

Conference within the Presidency of Slovak Republic in the Council of EU
WORK-LIFE BALANCE IN A CHANGING SOCIETY
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Elderly Care in Europe

State of play and ways forward

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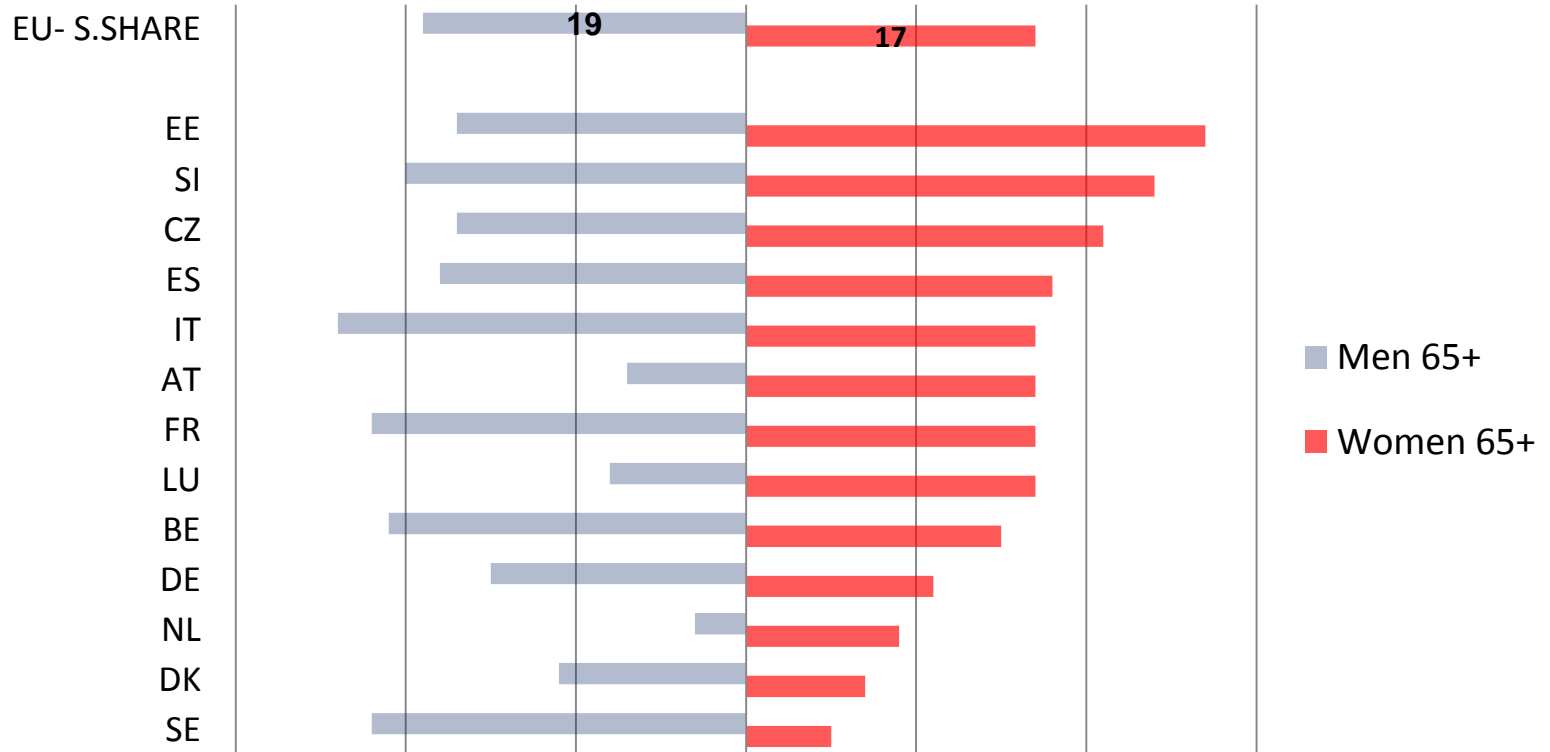


Three parts

- ❖ Care of the elderly: how and why is it still a 'gender' issue?
- ❖ The state of play in European Countries
- ❖ Ways forward

