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of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

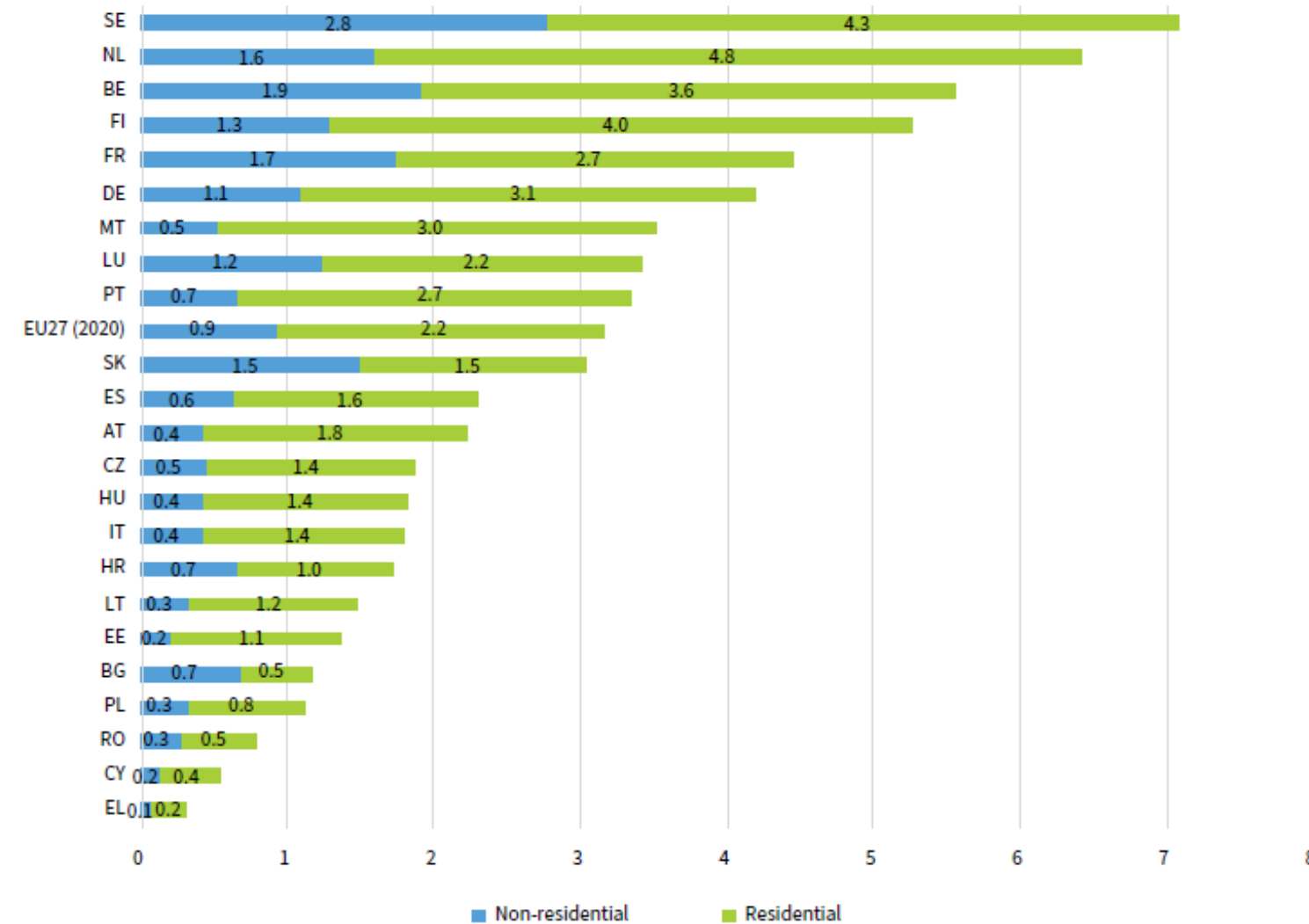
Long-term care (LTC) workforce: employment and working conditions

Presentation to the European Parliament's
Employment and Social Affairs Committee e-meeting

Hans Dubois, Eurofound

19 April 2021

Long-term care workers % of total workforce 2019



Long-term care (LTC) workforce **expanded by one third** from 2009 to 2019: 6.3 million

More older workers (38% 50+ vs 33%), and larger increase (+10% vs 7%)

