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BEYOND APPLAUSE?

IMPROVING WORKING CONDITIONS IN LONG-TERM CARE

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<http://oe.cd/beyond-applause-2023>

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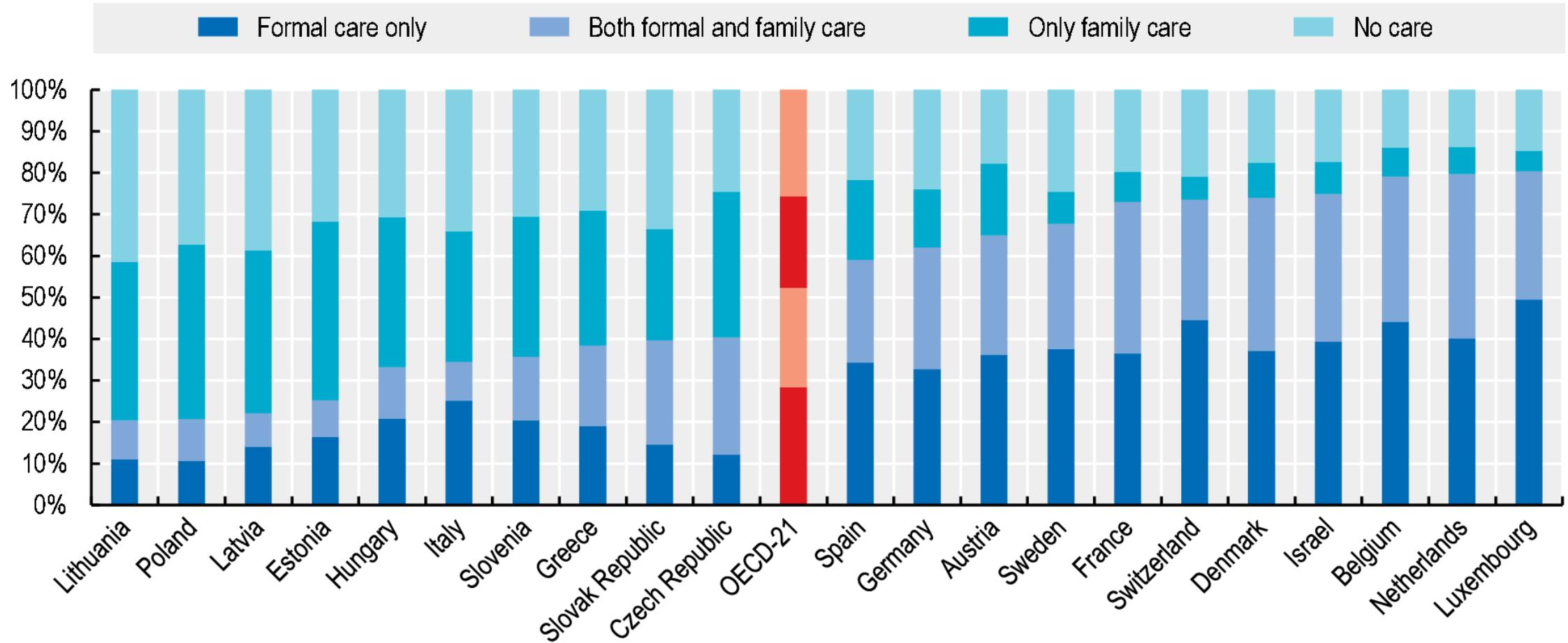




