

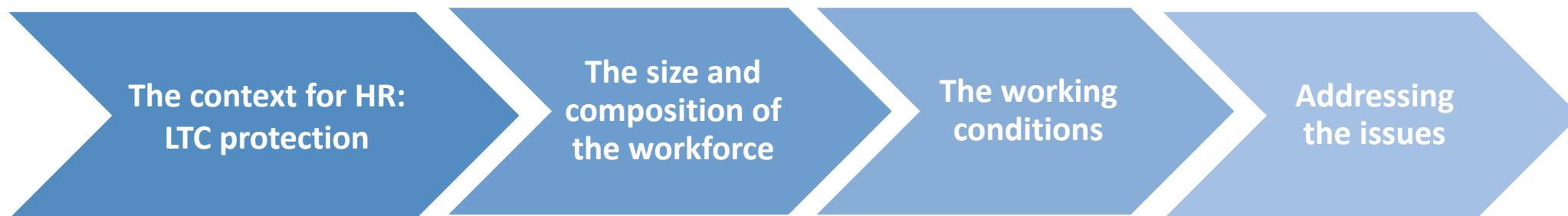


Human Resources for LTC: Characteristics, Shortages and Working Conditions

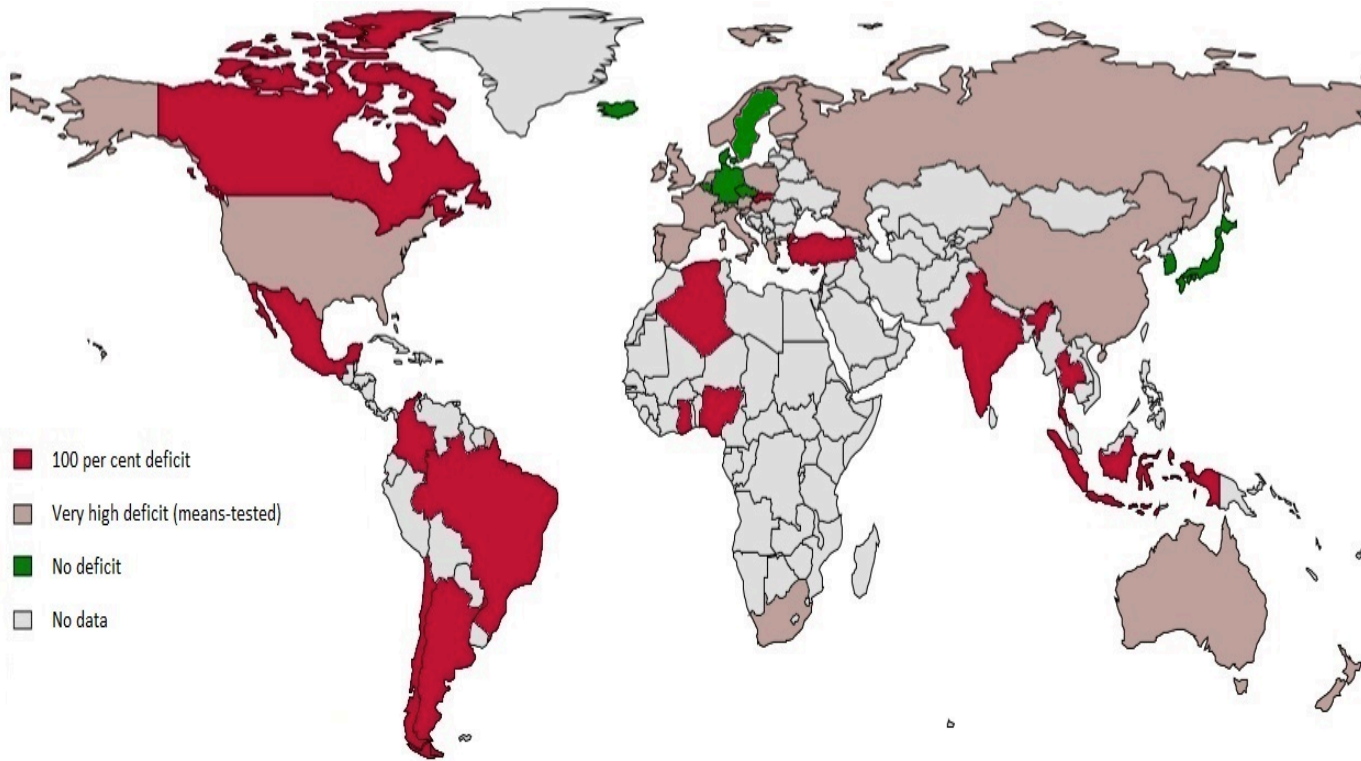
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Overview