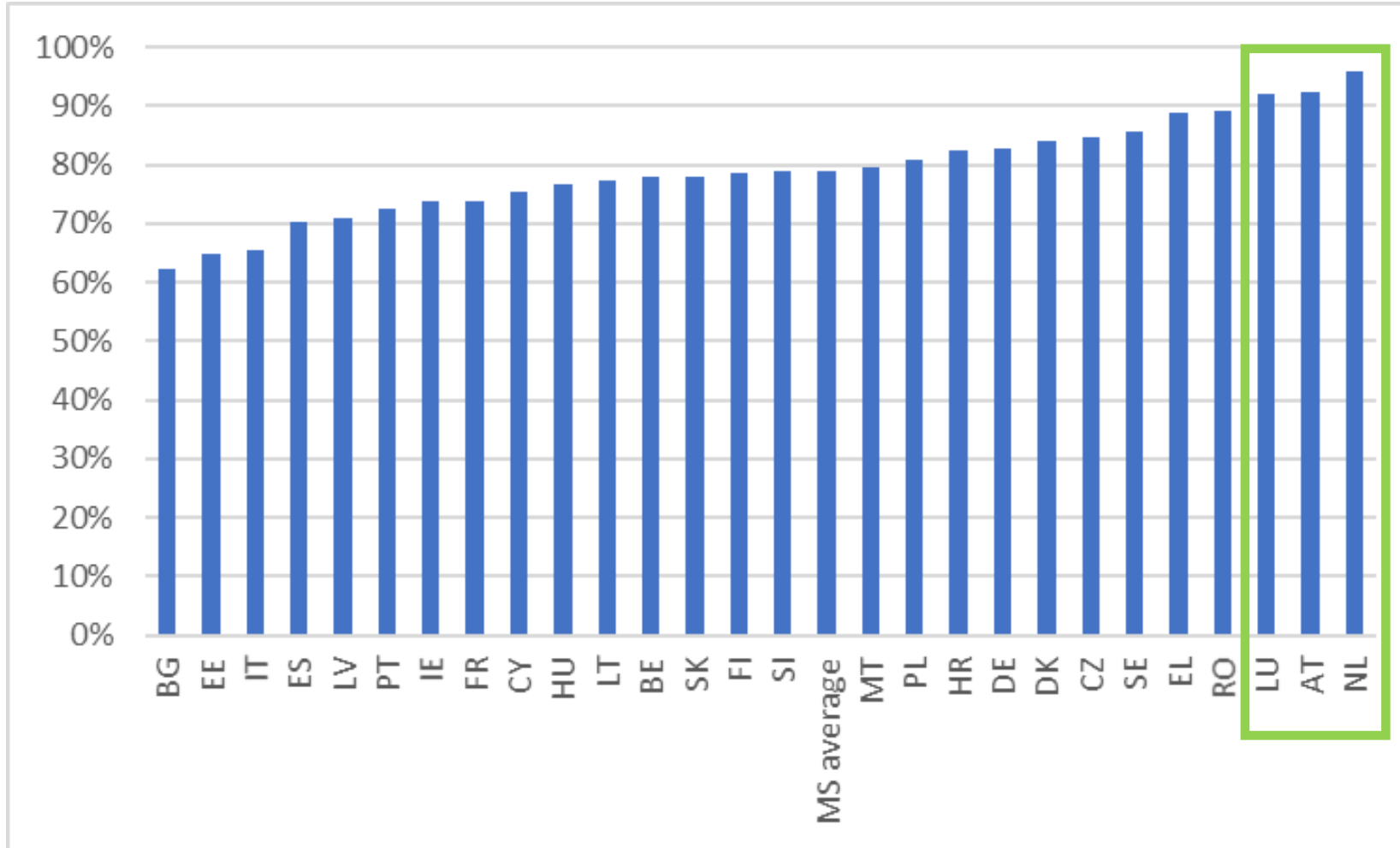
Stable: largely **female workforce** (81%)

Large gaps in access to LTC, especially in lowest income countries (Eurofound, 2020)

44 million frequent informal carers to older or disabled relatives/friends (EQLS)

Female workers, carers, users: highly relevant for EU's gender strategy

Pay: social services (% of national average) 2018



Pay often near minimum wage, and sensitive to it

Lowest:

