



WORKING CONDITIONS IN THE LTC SECTOR ACROSS OECD COUNTRIES

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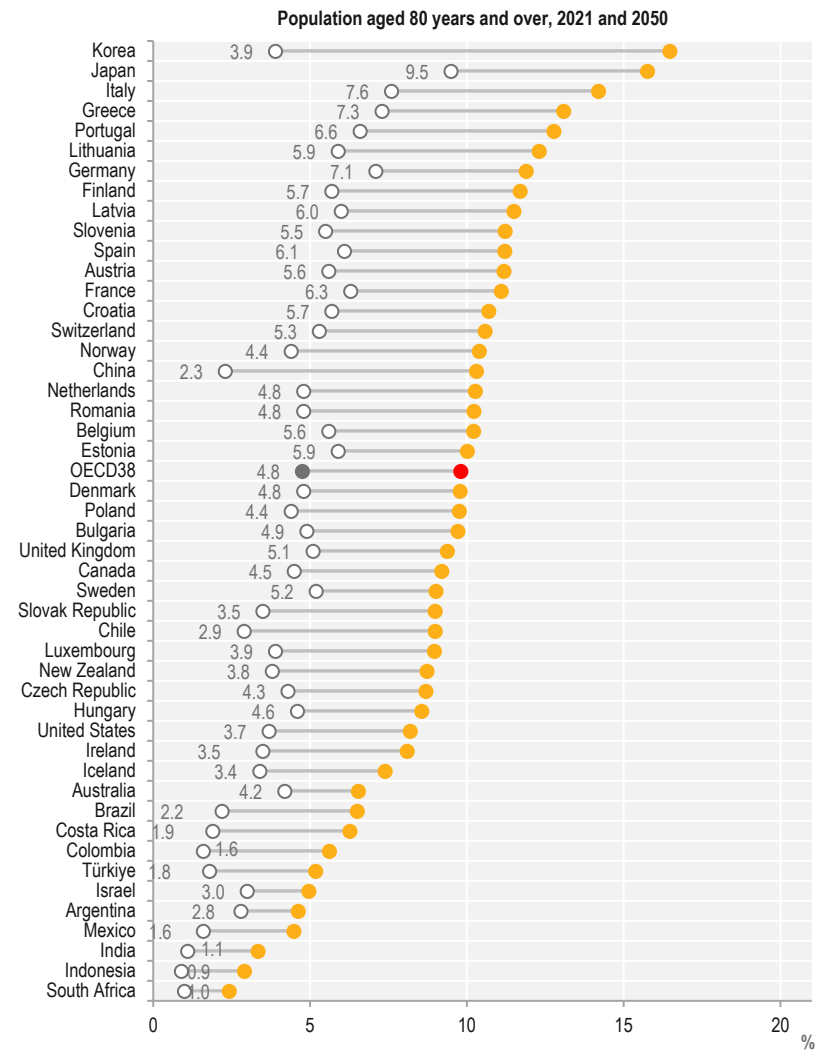
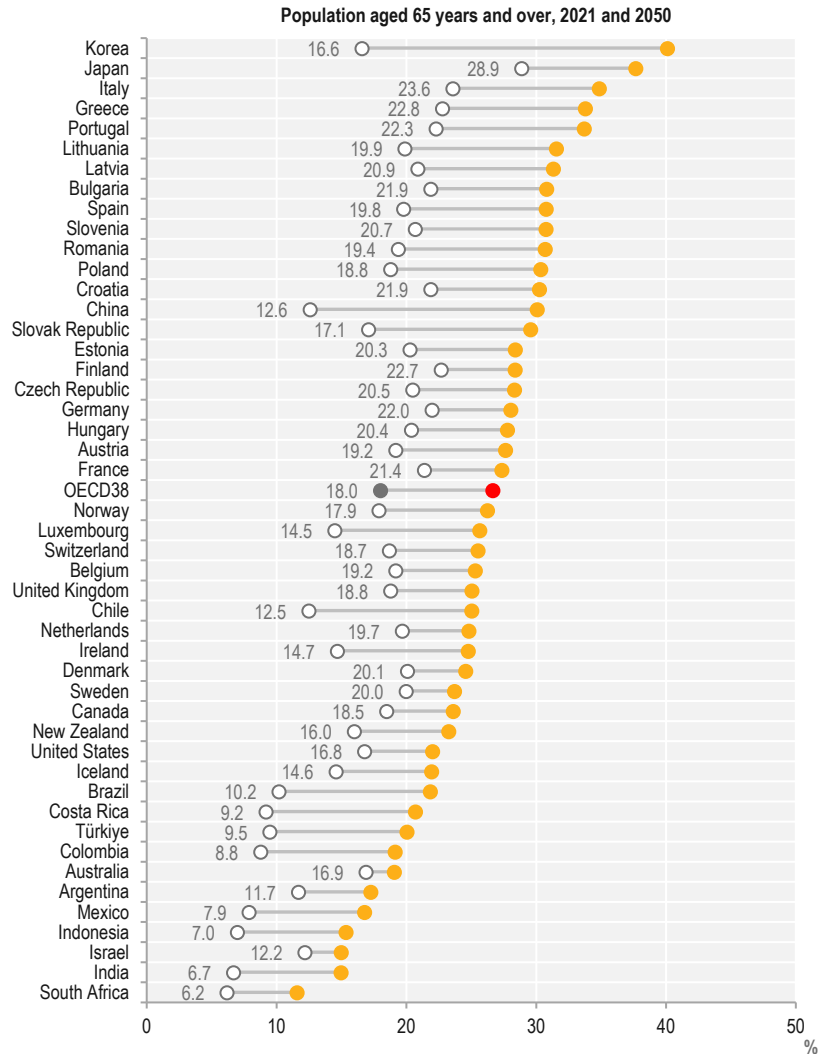
International day of care and support GOLTC online event
29 October 2024