GROWING LABOUR SHORTAGES

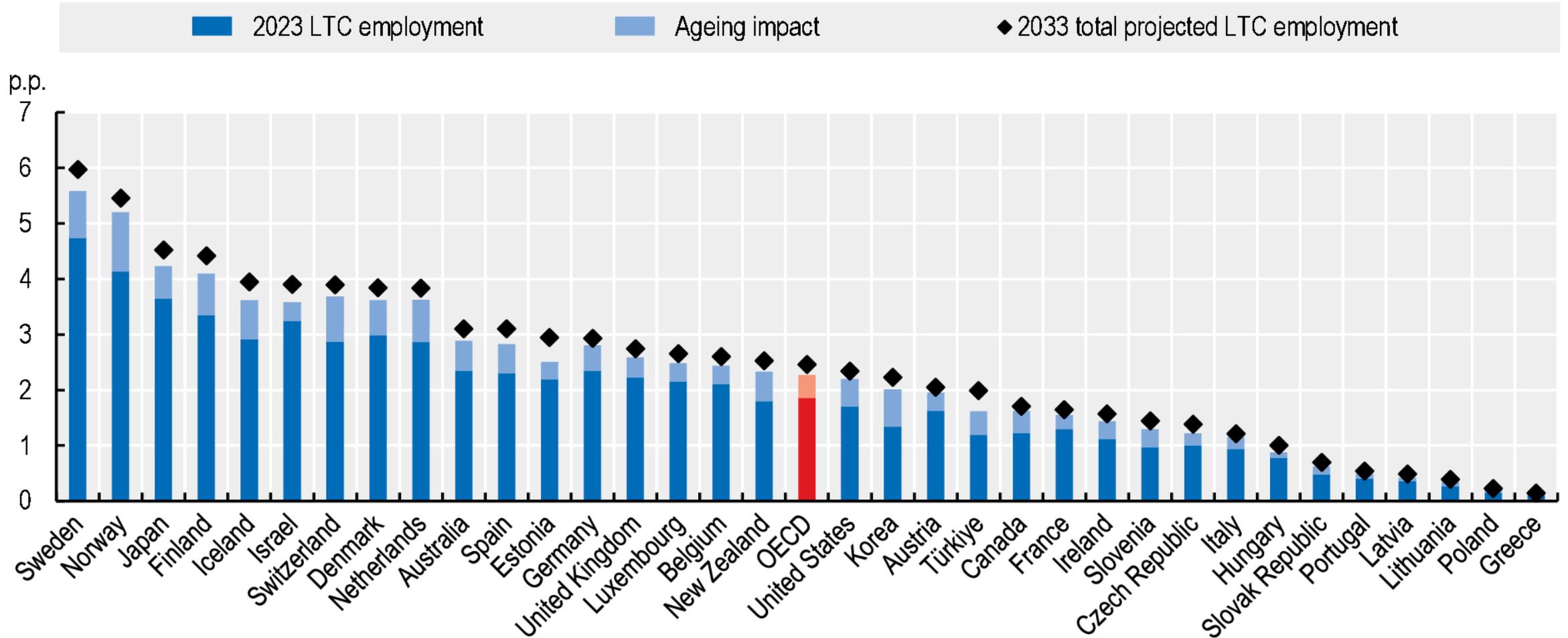


Only half of older people with severe daily life limitations receive formal care





The LTC share of total employment needs to increase by 32% over the next decade to meet demand





New technologies can support and supplement LTC workers, but cannot replace them for core tasks

- Reduces needed LTC employment increase from 32% to 27%
- Technologies can
 - facilitate independent living of older people
 - reduce strain of LTC work
 - raise efficiency in the sector
- Investment in new technologies in LTC remains low compared to other sectors
- Several barriers to implementing new technologies in LTC
 - cost, privacy concerns, LTC providers' awareness of options, LTC workers' digital skills