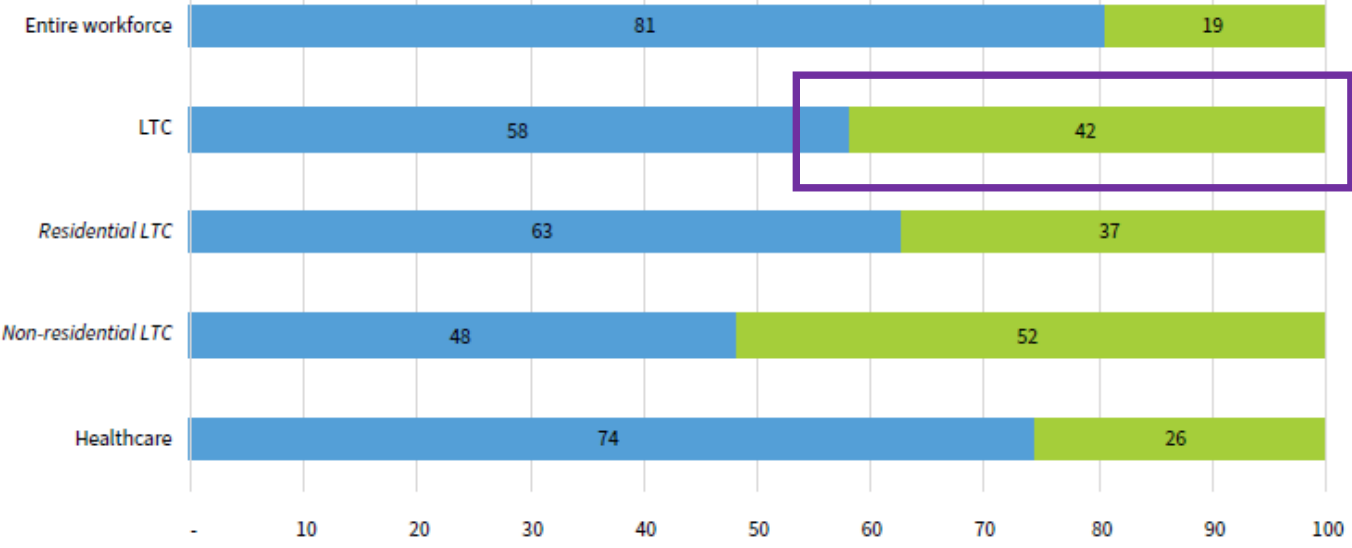
- (social) carers
- assistant nurses

Better paid professions:
specialised nurses, social workers, therapists

Often excluded from the data/agreements:

- domestic LTC workers

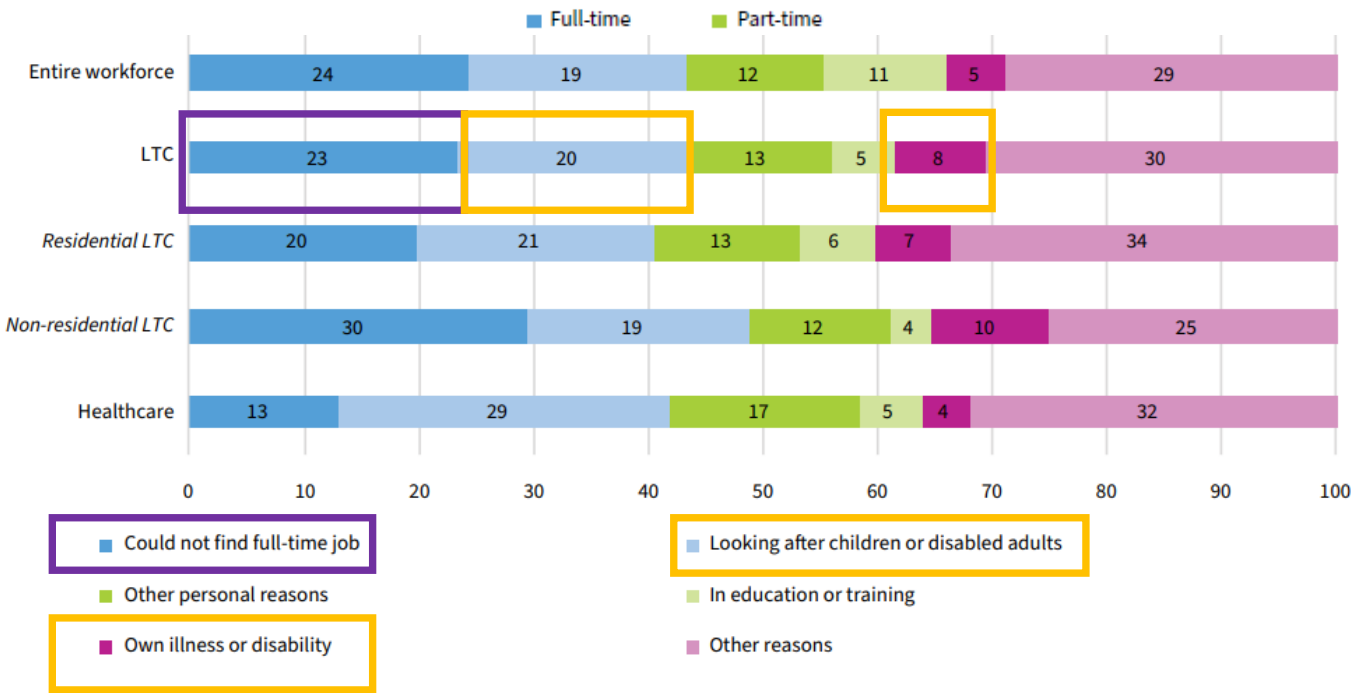
42% work part-time



More than in other sectors, LTC workers would like to work more hours (EWCS)

23% could not find a full-time job

Such reasons depend on working conditions, support services



LFS 2019 & European Working Conditions Survey (EWCS) 2015 data analysis in Eurofound (2020), *Long-term care workforce: employment and working conditions*, <https://www.eurofound.europa.eu/publications/customised-report/2020/long-term-care-workforce-employment-and-working-conditions>

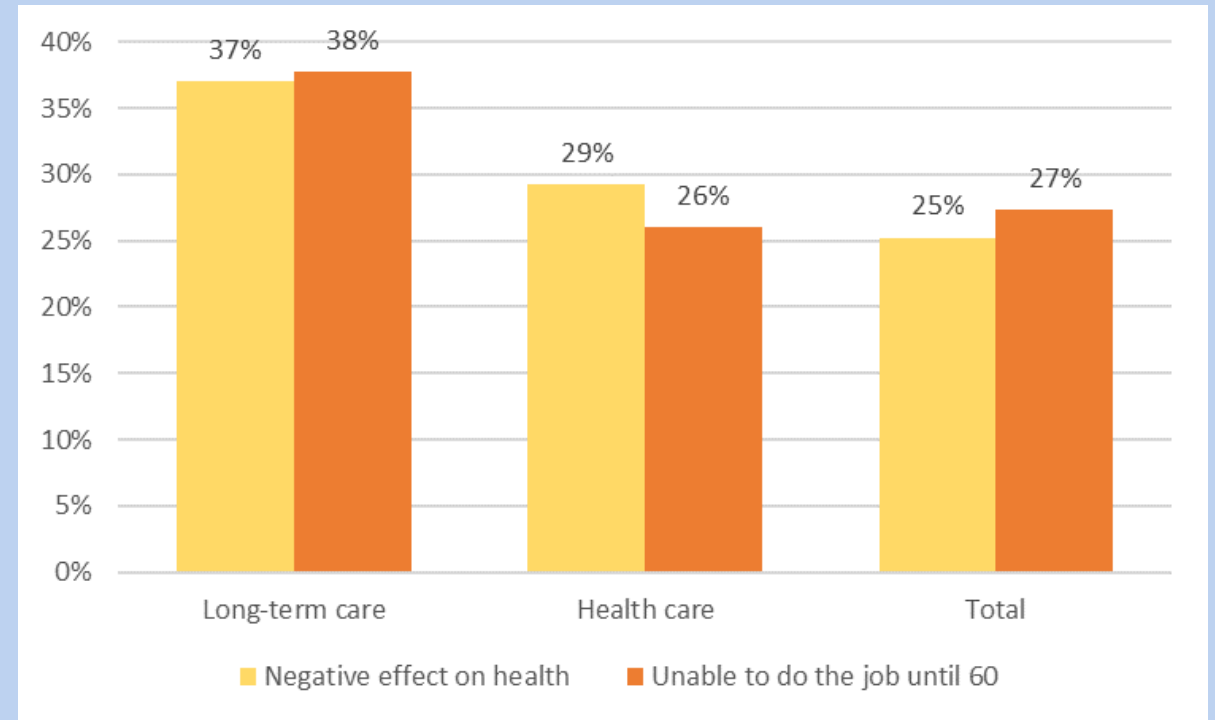
Sustainable working conditions essential

- **Job Quality Index**

- Worse: working time quality, job intensity, monthly earnings, physical environment, social environment
- Slightly better (but worse than healthcare): job prospects, skills and discretion

- **Specific working conditions challenges:**

- Little influence on working time, alternating shift work and short notice work
- Exposed to adverse social behaviour at work (mental health challenges, in growing sector)
- Lifting or moving people
- Working with infectious materials, but less informed about health and safety