LTC coverage deficits of the population 65+ based on national legislation, 2015, in % of total population



Public LTC expenditure in % of GDP in selected Asian countries (2006-2010):

Thailand	0
New Zealand	1.3
Korea	0.3
Japan	0.7
Indonesia	0.1
India	0.1
China	0.1
Australia	0
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Netherlands	2.3
Denmark	2.2
Germany	0.9

Source: ILO estimates 2015, World Bank, 2015 (population data in 2013), OECD 2012)

- **Nearly 50% (300 million people) of the global older population is living in countries without any right to LTC (red)**
- 46.3 % of the global population lives in countries with means tests forcing people to become poor before becoming eligible for LTC (orange)
- Only 5.6% of the global older persons live in countries with rights-based universal LTC coverage (green):



The social protection environment for HR: Key features of LTC protection

(based on ILO Recommendation 202 on national social protection floors)



- **LTC benefits in kind**
 - Basic medical services
 - Assistance with daily activities (getting dressed, preparing meals, etc.)
- **LTC benefits in cash**
 - Financial support for formal / informal LTC services
 - Financial support for enabling environments
- **Other benefits in kind:**
 - For informal LTC workers:
 - Paid/unpaid leave from work
 - Free social protection coverage

LTC protection

A range of services provided by a skilled workforce and cash benefits addressing reduced functional physical and/or cognitive capacities of older persons