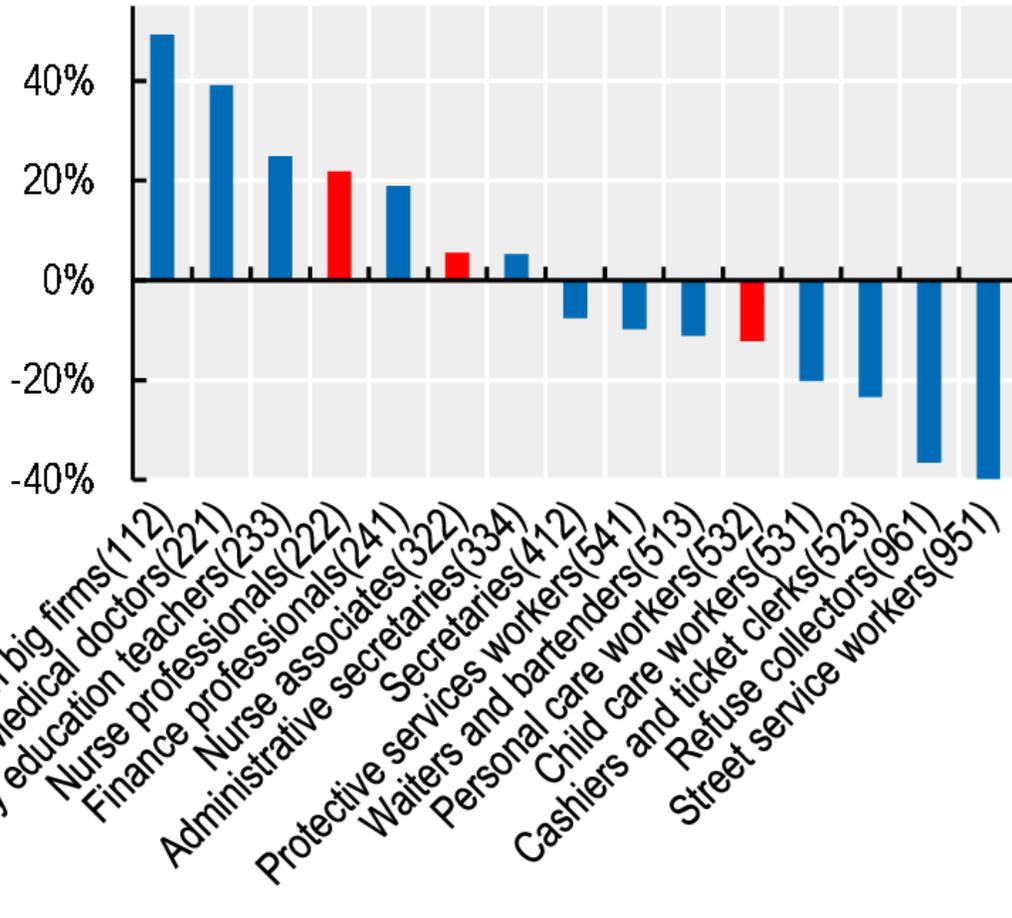


POOR WORKING CONDITIONS

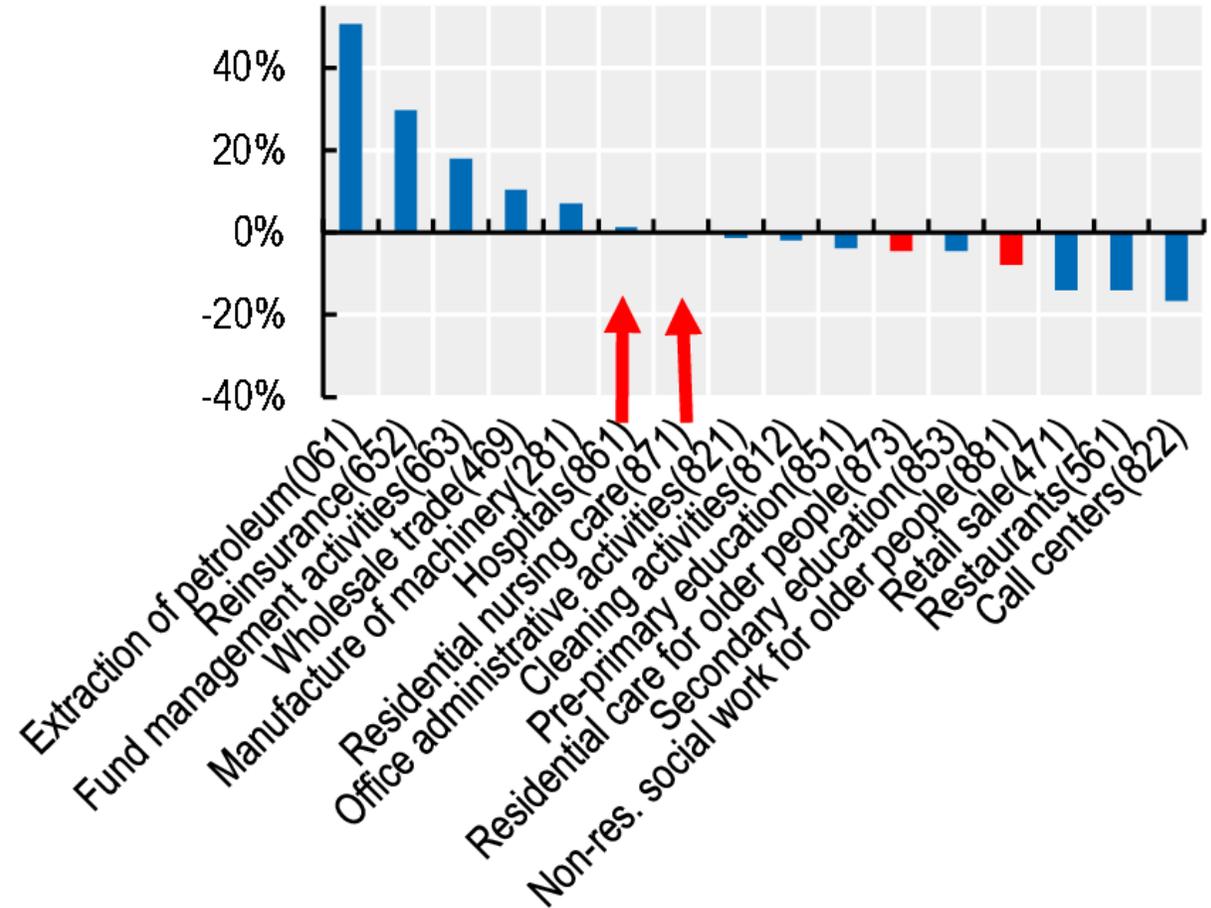


The same worker earns 12% less as personal care worker and 4% less in LTC than elsewhere

