

## The PUW-QUOTE

In the project Equalising Care we investigated which policies and strategies contribute effectively to an equal distribution of the costs and benefits of unpaid care work. We presumed that a new instrument could be the break through in the strategy to equalise care:

*“A quota that indicates the relation between the volumes in time units of the paid and the unpaid work (PUW-quote) is a policy instrument to equalise costs and benefits of unpaid work and to promote a balance between work and family life for men and women.”*

### 1 Economic Invisible Unpaid Care

One of the largest misunderstandings of the regular economy is, that unpaid work has no value. Economists only count work that has a price on the labour market. Because unpaid work has no price, according to economists this work is not scarce. It is considered similar with the air you inhale, it's free because it seems

Unpaid work is therefore not taken into account in the economic model that governments use as a basis for macroeconomic policy. This model assumes, as it happens, that you can use indefinitely unpaid work without impact on the economy. From that vision unpaid work is never exhausted and contributes nothing to the economy. It also is not taken into account when setting out economic policy by the government.

### Largest sector of economy

Unpaid work is of vital importance for society. It is the foundation of economy and also the largest sector of the economy. In all European countries the sector of unpaid work is larger than all remaining sectors of paid work together.

For this reason it is incomprehensible that this huge sector of unpaid work is totally hushed up in governmental policy. The words 'unpaid work' or 'unpaid economy' are not mentioned in the National Accounts. They also do not occur

in the macroeconomic analyses which governments use as basis for its social economic policy. The unpaid care is invisible in Europe. This in spite of the agreements which have been made about this internationally - among others in 1995 at the World Social Summit in Copenhagen and at the UN Women's World Conference in Beijing. In European countries still more than half of the total labour volume (the unpaid work) is entirely ignored economically, whereas the care for well-being and environment forms the basis of society as well as for a well functioning labour market.

### **Gender and age**

Women are disproportionately disadvantaged by the partitioning of paid and unpaid work. In all European countries women provide more of the unpaid and less of the paid work. As result women have lower incomes, less chance on promotion and build less pensions, whereas they make nevertheless just as long – or longer - working days as men.

The proportion between paid and unpaid work also changes in several life phases. From figures of diverse countries it becomes clear that especially in the middle phase of life the unpaid care contribution of women is very high, whereas women themselves hardly receive care. Concerning a total lifetime women grant more unpaid care than they receive. For men this is the opposite; they receive on average more unpaid care in the different phases of their life than they give.

### **2 Valuation**

How do we measure unpaid care work? Do we have to value unpaid work in money to be able to stipulate the value of it?

Or can we make the value of unpaid work visible in a different way?

Or summarising: Can we develop an instrument that governments can use to take into account the unpaid care work in the economic policy without measuring unpaid work in monetary value?

Among economists the valuation of unpaid care has been discussed for many decades. But this discussions concerning determining and measuring the value of unpaid work never have resulted in an agreement.

The answer to the ‘valuation of unpaid care’ questions could be very simple. The value of paid and unpaid work could be expressed in time used. For many countries these figures already are available, for instance because the Organisation for Economic Cooperation and Development (OECD) obliges governments of countries which are part of the OECD to keep these data. Problem is that in policy making hardly any use is made of the figures available.

So next question is: “How can we ensure that these figures are used in the social economic policy of European governments ?”

For this purpose we introduced the Paid/Unpaid Work Quote: the PUW-quote.

**The PUW-quote** is the ration between (time spend on) paid and unpaid work. The PUW-quote expresses which percentage of the total labour time is socially recognised in monetary terms.

**PUW-quote:**

$$\frac{\text{Volume of Paid Work (VPW)}}{\text{Volume of Paid Work (VPW) + Volume of Unpaid Work (VUW)}} \times 100\%$$

This PUW-quote makes directly visible which part of the total labour volume is paid or unpaid.