Design features

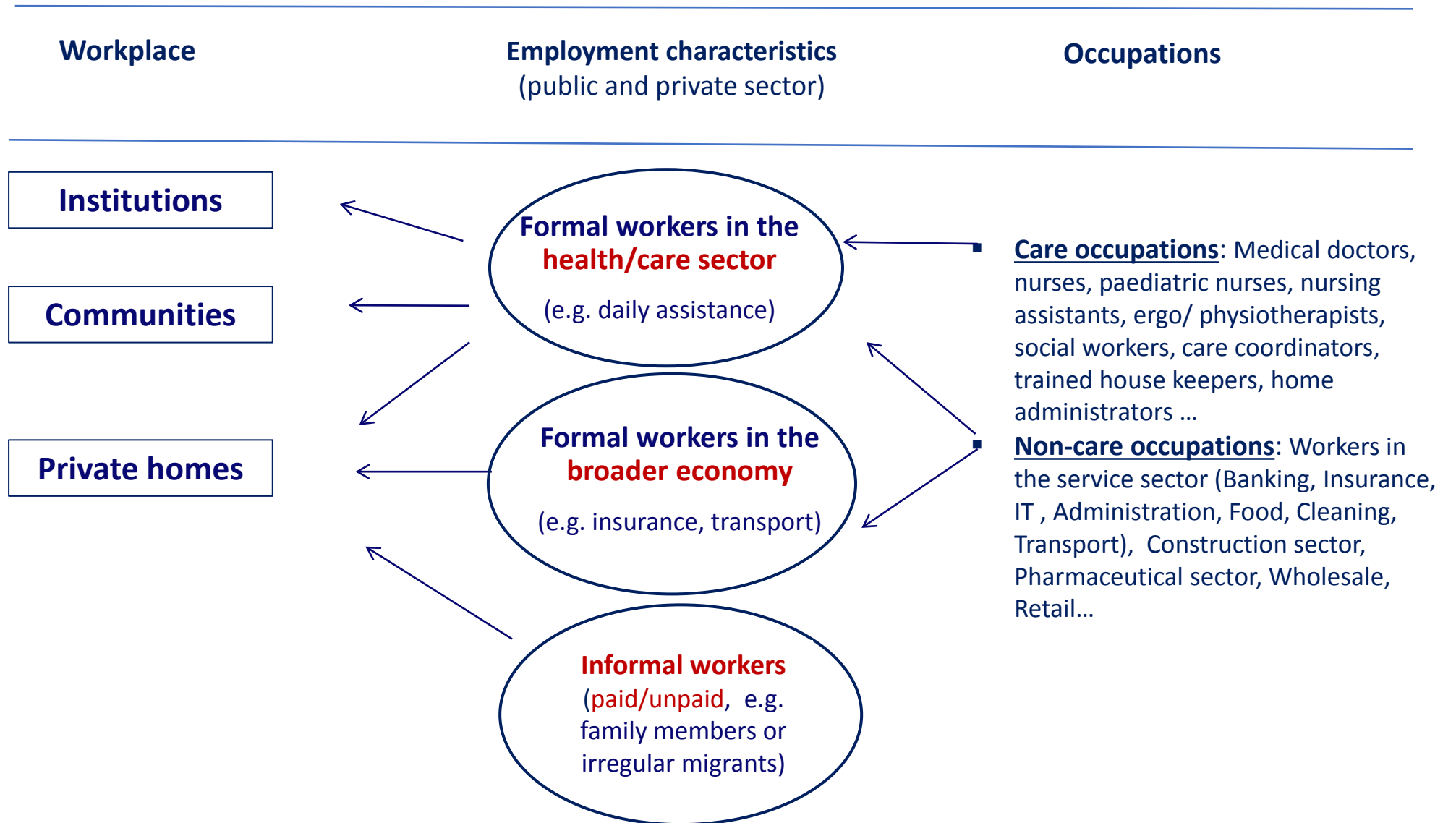
Inclusive national legislation providing for **universal coverage and equitable access** to affordable LTC

Implementation

