

## **Support for carer-employees across the globe: the development of international standardized guidelines for the workplace**

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As the world ages, more unpaid care provision is required by family, friends and neighbours; currently 349 million people worldwide are estimated to be depending on care, with 101 million of these 60 years of age and older (WHO, 2017). This growing number of unpaid carers are simultaneously employed in the labour market and experience a range of space and time tensions due to the multiple demands of both paid labour and unpaid caregiving. Further, many of these carer-employees are also caring for young dependents. The vast majority of these unpaid carers are simultaneously working in the labour market or attending school. Research evidence illustrates that unpaid care work negatively impacts paid work (Korfhage, 2019; Duxbury et al., 2012, Choula et al, 2012, Keating et al, 2013), and few employers have adopted carer-friendly workplace policies. Deficiency of workplace or organizational support could lead to a range of negative employee consequences which increase costs to employers; these include mental and physical health problems, reduced productivity, increased absenteeism and presenteeism, and employees exiting the workforce altogether. For employers to best support these carer-employees, a set of standardized guidelines have been created for organizations. Working with the International Standards Organization (ISO), the **ISO 25551:2021 Ageing societies — General requirements and guidelines for carer-inclusive organizations** standard was built in 2020-21 and published in December 2021 (<https://www.iso.org/standard/77288.html>). Please share these guidelines far and wide to increase the adoption of carer-friendly workplaces and organizations more broadly! Let's change workplace culture to be inclusive of carer-employees!

### **References:**

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