CURRENT TRENDS IN AGEING AND CARE NEEDS



Across the OECD, societies are ageing



Population 65+ from <9% in 1960 to 18% in 2021

In five countries (KOR, JAP, ITA, GRE, PRT), it will exceed 1/3 in 2050



Population ageing increases care needs



- Ageing population



- High prevalence of multiple chronic conditions & changes in diseases profile (e.g. increases in Alzheimer's and dementia)



- Increased demand for formal and informal care

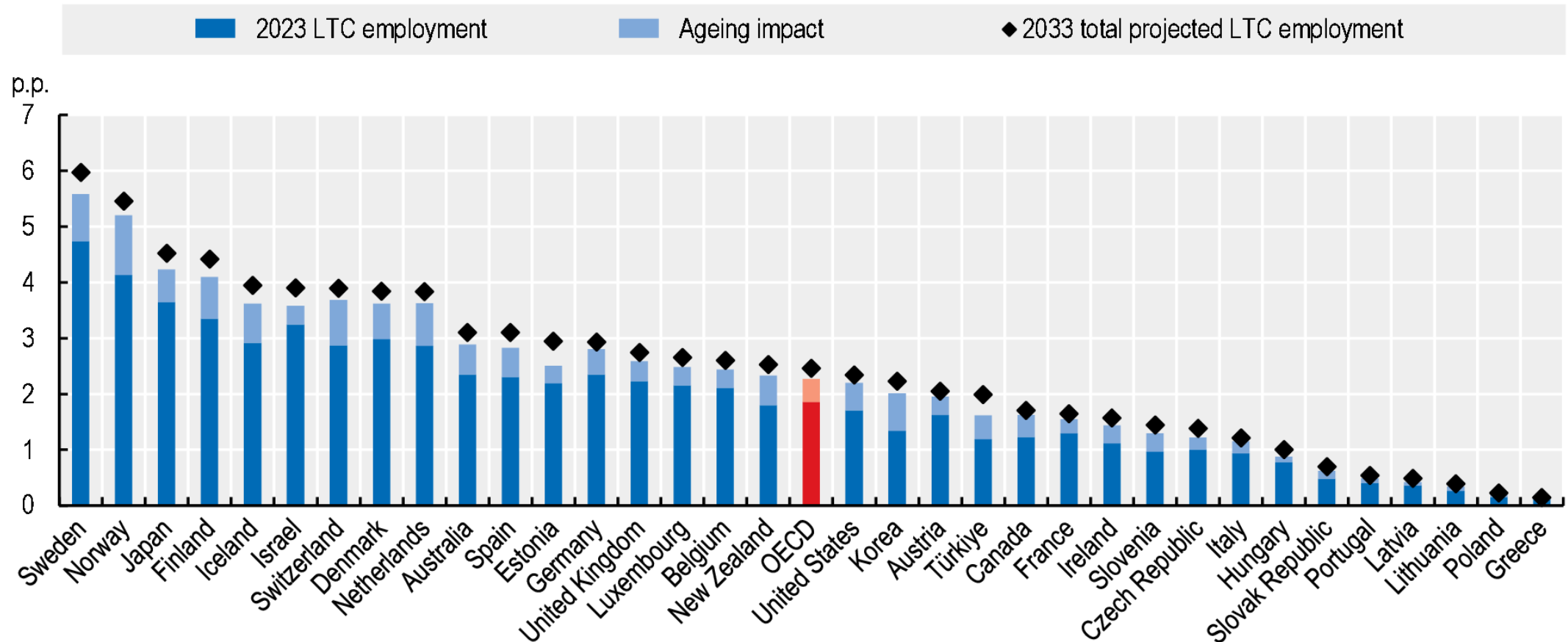


FORMAL LONG TERM CARE WORKFORCE








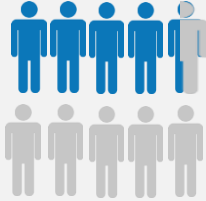