Generating sufficient funds through fair financing mechanisms for quality services made available **by a sufficient number of LTC workers**



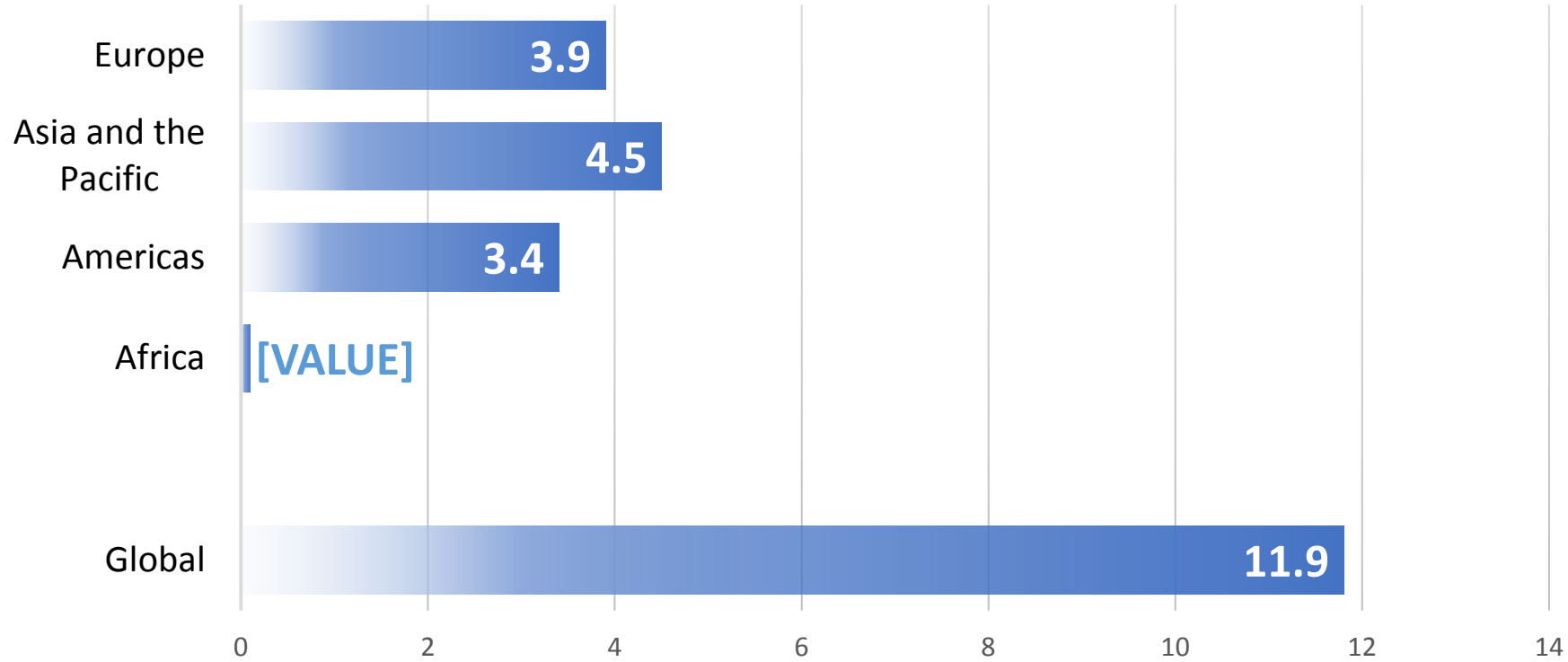
Which workers are involved in LTC?