Using the time use figure from table 2.4 we can calculate the average PUW-quote for each country. For example the PUW-quote for the Netherlands is:

$$\frac{3\text{h}13 \text{ min}}{(3\text{h}13 \text{ min} + 3\text{h}18\text{min})} = \frac{193 \text{ min}}{(193 + 198) \text{ min}} \times 100\% = 49,4\%$$

The PUW-quote in the Netherlands is 49,4% which means that nearly half of all work is paid and slightly more than half (50,6%) of all work is unpaid. On average the Dutch population between 20 and 74 year gets remuneration for half of the hours they work paid and the other half is unpaid.

In Table 3.1 the average PUW-quote for four Spain, Poland, UK and Netherlands are calculated.

**Table 3.1 Average PUW-quote for four European countries**

<b>Country</b>	<b>Average PUW-QUOTE</b>
<b>UK</b>	<b>51,1 % of the total labour volume is paid</b>
<b>Netherlands</b>	<b>49,4 % of the total labour volume is paid</b>
<b>Poland</b>	<b>48,3 % of the total labour volume is paid</b>
<b>Spain</b>	<b>52,0 % of the total labour volume is paid</b>
Source: Time use figures UK, PL and ES: National Time use surveys population 20-74 years Eurostat, NL: National Time use survey population 20-65 years, SCP	

These PUW-quotes make directly clear how vital the importance is of unpaid work for the total economy in European member states.

### **3 Impact on social economic policies**

The PUW-quote also is a useful indicator to show the impact of socio-economic policy on the volume of unpaid care.

Nearly all policy action of the government have consequences on both paid and unpaid economy. Whether it concerns road construction, area planning, education, health care, there always will be an impact for paid and unpaid economy:

- More roads and more movements can for example lead to more unpaid care work because it becomes too dangerous to leave small children on the streets without supervision.
- Area planning has influence on the distance home-work, on accessibility of services, on livability and other aspects which influence the combination of work and care.
- Thanks to the development of a good education and childcare system the unpaid care work has reduced enormously, but these can increase when not all children obtain education or childcare, or when these only can continue with the voluntary contribution of parents.
- Consequence of a decrease of professional health care will be that the care for patients, elderly or people with a handicap must be taken over by partners, family members, neighbors or acquaintances.

**Example: Changing PUW-quote because of more roads and more traffic**

If the first example mentioned would occur in Poland and more roads and more movements create more dangerous situations for children to walk or bike on the streets on their own, parents are forced to bring their young children to school and to get them home after school as well. This could lead - on average - to 12 minutes per day more unpaid care work in order to keep children safe.

The average PUW-quote for Poland is:

$$\frac{3\text{h}22\text{ min}}{(3\text{h}22\text{ min} + 3\text{h}33,5\text{min})} = \frac{202\text{ min}}{(202 + 213,5)\text{ min}} \times 100\% = 48,3\%$$

If **an increase of 12 minutes unpaid work** is necessary in Poland the average PUW-quote changes as follows:

$$\frac{3\text{h}22\text{ min}}{(3\text{h}22\text{ min} + 3\text{h}45,5\text{min})} = \frac{202\text{ min}}{(202 + 225,5)\text{ min}} \times 100\% = 47,3\%$$

If the responsibility to bring and get children to school causes a **decrease of 6 minutes of the time invested in paid work**, the PUW-quote even changes more:

$$\frac{3\text{h}16\text{ min}}{(3\text{h}16\text{ min} + 3\text{h}45,5\text{min})} = \frac{196\text{ min}}{(196 + 225,5)\text{ min}} \times 100\% = 46,5\%$$

This means that as a result of the new mobility policy to build more roads and enhance traffic, the PUW-quote decreases from 48,3% to 46,5%. It also shows that the PUW-quote can be an indicator of the –average - economic impact of political action on nearly all policy fields.

#### 4 Division of paid and unpaid work between men and women

The PUW-quote also can be used to make the division of paid and unpaid labour between men and women of several ages and different backgrounds visible. In the framework of the project ‘Equalising Care’ we have calculated the PUW-quote of men and women for a number of countries.