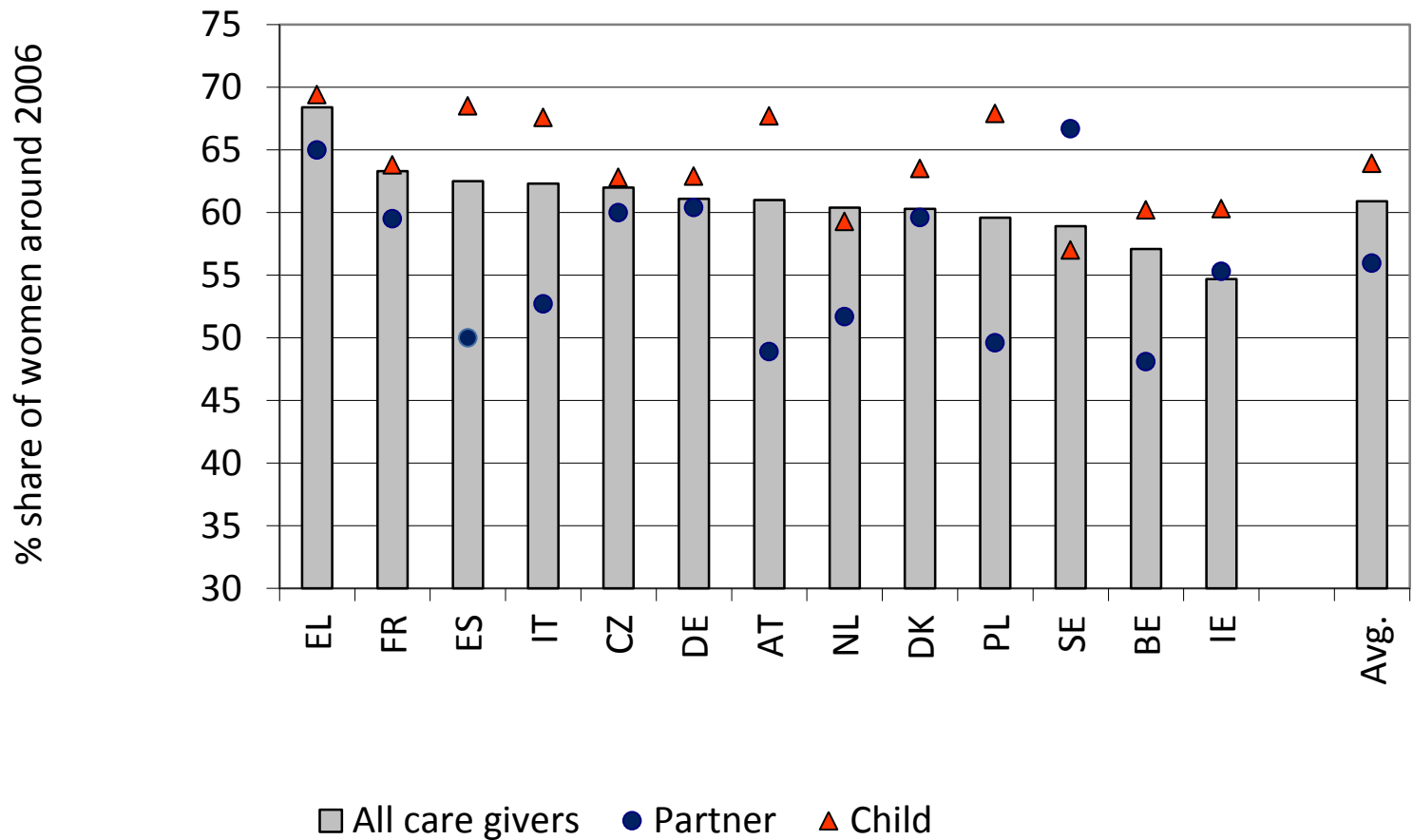
Care Gaps: a men's issue, if any

Percentage elderly with 2 or more Limitations of Daily Living (ADL) not receiving any care