LTC workforce shortages are a longstanding issue

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





Working conditions in LTC are poor and unattractive

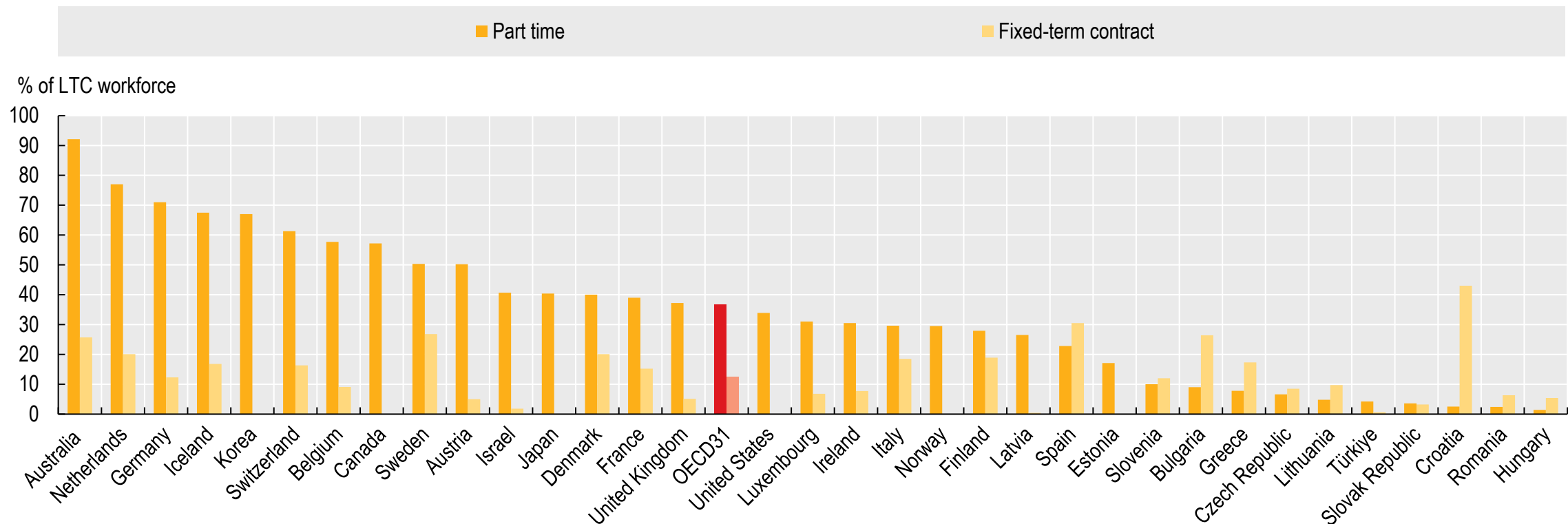
	LTC salaries are lower than in the hospital sector		Part-time employment in LTC is twice the average OECD rate.
	The average tenure is two-year lower in LTC than in the overall labour market		Migrant workers play an important role in many countries
	15% of LTC workers report health issues due to their job		More than 45% of LTC workers are exposed to mental health risk factors