**Table 3.3 Average PUW-quotes for women and men in four European countries**

Country	Average PUW-quote:	
	Women	Men
United Kingdom	37,5%	65,2%
Netherlands	37,3%	63,7%
Poland	33,3%	64,2%
Spain	33,0%	74,2%

Source: Time use figures UK, PL and ES: National Time use surveys population 20-74 years Eurostat, NL: National Time use survey population 20-65 years, SCP

At studying the figures we found that men and women in all four countries approximately work as many hours per week, sometimes women work more

hours, sometimes men. The difference between men and women lies not particularly in the average number of hours per week they work, but more in the financial reward of their work. In all four countries which take part in the 'Equalising Care' project the PUW-quotes of women are much lower than those of men.

Comparing the PUW-quotes of men and women in diverse countries in table 3.3 we see that in Poland and Spain women get about 33% of their work paid. In the Netherlands and UK this percentage is higher: approximately 37%. The most important cause of this difference is that - on average women - in the Netherlands and in the UK spend less time per week at unpaid work than women in Poland and Spain.

Men in the Netherlands get approximately 63% of their total working hours paid, in Poland 64%, in the UK 65% and in Spain even 74%.

In all four countries we see that the PUW-quote for women (33% - 37.5%) is much lower than the social average quote of 50%, whereas that of the men (63,7% - 74,2%) lies far above social average.

These are the average figures. But if you calculate the individual PUW-quote and compare this with the average PUW-quote for a country, there will be individuals who take a disproportionately large part of the unpaid care as well as people who take nearly no part at all in unpaid care.

## **5 Using the PUW-quote**

In paragraph 3.3 some examples of the impact of government policy on the proportion of paid and unpaid economy were described. It would be no superfluous luxury when the National Bureaus for Economic Policy Analysis calculates each year what the impact is of the government policy for the proportion between paid and unpaid labour, the PUW-quote.

For trade unions, women organisations, patients' associations, carers organisations and organisations of volunteers it is important to know what the impact of government policy is on the unpaid care work. If reductions are disproportionately rolled off on the unpaid sector, the PUW-quote can show

this effect to these organisations. This enables them to start negotiations concerning improvement of the financial reward of care work, or other measures to equalise care for those who are extra charged with unpaid care work because of the reductions.

The PUW-quote can be used as:

- instrument to review the impact of government policy on unpaid work
- negotiation instrument for the organisations who strive for recognition and revaluation of unpaid labour

Using the PUW-quote governments also can improve assessment of the partitioning of paid and unpaid work of men and women of several ages and different backgrounds.

## **6 Care credits**

In UK the Government is planning to introduce a comprehensive package of reforms to help more carers build up entitlement to a State Pension.

From 2010, a new carer's credit will be introduced for those caring for 20 hours or more a week, for one or more – severely- disabled persons receiving a qualifying benefit.

Care credits reflect the right on 'care equalising', and give those who contribute more than average to the unpaid care work the right on a decent income – in the UK example at least a decent pension. By granting care credits the government recognises the importance of the economic and social contribution of unpaid care. Care credits are allowances on basis of the number of hours unpaid care work above the social average unpaid care work by head of the population. Care credits are a compensation for the time that is spent on unpaid care work, loss of income as a result of care responsibilities and missing opportunities for pension accrual.

It is important of course to define well what is unpaid socially necessarily care work. Volunteer aid, care for small children, care for people with a handicap or for the elderly of course are accepted. However ironing the shirts of a

healthy adult man who could do that himself, has more the character of unpaid services. It is not necessary care because it does not concern a care needy man. Time use survey

## **7 Time Use survey**

Care credits are not meant to keep the traditional breadwinner model. And are not intended to reward unpaid work for personal interests. To redress or rebuild your own house is indeed unpaid labour, but not necessary care work. Government and civil society organisations should in consultation between each other determine which unpaid work will be part of PUW-quote and qualifies for equalising of care.