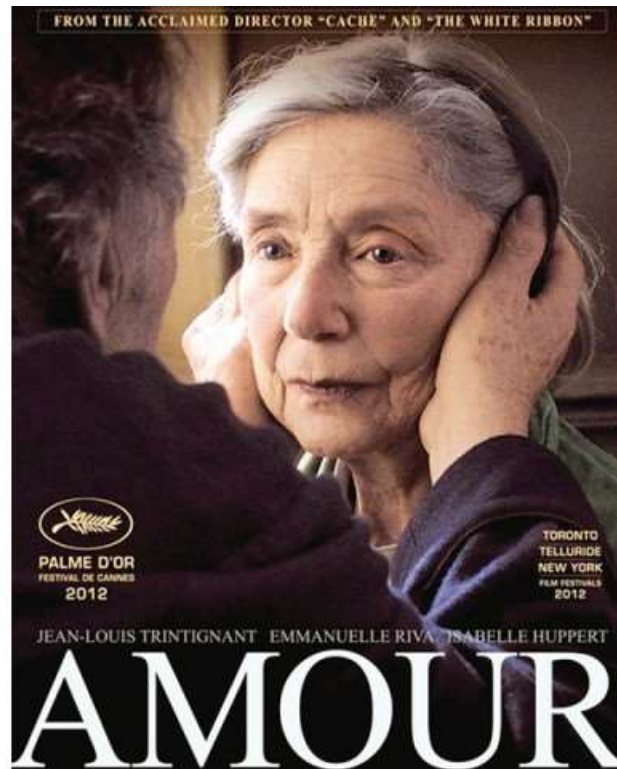
Tinios and Georgiadis (2016)

Informal care of the elderly: selectively but increasingly drawing men in



(Bettio and Verahschagina 2012)

Men in informal care: say it with a picture



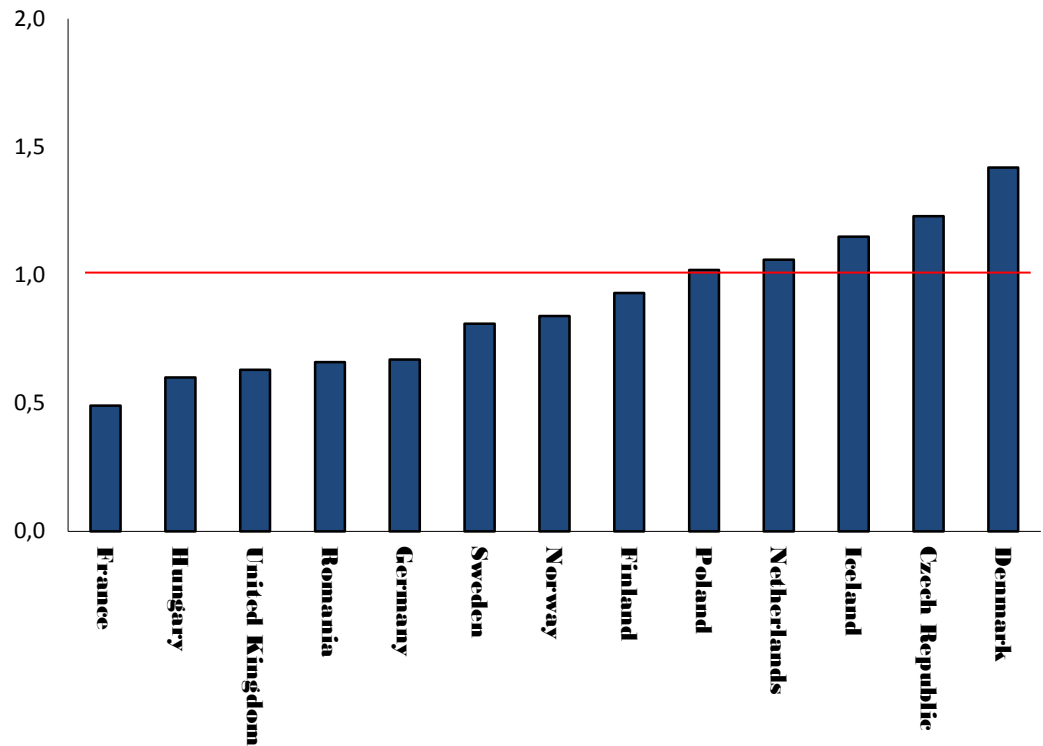
Informal care of the elderly: Employment penalty is disproportionately a woman's issue

- ❖ Strong North-South gradient in employment penalty revealed by latest research:
 - in Southern Europe 10% fall in probability of employment for daughters of parents whose health deteriorated enough to require daily assistance ; small effect in continental Europe, negligible effect in the North (Crespo and Mira 2014).
- ❖ Penalty may increase with the postponement of retirement age featuring in pension reforms
- ❖ Conflict with sustainable work over life cycle pursued by 2020 agenda (Eurofond 2015).