Source: OECD



Considerable amount of LTC workers works part time and in fixed-term contracts

Share of long-term care workers who work part time or on fixed-term contracts, 2021 (or nearest year)

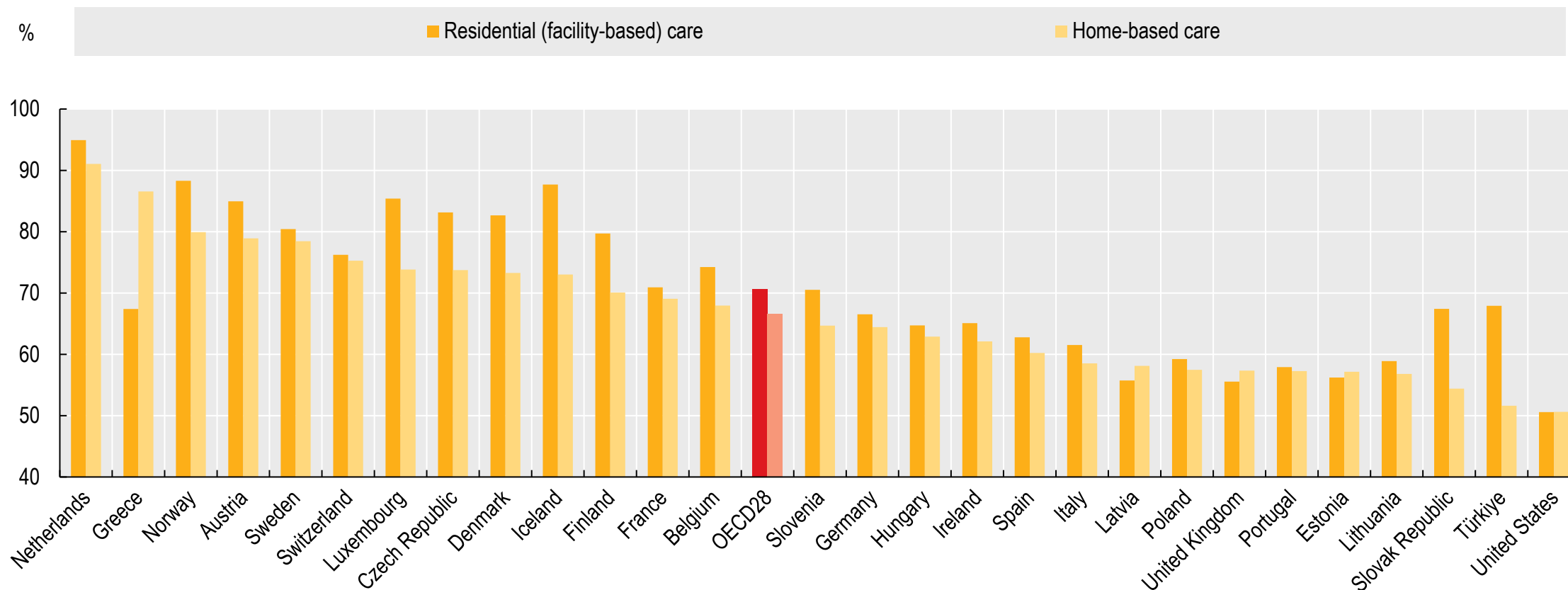


Source: OECD Health Statistics 2023



Wages of personal care workers are below economy-wide wages

Average hourly wages of personal care workers, as share of economy-wide average wage, 2018



Source: OECD calculations based on 2018 EU-SES data, and 2021 OEWS Survey data for the United States



