



The European Quality of Life Survey: work-family policies and individual welfare

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- A decentralised agency of the EU established in 1975
- Administered by a Governing Board
 - ▶ composed of national representatives of the social partners, national governments and the European Commission
- Generates policy-relevant research and findings which contribute to improving the quality of work and life in Europe, through:
 - ▶ Comparative research and analysis of developments affecting living and working conditions
 - ▶ Monitoring of trends in living and working conditions
 - ▶ Identification of emerging issues



European Quality of Life Survey (EQLS)

2003; 2007; 2011/12; **2016**



eironline

european industrial relations observatory on-line

European Working Conditions Survey (EWCS)

1990/91; 1995/96; 2000; 2005; 2010; **2015**



EWCO

European Working Conditions Observatory

European Company Survey (ECS)

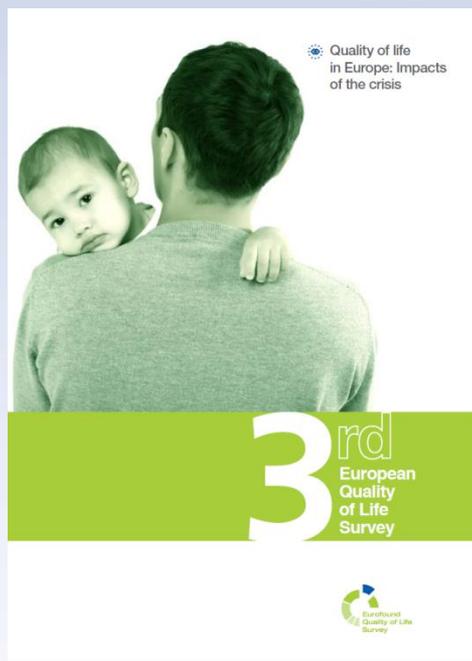
2004; 2009; **2013**



EMCC

european monitoring centre on change

Core surveyed aspects of quality of life



EQLS 2011:
73 questions
183 items

Subjective well-being
Living standards and deprivation
Home, housing, local environment

Employment and work-life balance
Family and social life
Social exclusion and community involvement

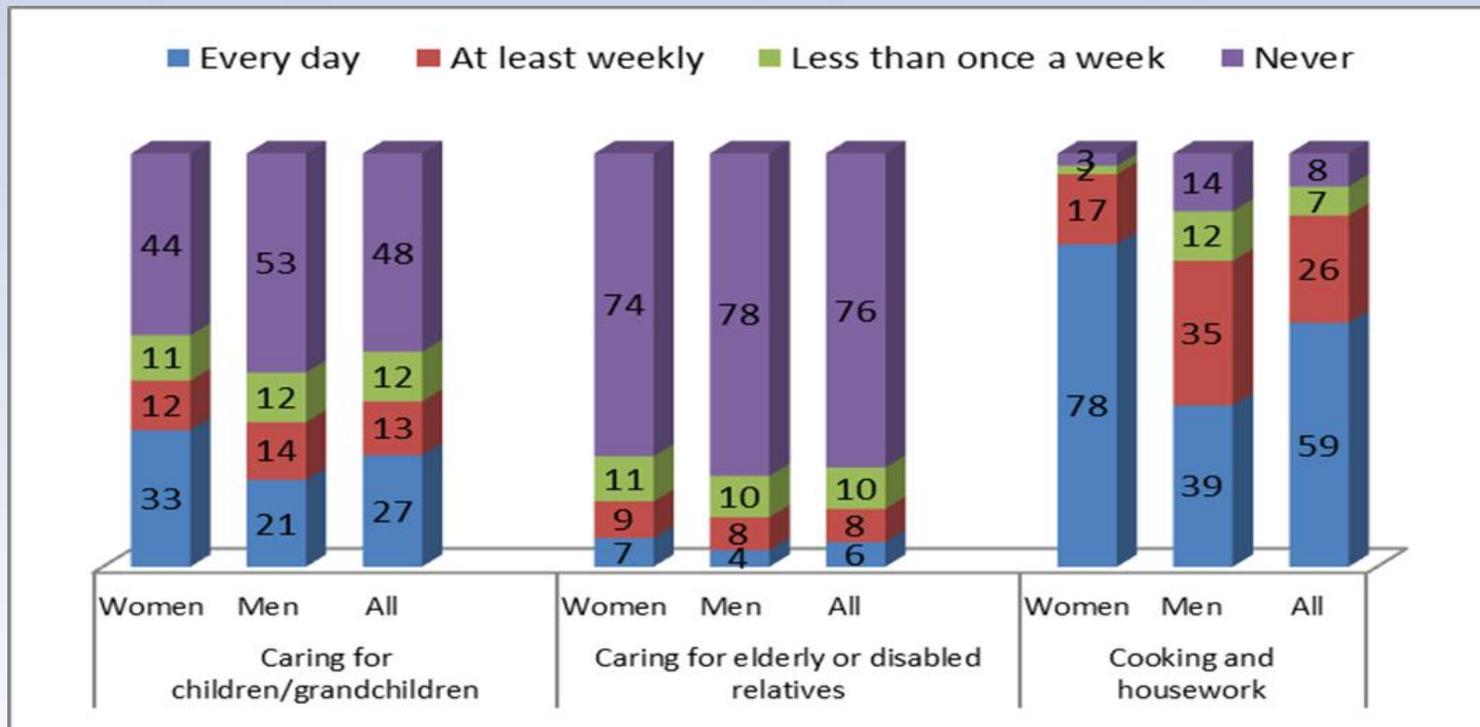
Public services, health, healthcare
Quality of society