To keep actual information on work and free time-use it is necessary to do a Time Use survey each year. Such a Time Use survey must become just as normal as the annual labour market research or economic outlook.

The methods for the annual time use survey must have been completed with a combination of keeping up a time diary and other research, if possibly through the method of observation. Only an inquiry is insufficient because in practice it has been proven that men frequently over-estimate their share in the unpaid care work, whereas women frequently underestimate their share. By keeping up a time diary this problem is overcome. It is important to pay attention at the collection of the data to gender, age, with or without children, income group, city or rural area, and if necessary to other specific groups which are important for government policy.

On the basis of this type research a 'Care Standard' could be developed after course of time. It is advisable to involve the population actively at collecting of these data. This is possible by actively involve civil organisations and important advocacy organisations in the research. By using the Internet everyone could be offered the opportunity to keep his own time diary or people can be asked to complete a questionnaire online and calculate their own PUW-quote and compare the results with the social average PUW-quote.

And then also know if they qualify for care credits.

## **8 Summary**

### **Introducing the PUW-quote as standard policy tool means:**

- 1.** to evaluate what the contribution is of the unpaid care work to the well-being and the prosperity of people
- 2.** to assess to what extent the unpaid care work is additional or replacing for paid work
- 3.** to assess what the influence is of the impact of an increase or fall of the PUW-quote on the social position of men and women
- 4.** to measure the impact of government policy on the unpaid care work of men and women of several ages and contexts
- 5.** to have an instrument which the organisations that strive for recognition and revaluation of unpaid care work can use to negotiate with the government concerning measures for improvement of the position of women and men who carry out a disproportionate part of unpaid care work
- 6.** to adapt government policy in order to prevent that social costs are disproportionately rolled off on the unpaid sector of the economy
- 7.** to promote a healthy social balance between the paid and unpaid sector of economy, especially between paid and unpaid care work of men and women
- 8.** to introduce a system to equalise care with care credits based on the number of hours above the social average unpaid care work

## GOOD PRACTICES

### EQUALITY LAW - SPAIN

The recently passed Equality Law (24 March 2007)<sup>1</sup> has introduced a number of changes related to caring for dependent people:

- It allows the minimum value to which the working day could be reduced from one third before to one eighth of its duration now;
- it also allows that if a worker asks for a leave to take care of a dependent relative the first year is considered as he/she had contributed to Social Security;
- it also broadens the paternity leave to fifteen days that in 2013 will be extended to four weeks as well as the maternity leave to a maximum additional period of thirteen weeks in the case of giving birth to a premature child or when the child must be hospitalised immediately after birth.

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<sup>1</sup> Ley Orgánica 3/2007, de 22 de marzo, para la igualdad efectiva de mujeres y hombres, available at: <http://www.mtas.es/destacados/es/150307leydeigualdad.htm>

## **CARERS' INITIATIVES SPAIN**

### **Men who wish to reconcile work and family**

In the framework of an European project called “Co-responsibility”, the “Fundació Ciutat de Viladecans (Catalonia) has edited a guide for men who wish to reconcile work and family. The guide describes how men can co-operate in taking care of their children aged between 0 and 3 years old; how they can assume the education of their sons and daughters between 3 and 12 years old; how they can look after aged and/or dependent people; and how can they can share domestic tasks with their couples.

### **Care for carers**

#### **Website**

The “Universidad Autónoma de Madrid” has created a website for carers (“Care for carers”) that gives them advice as to how to take care of the people they look after and of themselves.

#### **Guide**

In 2000, “Cruz Roja Española” edited a guide titled “Cuidamos los que cuidan. Guía práctica para familias cuidadoras” (We care for those who care. Practical guide for caregiving families).

# Carers' Rights in the UK

Source: Speech 'Care Credits in the UK' by Julie Gibson

There is legislation in the United Kingdom which helps to enforce carers statutory rights:

- Under the **Carers and Disabled Children Act 2000**, carers aged 16 or over who provide a substantial amount of care for someone aged 18 or over have the right to an assessment of their needs of a carer.
- This Act also enables local councils to offer carers support to help the carer in their caring role to maintain their own health and well being.