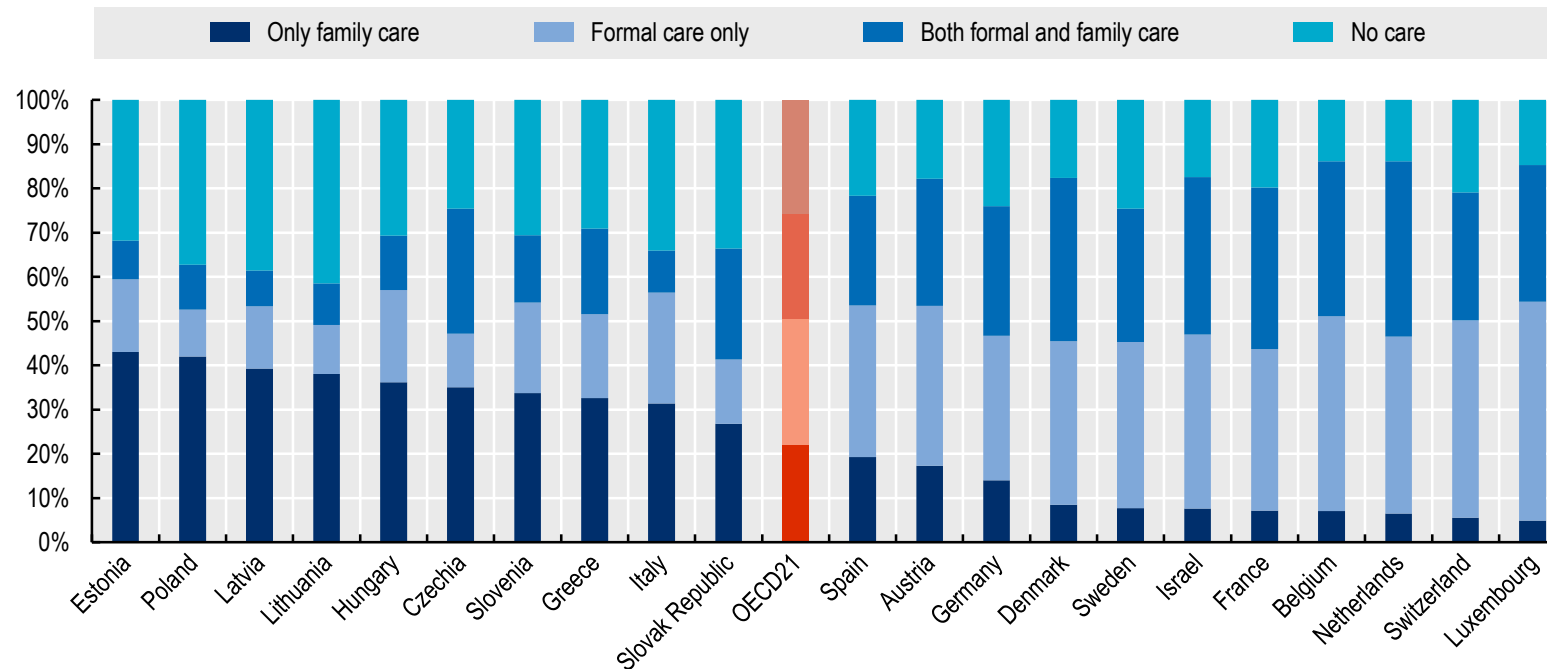
INFORMAL CARERS



The informal sector provides the bulk of LTC

Around half of older people with care needs receive informal care

Share of the population 65+ with at least three ADL or IADL limitations, by type of care received