Implications for:

- Entry, retention, and return to employment

Work and care for:

- Children
- Dependent persons



Source: EQLS 2011

**I have come home from work too tired to do household jobs
that need to be done
/ several times a month /**

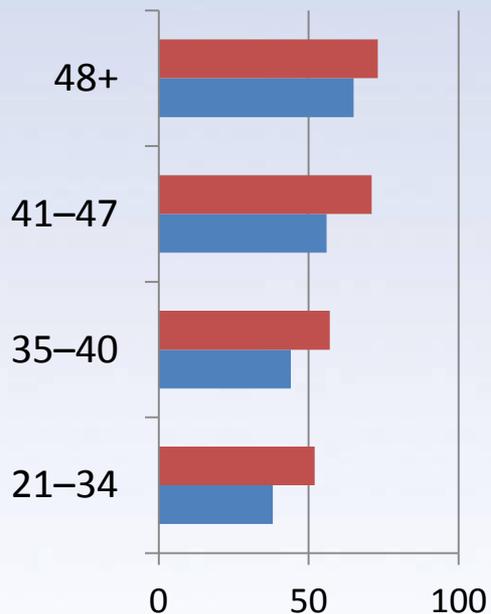


Difficulties in balancing work and family life, by country (%)

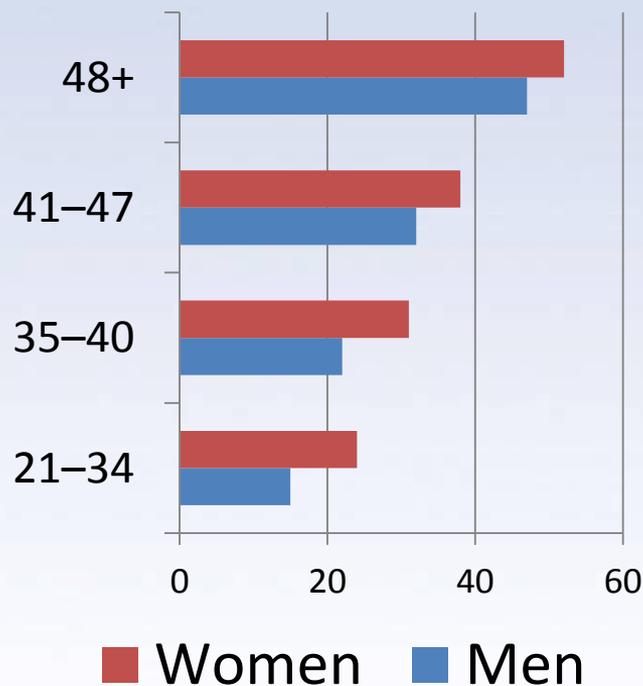
	I have come home from work too tired to do some of the household jobs which need to be done	It has been difficult for me to fulfill my family responsibilities because of the amount of time I spend on the job	I have found it difficult to concentrate at work because of my family responsibilities
Spain	69	41	21
UK	60	28	15
France	56	26	12
Italy	37	21	9
EU 27	53	30	14