Occupations

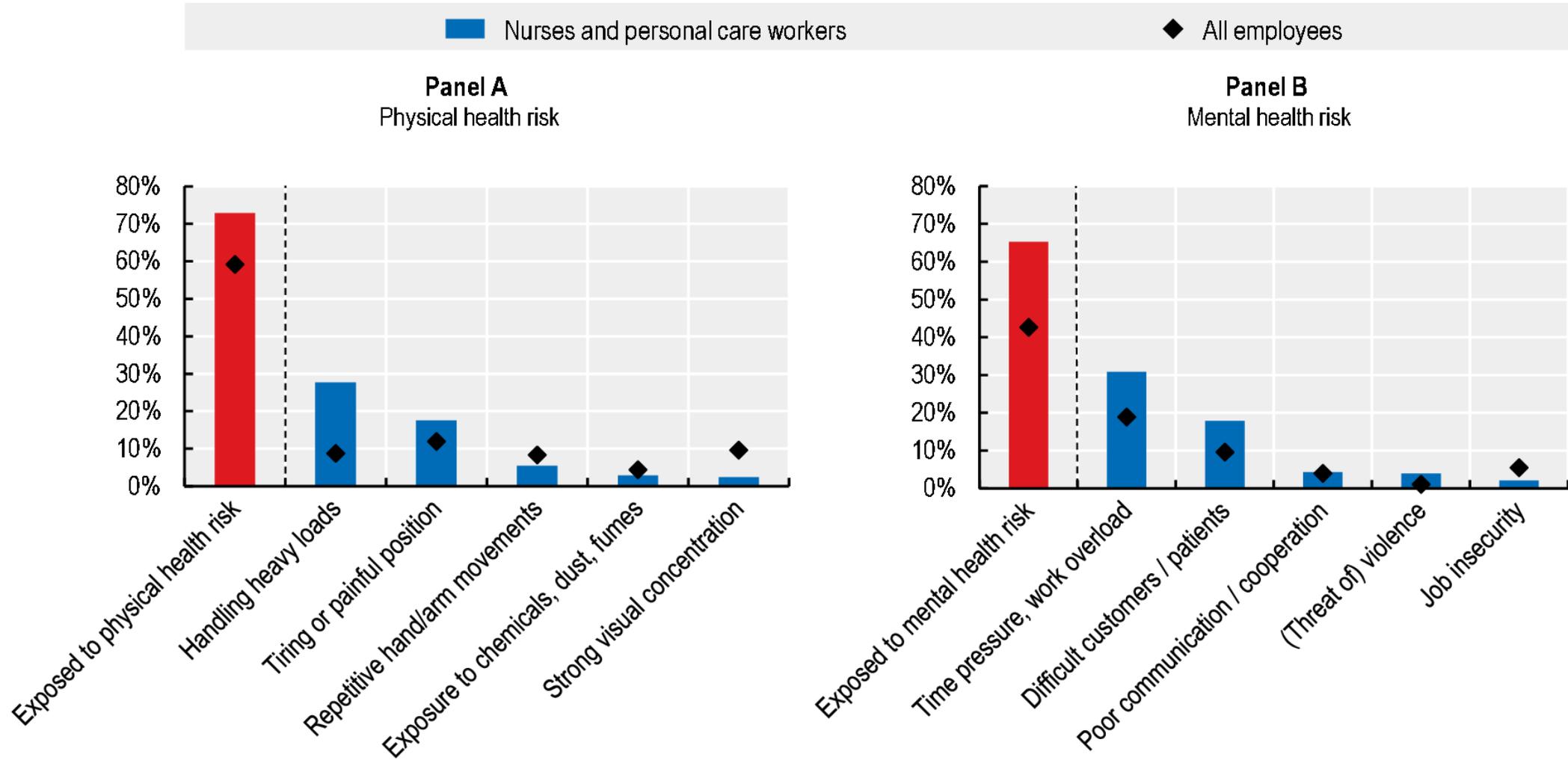


Sectors





Care workers are highly exposed to physical and mental health risks

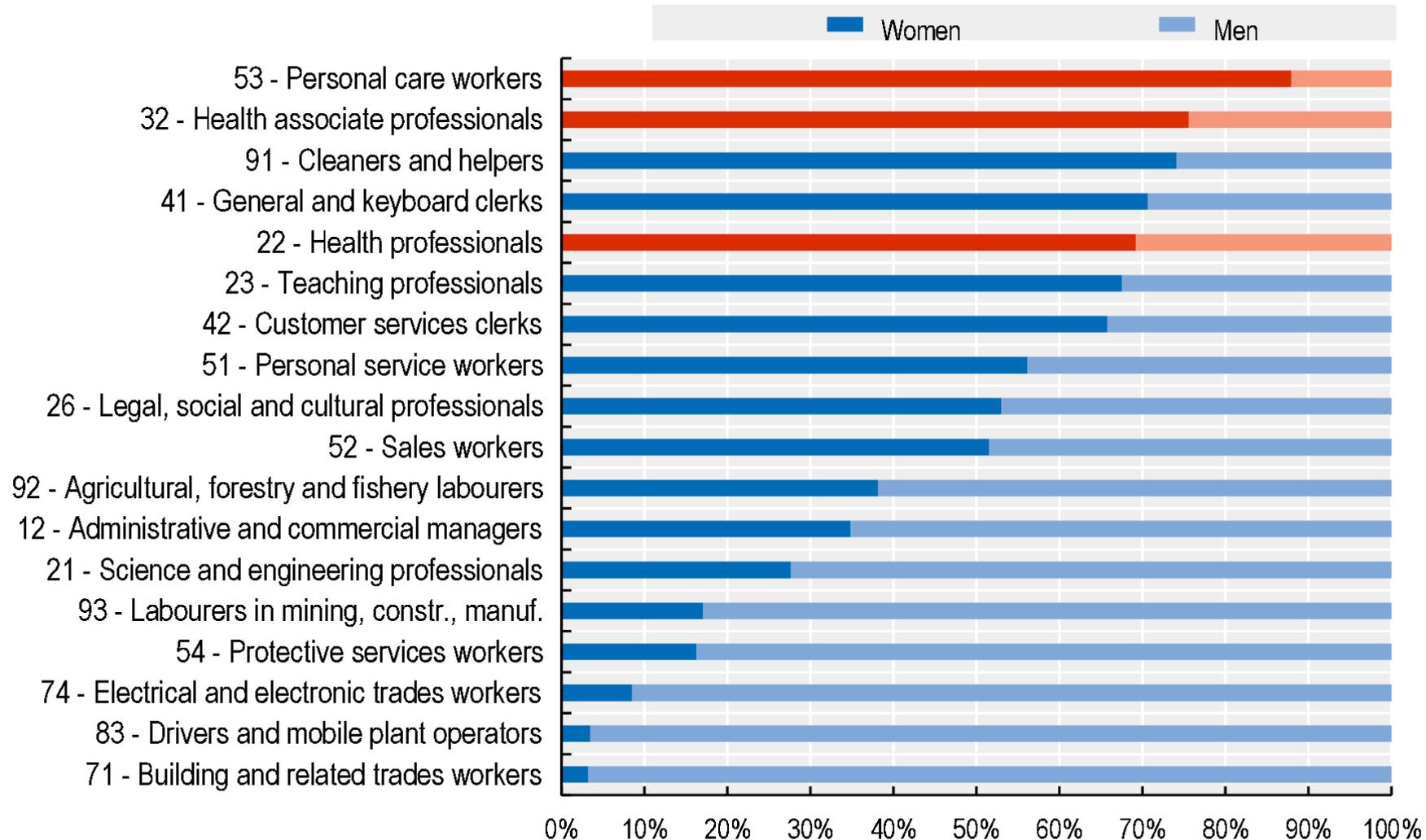




A LARGELY FEMALE WORKFORCE
LACKING SOCIAL RECOGNITION



Women account for over 85% of LTC workers but still earn less than men doing the same job





Foreign-born workers play a key role in providing care

- Foreign-born workers are over-represented in LTC
- They represent a large proportion of live-in carers
- The monitoring of their employment conditions is generally very poor, making them vulnerable to abuse
- Some countries have specific legal labour migration channels for care workers



LTC workers often feel a lack of recognition

- LTC workers feel recognised by care recipients but much less by their managers, politicians and the wider society
- This feeling of low recognition is related to
 - poor working conditions including wages and low status
 - gendered care norms downplaying the skills needed to provide LTC
- The majority of OECD countries have taken initiatives to improve the social recognition of LTC workers:
 - increased remuneration
 - recognition of experience and training requirements in LTC
 - public information campaigns



POLICY RECOMMENDATIONS



Recommendations: RESPECT

- **R**ecognise, both economically and socially, care workers
- **E**nforce (effective regulations) governing the LTC sector
- **S**ustainably fund the LTC sector
- **P**ay better salaries
- **E**quip workers with new technologies
- **C**ollective bargaining for better work conditions
- **T**rain to retain LTC workers



THANK YOU



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