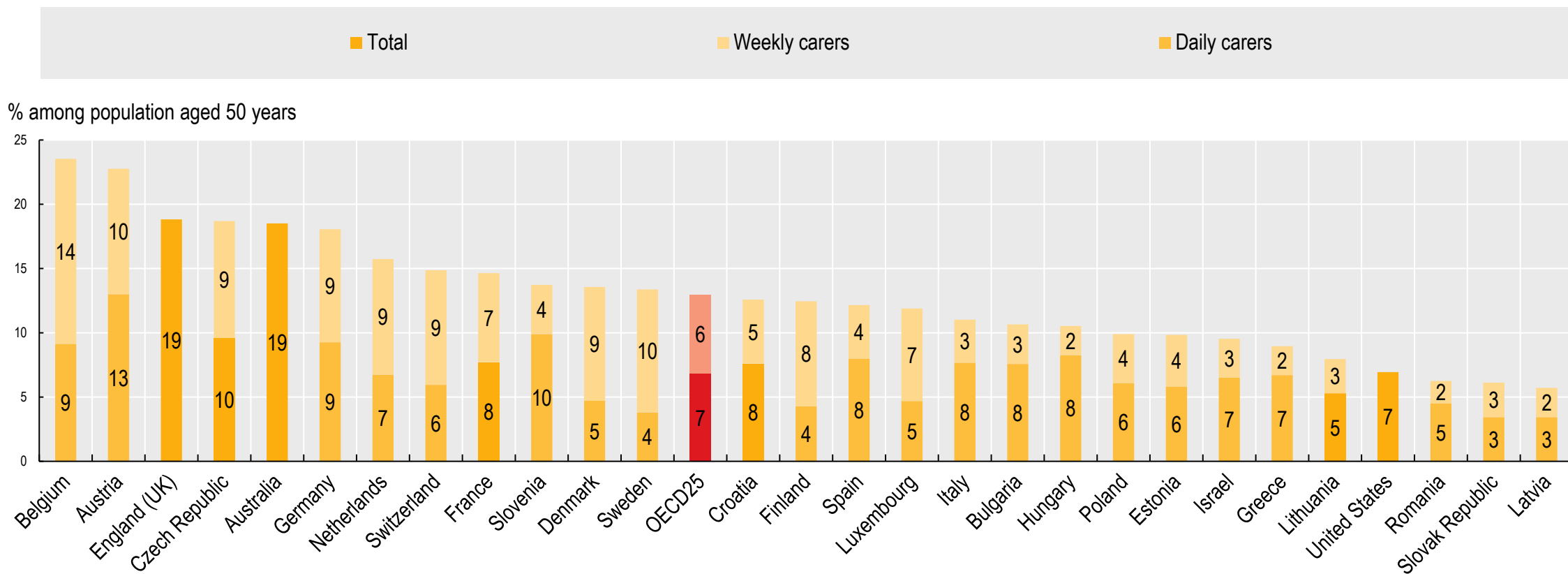


Note: Family care is received from family and friends; formal care is delivered by paid carers. Countries are sorted by the number of people receiving only family care.
Source: OECD (2023[18]), Beyond Applause? Improving Working Conditions in Long-Term Care, <https://doi.org/10.1787/27d33ab3-en>



A large proportion of people aged 50+ provides informal care

Share of people aged 50+ providing informal care



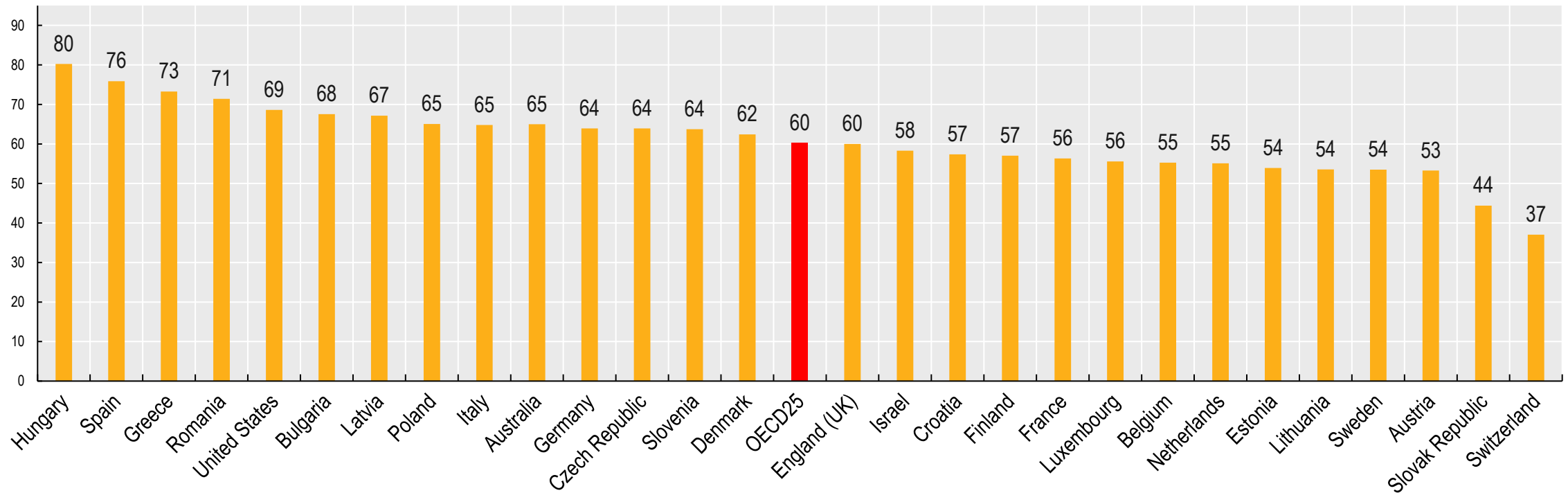
Source: SHARE, wave 8 (2019-20); SDAC (2018) for Australia; ELSA, wave 9 (2018-19) for the United Kingdom; HRS, wave 14 (2018-19) for the United States.