Challenges of work-life balance by working hours (% at least several times a month)

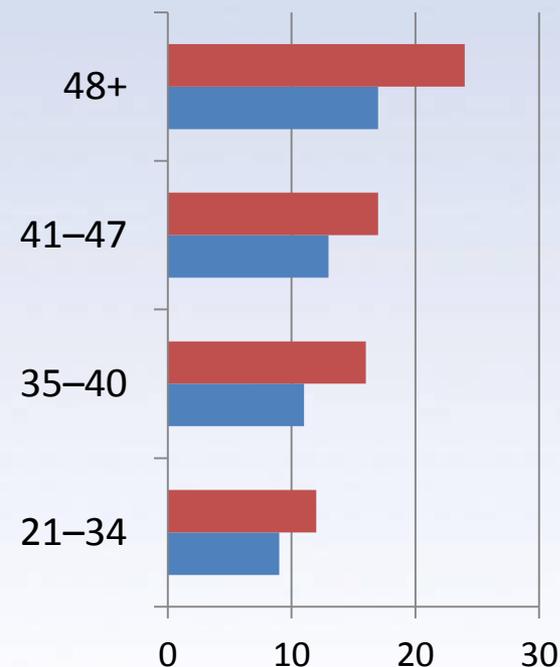
Too tired to do household jobs



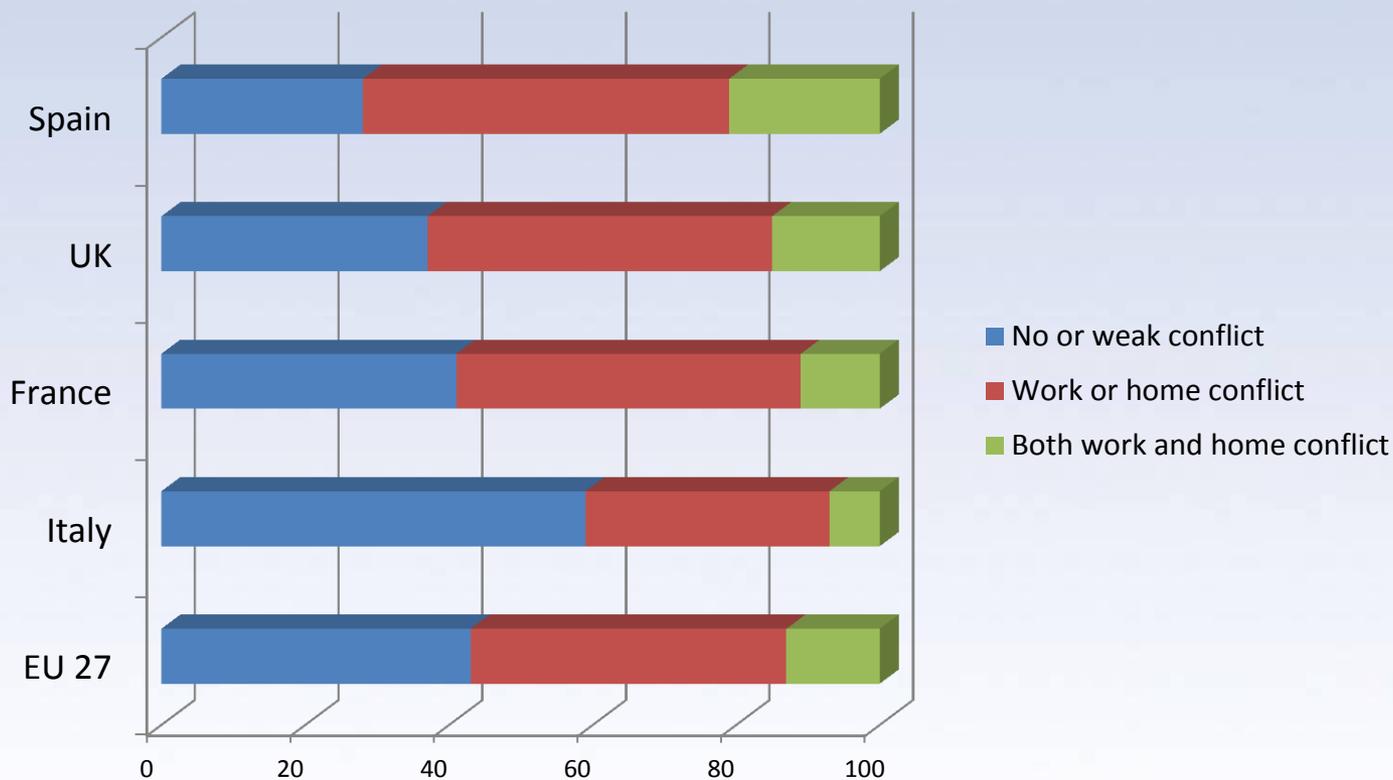
Family responsibilities suffer



Difficult to concentrate at work



Work-life conflict, by country (%)



Work-life conflicts among families

- Conflicts have increased for all types of families with children: 15% reported it in 2011, up from 12% in 2007.
- Lone parents working full-time are the most likely to experience work-life conflict (23%) and the increase for them is far greater (10 percentage points) than for couple parents (3 percentage points)

Pressures at home and at work (% at least several times a month)

EU27	14%
EU15	12%
EU12	21%
Men with children	15%
Women with children	17%
Involved in childcare 'every day'	16%
Involved in eldercare 'every day'	21%

Proportion reporting problem at least several times a month

	<i>Working carers</i>	<i>Working non-carers</i>
Too tired to do household jobs	54%	53%
Difficult to fulfil family responsibilities	32%	29%
Difficult to concentrate at work	18%	13%
Problems at both home and work	17%	13%

Health and well-being of carers aged 18-64

	<i>Working carers</i>	<i>Other carers</i>	<i>Non-carers</i>
Bad or very bad health	4%	15%	6%
Feeling tense most of the time	14%	19%	12%
Feeling lonely most of the time	7%	10%	6%
Feeling depressed most of the time	6%	14%	5%
<i>Global life satisfaction</i>	7.2	6.6	7.1

Material well-being of carers aged 18-64

	<i>Working carers</i>	<i>Other carers</i>	<i>Non-carers</i>
<i>Proportion:</i>			