Working in the formal care sector: disproportionately a woman's only issue

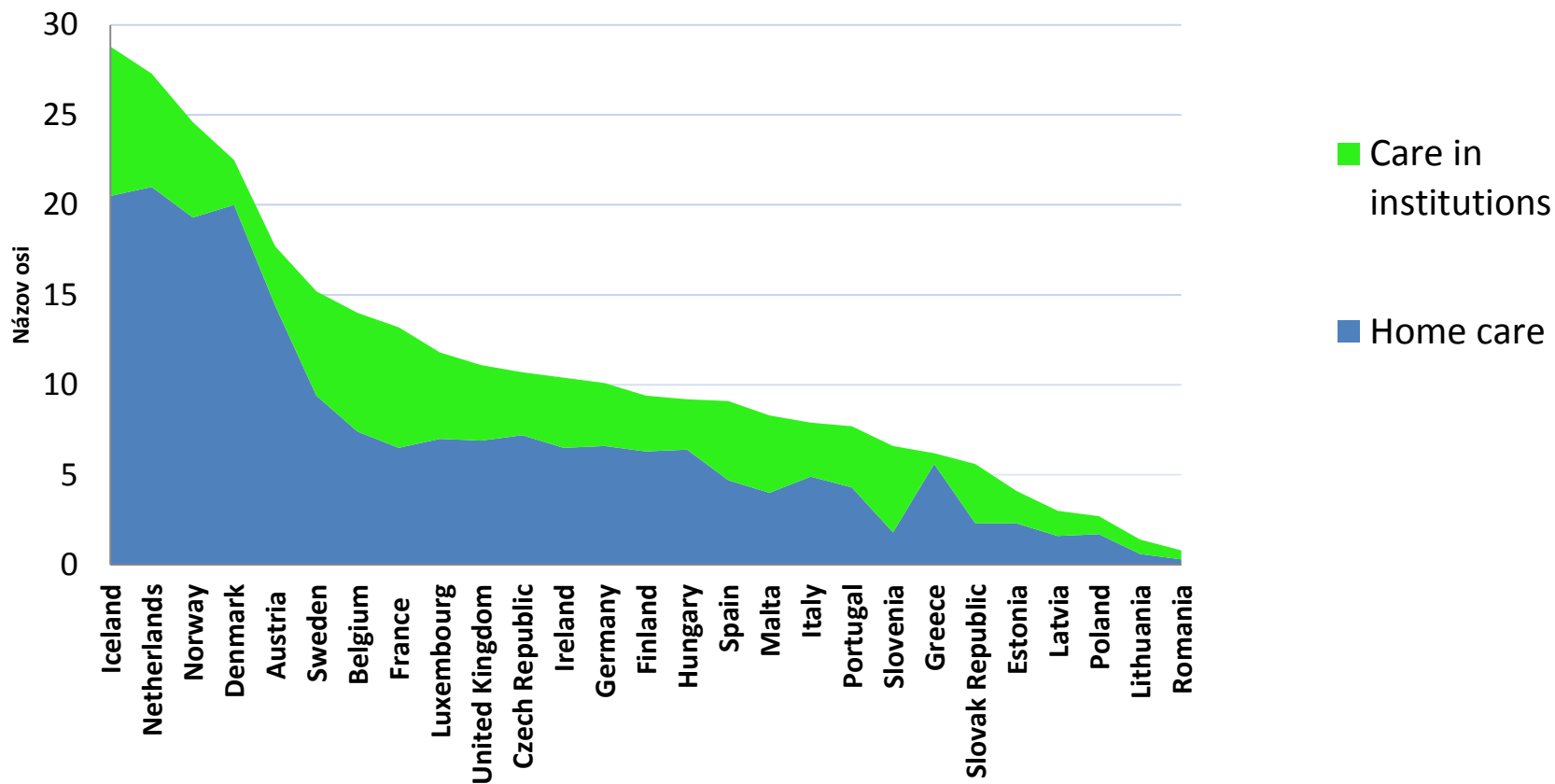
- ❖ Highly feminized
➡ poor pay
- ❖ Disproportionate representation of migrant workers
➡ Care drain even within the EU