Informal long-term care is largely female

Share of women among informal daily carers (among the population aged 50+), 2019 (or nearest year)

% of women



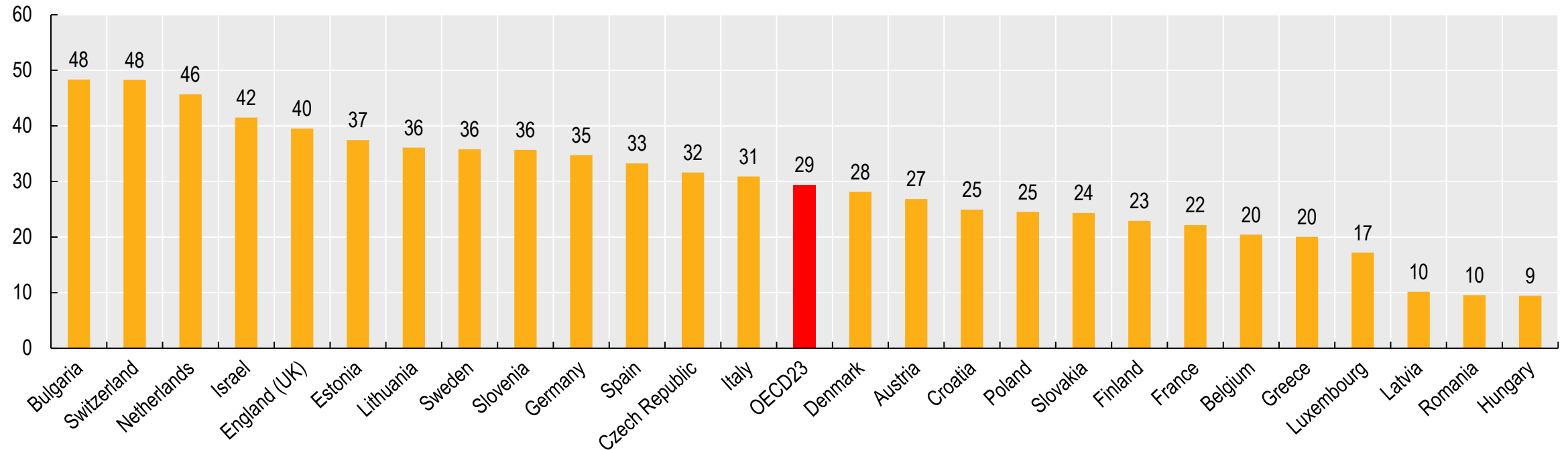
Source: SHARE, wave 8 (2019-20); SDAC (2018) for Australia; ELSA, wave 9 (2018-19) for the United Kingdom; HRS, wave 14 (2018-19) for the United States.



More than 1 in 4 daily carers work at the same time

Share of informal daily carers that report working in addition to caring, 2019 (or nearest year)

% of daily carers



Source: SHARE, wave 8 (2019-20); SDAC (2018) for Australia; ELSA, wave 9 (2018-19) for the United Kingdom; HRS, wave 14 (2018-19) for the United States.



POLICY OPTIONS



Policy options to support formal and informal carers



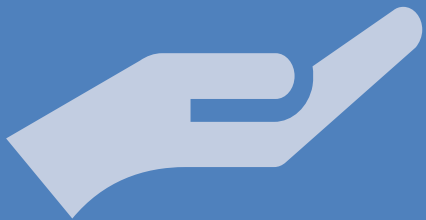
Slowing down the insurgence of care needs

- Prevention, early diagnoses and adequate rehabilitation



Improving attractiveness of LTC sector

- Wage increases, opportunities for career progression, training
- Attracting foreign workers likely not sustainable in the long run



Supporting the informal carers

- Carer leave, allowances, respite care, training



The OECD supported countries facing workforce challenges in LTC for over a decade

2011

2020

2023



Help Wanted?

PROVIDING AND PAYING FOR LONG-TERM CARE



OECD Health Policy Studies

Who Cares? Attracting and Retaining Care Workers for the Elderly



Beyond Applause? Improving Working Conditions in Long-Term Care





THANK YOU!