Estimated global number of formally employed LTC workers (FTE)

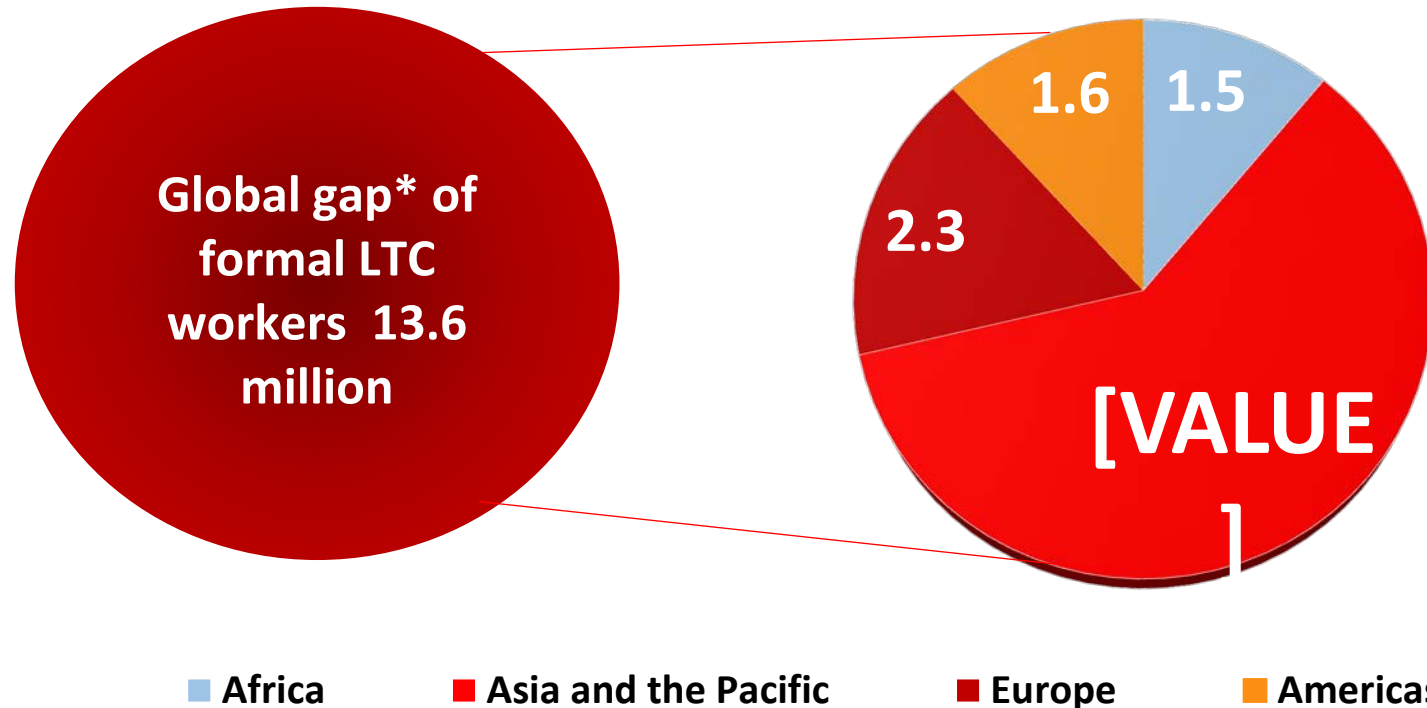
(in million / Source: ILO estimates 2015; OECD 2014)