The **Carers (Equal Opportunities) Act** which came into force in April 2005:

- places a duty on all local authorities to ensure that all carers know that they are entitled to an assessment of their needs
- places a duty on all local authorities to consider a carer's outside interests (work, study or leisure) when carrying out an assessment.
- promotes better joint working between councils and the health service to ensure support for carers is delivered in a coherent manner

## Flexible working

- In the UK "flexible working" is the name of a system that enables a person's work pattern to be adapted to suit their needs. This may mean working part-time, or working from home. The right to work flexibly was introduced in the **The Employment Act 2002**

From 6<sup>th</sup> April 2007, the right to request flexible working applies to carers who are, or expect to be:

- caring for an adult who is married to, or the civil partner of the employee

- is a near relative of the employee (including parents, parent-in-law, adult child, siblings including in-laws, uncles, aunts or grandparents and step relatives);
- falls into neither of those categories, but lives at the same address.

## **CARE CREDIT SYSTEM – financial support for carers**

**In the United Kingdom** there are a number of state benefits and tax credits that a person may be able to receive as a carer.

### **Carer's Allowance**

- This is a benefit to help people who look after someone who is disabled. You do not have to be related to the person.
- You can claim this if you are over 16 and you spend at least 35 hours a week caring for someone in receipt of a disability benefit. (e.g. Attendance Allowance, Disability Living Allowance). The weekly rate is £48.65 (€68.11) and it is paid directly into your bank account.
- You cannot claim it if you are in full-time education or earn more than £87.00 (€121.80) a week after deduction.
- Many carers are also entitled to receive income-related benefits or Pension Credit and can get an extra £27.15 (€38.01) a week because of this, either as the carer premium with their Income Support, or as the carer's additional amount in Pension Credit.
- The number of people receiving Carer's Allowance has risen from 380,000 in December 1999 to over 454,000 in May 2006, an increase of 19%
- To claim it you have to ask for a claim form over the telephone, by contacting the Carer's Allowance Unit, your local benefits office or

by downloading the form from the Government Website ([www.direct.gov.uk](http://www.direct.gov.uk))

### **Direct Payments for carers**

- These are local council payments available for anyone who has been assessed as needing help.
- The local council has to offer the person the option of direct payments and they can be used to buy services from an organisation or employ somebody to provide assistance.
- The amount you receive will depend on the assessment your local council makes of your needs.
- You cannot use direct payments to buy services for the person you care for. They can only be spent on getting the support you, as a carer, have been assessed as needing.
- The Government is planning to introduce a comprehensive package of reforms to help more carers build up entitlement to a State Pension.
- From 2010, a new carer's credit will be introduced for those caring for 20 hours or more a week, for one or, more severely disabled persons receiving a qualifying benefit.
- On its own, the new carer's credit will mean that around 70,000 carers a year could be credited into the basic State Pension.

UK Prime Minister Gordon Brown has recently announced that the UK Government will establish a Commission on carers. This Commission will look at working with local authorities, community groups and carers themselves to make life better for carers.

**Quote from Gordon Brown, UK Prime Minister**

*“Working in partnership must mean not only listening and learning but involving and engaging the carers themselves in solutions we need.”*

# Suggestions for a Carers' Strategy

## UK Coalition Against Poverty

- Promotion of the universal/worker carer model – ie the expectation that everyone, male and female, will at some point have unpaid caring responsibilities during their working life
- Greater valuation of caring work (both paid and unpaid)
- Removing the economic disadvantage of caring
- More support for unpaid carers, and better pay and conditions for the paid care workforce
- The importance of individual budgets – results from pilot schemes are showing that people are happier when they use individual budgets – they find that they get better support at less cost,
- The value of understanding productivity issues in caring (public sector not necessarily less productive than private)
- The need for care service providers to embrace more flexible work practices and this might help them deliver services more efficiently. The care sector is the worst sector in respect of employment practices.
- The importance of training staff to a high standard – there must be quality of care with standards being set to ensure minimum quality levels for the care of vulnerable people.
- It is also important that carers are protected – a family was recently awarded £100,000 compensation to a family following Trafford Council's failure to make adequate care arrangements for a young disabled woman.