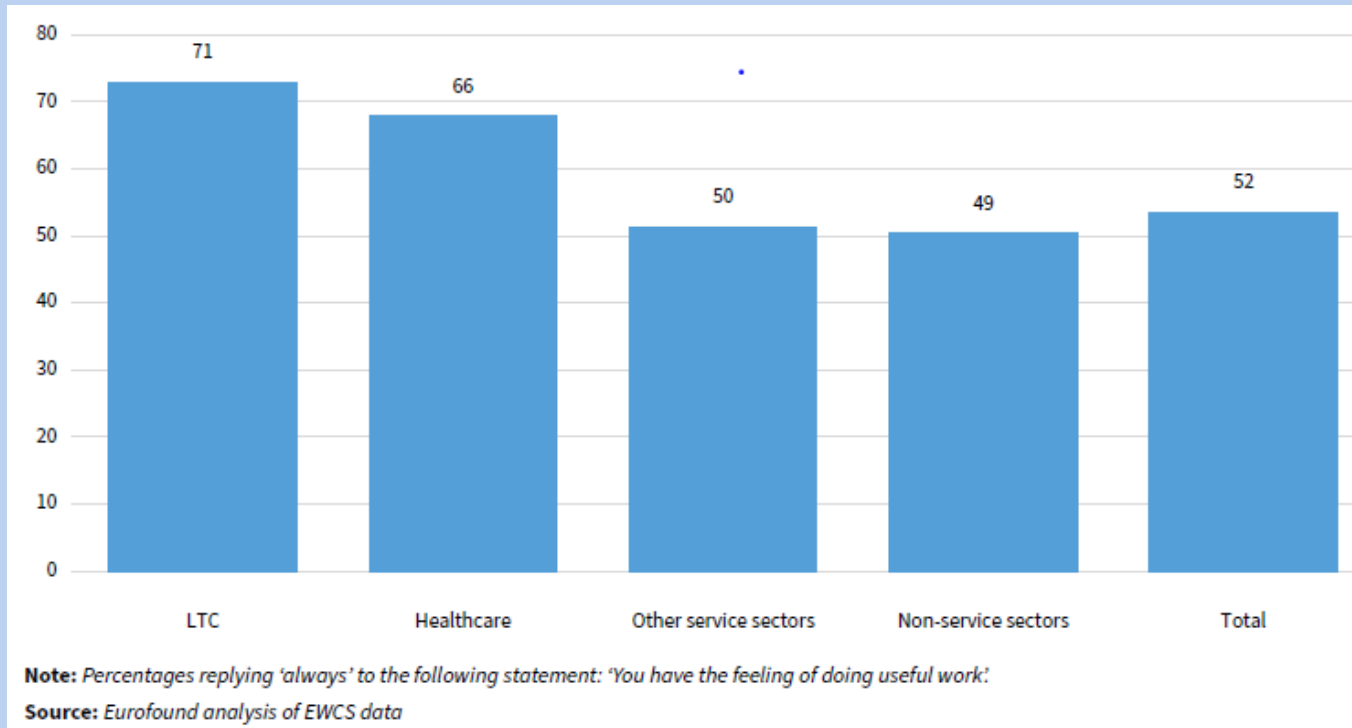


Home care

- Policy emphasis on enabling longer lives at home. EPSR: ‘in particular home-care and community-based services’. COVID-19 may accelerate move to home/community care [e.g. reports of increased demand for platform home care work in ES*]
 - Challenge: home as work environment is hard to regulate and control. Training, technology and better staffing can help
 - Pockets of more precarious forms of self-employment (low in LTC overall, but somewhat more temporary contracts in LTC) and platform work.
- Domestic care work: often under inspectorates’ radar, concentration undeclared work, etc.
 - ILO 2011 ‘Domestic Workers Convention’ ratified by DE, IE, IT, BE, FI, PT, SE
- Live-in care more common in AT, CY, DE, GR, ES, IT, MT. Large working conditions challenges
 - Regularise (AT, IT collective agreement & COVID support measure, CY/MT residence permit procedure)
 - But, rarely necessary if access to flexible, high-quality LTC, with public support restricted to declared care.

Broader message (also in residential care, procurement): **use public leverage more effectively**

Feeling always doing useful work



- Nourish by: more time with service users, fewer administrative tasks, greater autonomy and increased professionalism, also contributing to better services.

For more information, data and findings



<https://www.eurofound.europa.eu/publications/customised-report/2020/long-term-care-workforce-employment-and-working-conditions>

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