Gross monthly wage of **skilled** home care professional
as a share of OECD **average** gross monthly wage



State of play: Services for work-life balance Large differences persist in formal services mix

Coverage rates of formal care, elderly 65+ around 2008



State of play: Services for work-life balance Convergence in service mix forestalled by the crisis?

- ❖ Data on recent trends are patchy; the overall impression is modest change.
- ❖ Coverage rates for institutional care increased in some countries since 2008 (Belgium, Estonia, Germany, Luxemburg) and decreased in others (Denmark, Ireland, Norway) according to OECD. In the majority of cases variations contained to 1 percentage point or less.
- ❖ Coverage rates for formal home care, increased in a few countries according to OECD (Germany, Hungary, Italy, Spain and Portugal) and decreased in others (Estonia, Denmark, Finland, Norway, Sweden) showing a rather patchy convergence trend.
- ❖ In some Eastern countries semi-residential services expanded (Poland and Lithuania) according to Eurofond (2015)

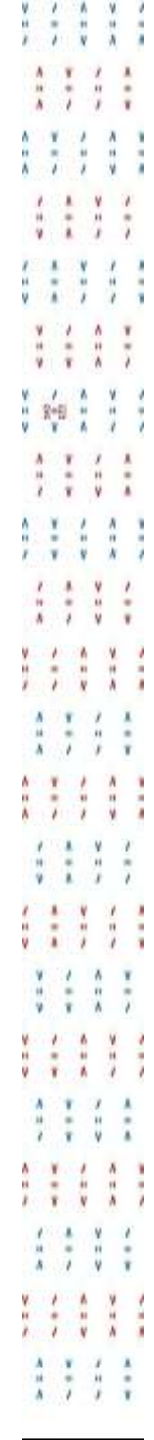
State of play:

Monetary resources for work-life balance

Effect of crisis is more cash for care and more family care

There is evidence that, in countries like Spain the crisis accentuated the tendencies of families to use cash for care rather than services, with the consequent growth of unpaid, irregular, foreign care migrants.

(Costa-i-Font et al., 2015)



State of play:
Time-off resources for work-life balance
Need for redesigning leaves and flexible hours

Assessment of existing time-off work schemes to take care of the elderly indicates that:

- ❖ several of the current leave schemes suffer from poor design and lack of coordination with the other provisions in place
- ❖ a right to flexible working time can be an individually more effective response than leaves at initial or final stages of disability
- ❖ long-term care leaves should not 'imitate' parental leave
- ❖ leave design should be such to encourage participation by men.

(Bettio and Verashchagina, 2012)

Ways forward: Set targets and benchmarks

Aim for 15% change in 10 years!

proposal for a benchmark on care services

“Member States provide universally available and affordable care services for older people that make combination of paid work and care responsibilities possible for all. Compared with the situation in 2016/2017, in 2025 at least 15% more of working-age population with older family members with care needs report a) that their family receives adequate care services, b) that they can afford these services, and c) that they are able to participate in paid work without problems that would be caused by their care responsibilities.”

proposal for a benchmark on care-related leaves:

“Member States provide a universal right to care-related leave for family carers of older people. Compared with the situation in 2016/2017, in 2025 at least 15% more of employed people with older family members with care needs report that at their workplace they have access to care-related leave.”

proposal for a benchmark on flexible work arrangements:

“Member States guarantee access to flexible work arrangements for family carers of older people. Compared with the situation in 2016/2017, in 2025 at least 15% more of employed people with older family members with care needs report that at their workplace they have access to flexible work arrangements.”

proposal for a benchmark on tax and benefit systems:

“Member States have tax and benefit systems that encourage all adults, including family carers, to participate in paid work. Compared with the situation in 2016/2017, in 2025 at least 15% more of employed people with older family members with care needs report that tax and benefit systems encourage them to take up employment.”