Also need to consider the impact of the new regulations that will stop migrant workers entering the country and could lead to staff shortages in the care sector.

## Council told to pay family for disabled woman's care

David Brindle, Friday August 03 2007, The Guardian

**A council is today told to pay a family compensation of almost £ 100,000 for failing to arrange suitable care for a disabled young woman, in a ruling that will sound alarm bells in town halls across the country.**

Trafford council in Manchester is found by the local government ombudsman to have neglected the needs of Carly Wright as she grew out of services for disabled children and young people. In a strongly worded judgment, the ombudsman says the authority should retrospectively pay her family £ 1,000 a week for having been left to look after her - and should continue paying it until care is organised.

Many disabled young people are falling through the net in the supposedly seamless transition from children's services to adult care, with councils saying it is increasingly difficult to find suitable provision and meet spiralling annual costs, which can easily run into six figures.

David Congdon, head of campaigns and policy at learning disability charity Mencap, said Ms Wright's case cast a welcome spotlight on a widespread problem. "It's sadly quite similar to others we come across involving people with quite complex needs where, incredible as it may seem in this day and age, councils have simply failed to plan ahead."

Ms Wright, 25, cannot speak, has epilepsy and limited mobility and needs support in most aspects of daily life. For four years until August 2005, she attended a special needs college where she was prepared for long-term adult residential care. Since then, however, she has lived at the family home in the Timperley area of Trafford.

The ombudsman, Anne Seex, finds that the council made only two offers of residential placements, one of which had no downstairs toilet that Ms Wright could access. The other placement had been unable to answer questions about how it would meet her therapy needs.

Ms Wright's parents, Wilma and Peter, have a three-bedroom house but have two other, teenage children, a boy and girl. Mrs Wright said: "The thing that really got me was that we were told Carly was entitled to something ... and then when it came to it, nothing happened. We decided not to take it lying down."

Under Ms Seex's recommended compensation package, which has to be agreed by Trafford, the family would receive about £ 94,000 for care costs over the past two years, plus £ 3,000 for distress, anxiety and time and trouble in making the complaint, plus £ 1,000 a week until a placement is agreed. The council apologised for its "shortcomings" and said plans for a placement were well advanced.

## **CARE ALLOWANCE FOR SINGLE MOTHERS**

### **In the Netherlands a new law enables lone parents to combine part time work and care for children (VAZALO)**

At 7 March 2007, the VAZALO law passed the First Chamber of the Dutch government. This new law provides a income dependent care-tax to lone parents, (who accept a part time job of 20 hrs a week at minimum wage).

More than one third of the single parents in the Netherlands has to live on social benefits, because they are not able to take a full time job regarding the care for their child(ran). Part time jobs mostly provide not sufficient income to become economical independent. Until now these parents stayed dependent of social security regulations, even when they did work part time outside their home. In the Vazalo law tax credits (entitled up to and income of 115% minimum wage) are combined with childcare and vocational training if necessary. This way expected is that Vazalo leads to substantial incoming improvement of one parents and to improvement of the chances of the children.

The VAZALO law will become in force 1 January 2009.

## **WORK-LIFE BALANCE EXPERIMENTS**

### **Governmental support for Daily Work-Care arrangements**

On 24 March 1999 the Dutch government introduced an incentive scheme aimed at promoting the combination of work and family responsibilities. The purpose of the scheme, known in Dutch as Dagindeling (daily routine), was to promote and support local initiatives to make it easier for people to combine work and care tasks.

In more concrete terms, there were three objectives:

- 1 to encourage experiments with an exemplary function and national potential;
- 2 to generate community support for the idea of combining work and care;
- 3 to promote the translation of the results of the experiments into mainstream policy ('mainstreaming').