In lowest income quartile	15%	42%	24%
Having difficulty making ends meet	45%	59%	46%

Social exclusion among people of working age (18-64)

Proportion who "agree or strongly agree"	Working carers	Other carers	Non-carers
What I do in life is worthwhile	82%	76%	79%
Free to decide how I live my life	72%	67%	75%
Seldom time to do things I enjoy	46%	41%	38%
Left out of society	11%	16%	10%
Value of what I do not recognised	26%	29%	22%
Life complicated, can't find my way	20%	29%	19%
People look down on me	16%	26%	17%
Social exclusion index	2.2	2.5	2.2

Role and contribution of informal carers begins to be visible, especially in long-term care

- ***Employment***: Recruiting and retaining an adequately qualified and skilled care workforce; training
- ***Social protection***: For both formal and informal carers; pensions; poverty
- ***Equal opportunities***: Measures to reconcile employment with informal care
- ***Health***: Quality of the care provided; little attention to health of informal carers

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
- 2011 Eurofound study on ‘Company initiatives for workers with care responsibilities’: 11 Member States, 50 companies

Improve measures for working and caring in the workplace

- **Raise awareness and promoting good practice**
 - Amongst companies; among workers
 - Also at policy and social dialogue levels
- **Increase take-up of measures**
 - Support of line managers and colleagues
 - Preferences of male and female workers; private matter
- **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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