Global **Estimated number of unpaid informal care workers: 57 million**
(only those who left the labour market or reduced working time to provide care to family members)



Estimated global LTC workforce shortages (millions): Formal workers



*Threshold: 4.2 per 100 persons aged 65+
Source: ILO estimates, 2015; OECD, 2014

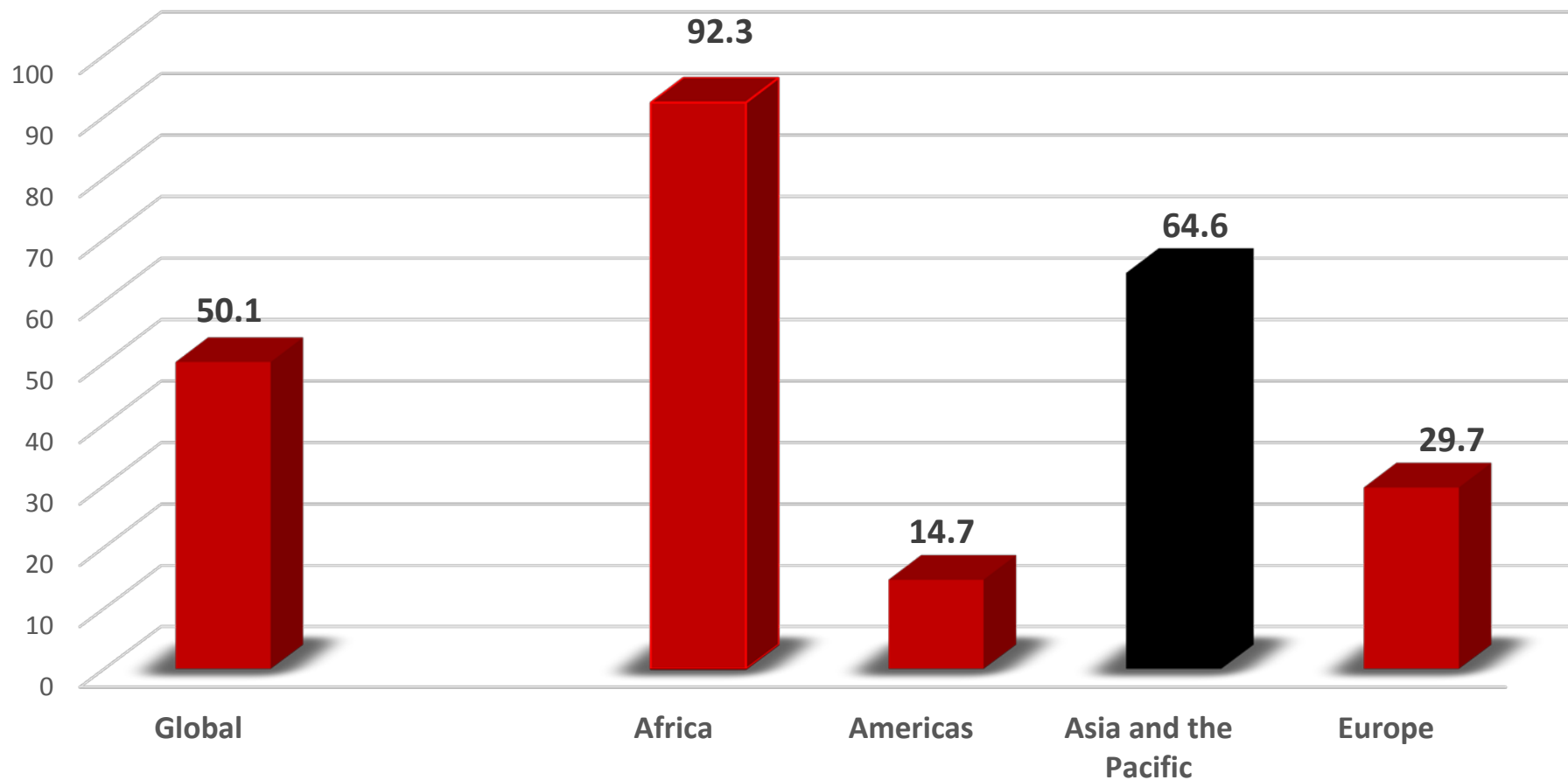


- Investments in closing the gap will create millions of jobs, particularly in Asia and the Pacific including multiplier employment effects in the broader economy: Globally each job in a health occupation will create 2.3 jobs for workers in the broader economy.
- Important employment opportunities also exist in the private sector as major global employers are embedding “ageing” as a key strategic driver into commercial goals, e.g. Bank of America, Merrill Lynch, Nestlé, BMW, Intel, Novartis, Pfizer...



What is the impact?

Exclusion of older persons from LTC services due to formal workforce shortages
(in percent of total population aged 65+, by region, 2015 or latest available year.)





What are the key characteristics of LTC workers today?

Characteristics	<u>Global formal workforce</u>	<u>Global informal workforce</u>
Gender	Women: More than 86 % of the workforce	
	Americas: Canada: 92.0 % / USA: 89.7 % Asia: Japan: 86.9 % / Korea: 92.9 % Europe: Denmark: 96.2 %	Mostly female family members of care recipients
Age	Average age 40+	
	Americas: USA: Average age home-care workers: 43 Asia: Australia: Up to 70 % aged 45+ / Japan: 60 % aged 50+ / New Zealand: 50 % aged 40-60	
Nationality	Foreign-born workers/Migrants: Up to 70 %	
	Americas:	United States: 33.0 %
	Asia:	New Zealand: 24.3 % (foreign-trained)
	Europe:	Austria: 50.0 % / Italy: 70.0 % / Sweden: 20.0 %



What are the working conditions?

Formal workers

Wage levels are globally very low

Working conditions in institutions are characterized by

- Lack of infrastructure / over occupation
- Lack of staff / extensive working hours
- Deficient safety and health at work

Informal workers

Wage levels are often zero

Wide gaps or no social protection coverage

No income compensation if jobs are given up

No training

No defined working hours

No rights to breaks or holidays

Absence of social dialogue



Addressing the issues: Rethink LTC policies by investing in LTC to develop decent employment and economic growth

1. **Invest in LTC** to achieve UC and generate sufficient funds to **make LTC affordable for all in need**

2. Create an adequate number of decent jobs and generate multiplier employment effects and economic growth to **make quality LTC equally available**

- Extend coverage based on inclusive legislation to create demand
- Implement broad risk pooling (based on taxes or contributions) to fund quality care provided by a sufficient number of workers
- Provide at least essential social protection floor benefits in kind and in cash to older persons in a social protection policy framework coordinating health, social, economic and labour market policies

- Balance the formal and informal LTC workforce by transforming unpaid care into paid jobs for those who gave up or reduced labour market participation
- Ensure decent working conditions in the delivery of services
- Provide support, compensation and adequate social protection to informal workers



Thank you !

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