A total of eur 27 million was made available for the achievement of these objectives.

## **CARE EDUCATION FOR BOYS AND GIRLS**

### **Care in Education: Vak Verzorging: 'Attitudes and Skills referring to Care' in high school education**

Ten years lobby succeeded in changing the law regarding the educational program at secondary school level.

This teaching program aimed at learning attitudes and skills referring to care to enable students:

- to care for themselves and other persons (now and in the future)
- to care for the physical and mental health and well-being of others
- to perform domestic duties and other related tasks in an ever changing environment
- to increase their experience through development of practical skills related to caring
- to connect in some relevant cases with the practice of diverse care professions

The women's movement considered the introduction of this school program referring to care as an important mentality breakthrough towards the redistribution of paid and unpaid work between men and women. Expected was that boys and girls both would change their attitude towards domestic work and care and the (traditional) roles of men and women in families.

## **FACILITIES FOR UNPAID CARERS IN COLLECTIVE BARGENING**

**The FNV (Federation of Dutch Trade unions) wants more attention for employees who care. Many people, both men and women, are involved - at some period in their life - with the care for a patient or disabled person. This can concern care for sick children, parents, partner or friends and is all unpaid care.**

Employees whom are confronted with sickness or handicap in their environment, frequently are unable to offer the care they would want to give, or are overloaded with the double burden of paid work and unpaid care. The FNV wants to open the discussion regarding unpaid care in the work place, preferable with good examples of companies that already have an agreement regarding care responsibilities. Moreover the FNV wants to establish agreements with employers in order to prevent overload or burn-out of employees who also provide care.

The FNV opened an interactive website where experiences, ideas and wishes of carers with a paid job can be communicated. Workers who care (or did care) for a sick or disabled partner, child, parent or other nearest person are asked to mail to: [mantelzorg@vc.fnv.nl](mailto:mantelzorg@vc.fnv.nl) or to fill in the questionnaire on [www.fnv.nl/mantelzorg](http://www.fnv.nl/mantelzorg).

The FNV wants to use the results of the inquiry and the wishes of carers for new agreements with employers. The results also will be presented to the Minister of Social Affairs and Employment.

## Parental Leave Scheme's In UK, Spain, Netherlands and Poland

Source: Riedmann, A. e.o., Working time and work–life balance in European companies, Establishment Survey on Working Time 2004–2005, European Foundation for the Improvement of Living and Working Conditions, Dublin, 2006

<b>United Kingdom</b>	<i>maternity or parental leave</i>	Parents are entitled to 13 weeks' parental leave each, which can be taken at any time before the child is five years old. Parental leave is unpaid.
<b>Spain</b>	<i>excedencia para (baja por maternidad, el cuidado de un</i>	Parental leave starts after maternity leave ( <i>baja por maternidad</i> , 16 weeks - after birth), and lasts up until the child's third birthday. The leave is unpaid and is granted for up to a maximum of one year. After this time, the employee is granted the right to return to his/her former workplace or a comparable one within the company. However, if the leave is extended to up to three years after the birth, in the second and third year, such a right is granted only if there is a vacant position within the company.
<b>Netherlands</b>	<i>Ouderschaps verlof</i>	Up to six months of unpaid part-time parental leave is granted for each parent, and can be taken at any time up until the child is eight years old. The number of hours an employee is entitled to take as leave is calculated on basis of the number of weekly hours he or she worked before the leave. The leave can also be taken as full-time leave, but in this case the period is shorter (three months). There is no statutory right in relation to payment of leave, but in some collective agreements, compensation is foreseen.
<b>Poland</b>	<i>urlop wychowawczy</i>	Parental leave is granted for a period of up to 36 months for the purpose of caring for a child. It can be taken either by the mother or the father. Flat rate financial compensation is granted for 24 months of the parental leave period (36 months for multiple births), and this is means tested.