees)

- Guaranteeing flexibility of working time and working place
 - Providing low-threshold information and contact persons
 - Enabling informal care arrangements
- Creating conditions for a company culture based on trust

5. Company-based Measures: Opportunities and Limitations



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Limitations (of company-based reconciliation policies)

- No legal claim with regard to working time flexibility
- Company-based measures are not universal, not comprehensive, and cash based transfers are very rare
- Social selectivity of company-based measures

6. Conclusion

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- Measures for the reconciliation of work and care are still in their infancy and lag behind developments in childcare
- The lack of comprehensive measures at the state level can be counterbalanced at the company level only to a limited degree.
- Company level policies need to be complemented by respective state-level measures (e.g. social services, social rights, and wage replacements)

THANK YOU FOR YOUR ATTENTION!

MORE INFORMATION AND PRESENTATIONS:
WWW.PROJEKT-MAENNEP.DE

Sample of Companies and Extent of Elderly Care-sensitive Measures

No.	Size	Sector	Extent of Measures	Evidence of Application Problems
1	Large company	Industrial, private	High	Yes
2	Large company	Industrial, private	High	No
3	Large company	Services, public	High	No
4	Large company	Services, public	High	No
5	Large company	Services, public	High	Yes
6	Large company	Industrial, private	High	Yes
7	SME	Industrial, private	Medium	No
8	SME	Services, private	Medium	Yes
9	SME	Industrial, private	Medium	No
10	SME	Industrial, private	Low	No
11	Large company	Industrial, private	Low	No