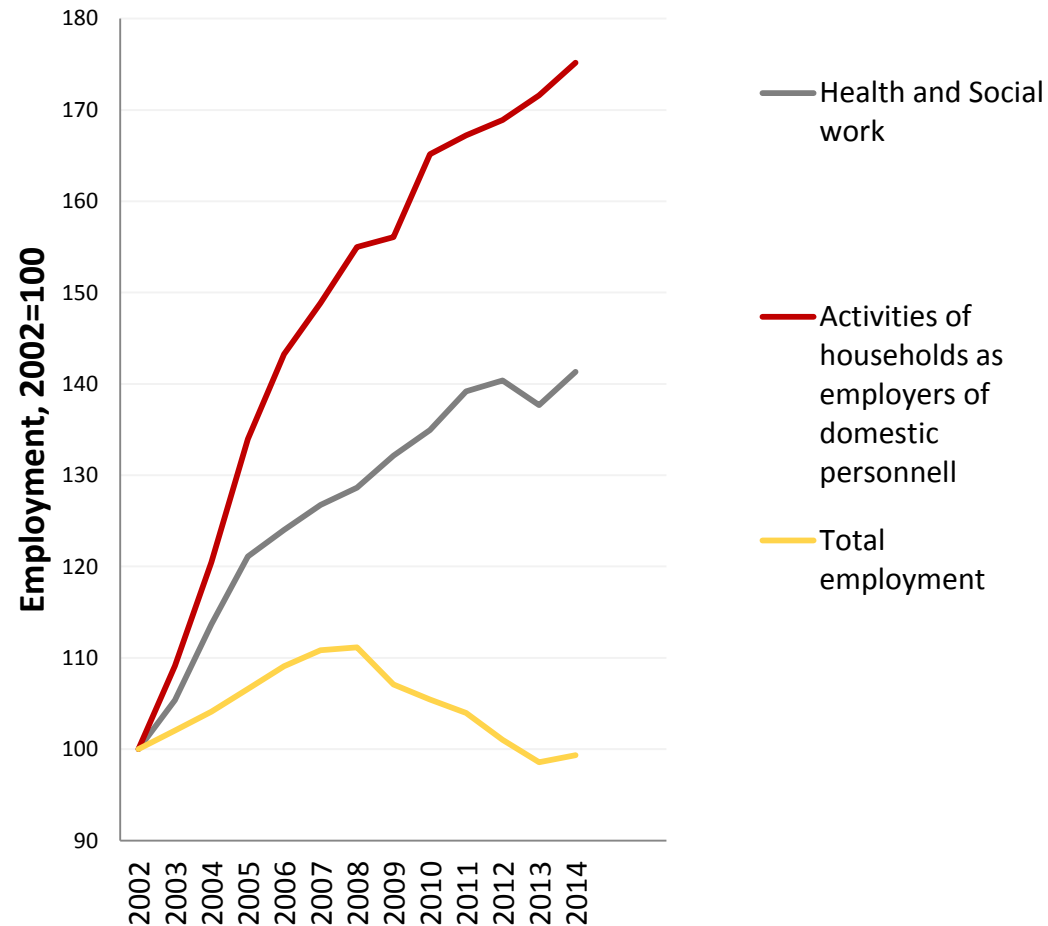
Ways forward:

Treat formal care as investment in social infrastructure

❖ Prevalent responses to the financial crisis were confined to rationalizing provisions and putting pressure on the family to **insource** rather than outsource **care**.

❖ Shall we leave it all to the family as in Mediterranean countries?

Employment in 'white jobs'
5 Mediterranean countries



Ways forward:

Treat formal care as investment in social infrastructure

- ❖ The challenge lies in turning a rapidly-expanding sector like long-term care into an employment growth engine*
- ❖ Issues: costs versus affordability; shortage of workers, productivity

*Visions for Gender Equality, 2015 @ the D.G. Justice, Gender equality website)

Treat formal care as investment in social infrastructure:
issue of possible shortages

Recruit and train foreign workers?



Treat formal care as investment in social infrastructure:
low pay, low productivity issue

Combine human care with technology?





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