



# CARER'S LEAVE IN THE DUTCH HOSPITAL SECTOR

4 MAART 2019

# INFORMAL CARE IN THE NETHERLANDS



- 1 in 4 workers care for a relative or loved one.
- In the hospital sector 1 in 3 workers care for family members.
- With an aging population the expectation is that more workers will have family care responsibilities.



# INFORMAL CARE AND WORK



- Most carer's can combine work and care; intensive informal care can lead to stress and sickness.
- 30% of workers suffer due to the combination of work and care.
- Employers see the need to support workers with care responsibilities.

# LEGISLATION – SOCIAL SUPPORT ACT 2015 (WMO)

- This act provides care and support facilities for patients living at home.
- The act introduced a different approach to care: professional care is only available when informal care is not available or not sufficient/adequate.
- This leads to more strain on informal carers.

# LEGISLATION (WORK AND CARE ACT)



- Right to 2 weeks **70% paid** short term carer's leave a year.  
-> *for sick children, accompany hospital visits etc.*
- Right to 6 weeks **unpaid** long term carer's leave a year.
- You can take up carer's leave for caring for family members or other persons you have a social relationship with.
- Right to flexible working arrangements

# FNV AND INFORMAL CARE



- FNV is lobbying for stronger legislation to support informal carers.
- Current legislation is not enough.
- Supporting workers with care responsibilities is also a focus point in FNV's labour coördination.

**LIEFDE IS..**



**EEN CAO MET  
BALANS IN  
WERK EN PRIVÉ**



# COLLECTIVE LABOUR AGREEMENT



- Informal care responsibilities will be a subject in the annual talk
- Workers in the hospital sector have the right 11 weeks of paid leave a year.
- When workers take up the leave the hospital arranges a substitute. This is important because workers are hesitant to take up leave if this could lead to increase of the workload of colleagues.

# BLOCKING POINT EMPLOYERS

- Costs of the worker
- Substitute for the worker
- Why the healthcare sector?

On the other hand

- Prevent overworked sick workers
- Responsibility for an aging society