



Overview of the path of home care workers in Ireland

*Home Care Premium with elderly people
Ragusa, 27 November 2014*

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- Dominance of family and informal care in most Member States e.g. EU – 20M carers provide 20+ hours per week. 80% of care hours are provided by informal care, predominantly women 45+
- Concerns about shortages of carers, lack of support for informal carers, and risk of social exclusion for carers. Concerns amplified by economic crisis, any reductions in services, and problems in recruitment of formal carers
- Must consider formal and informal carers together especially in the context of increased care in non-institutional settings.

a) Employment Package (April 2012)

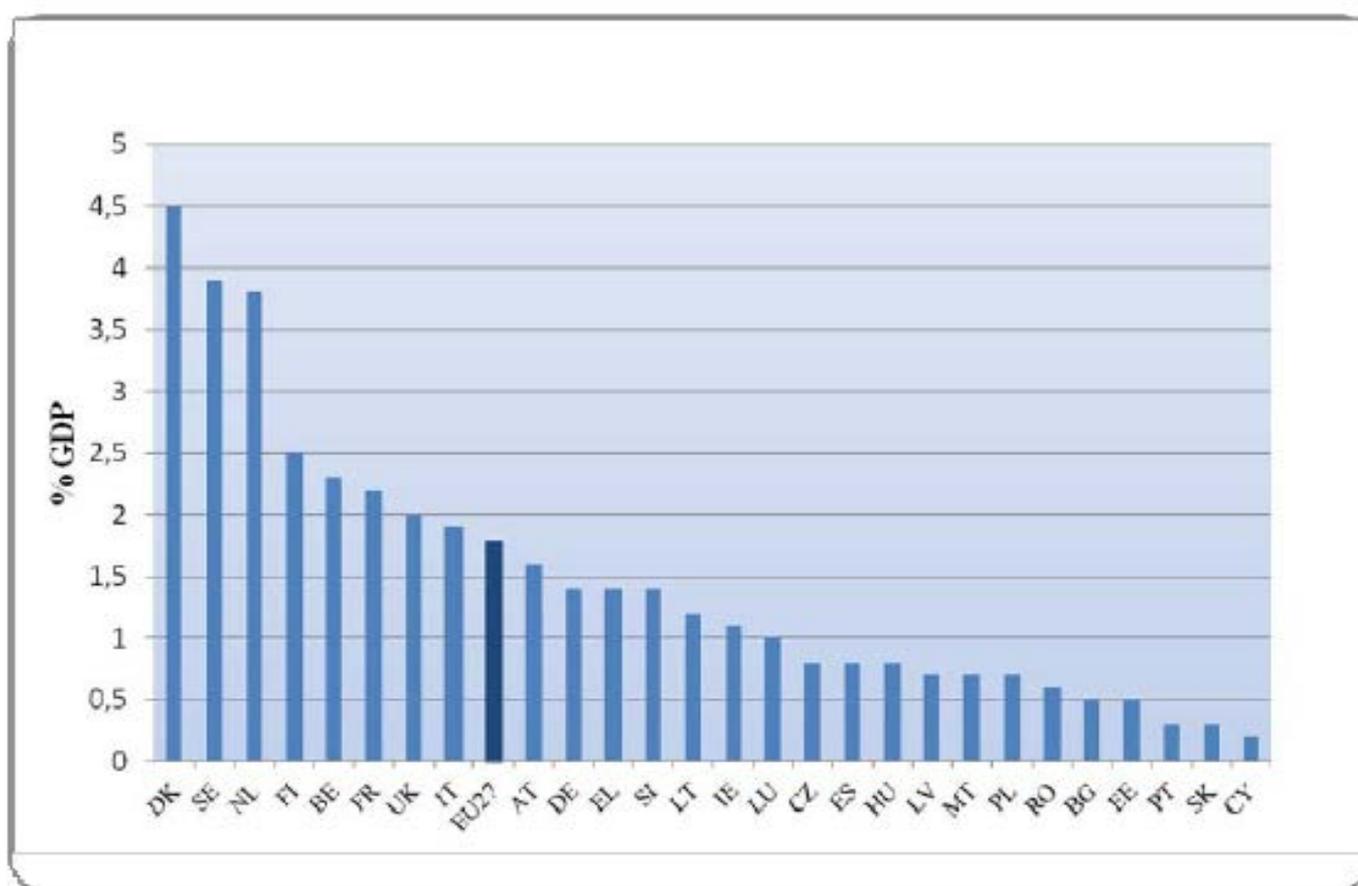
- Staff Working Document on exploiting the employment potential of personal and household services
- Staff Working Document on an action plan for the EU health workforce

b) Social Investment Package (February 2013)

- SWD: Evidence on demographic and social trends – common challenges
- SWD: Long-term care in ageing societies – challenges and policy options – widespread shortages of LTC workforce

c) Report of Social Protection Committee on Long-Term Care (June 2014)

Public expenditure on long-term care as percentage of GDP in 2010, all ages



Need for long-term care Limitations in daily activities (%) EU-SILC 2011

AGE	65-74		75+	
	Some	Severe	Some	Severe
France	25	13	35	29
Ireland	24	9	30	17
Italy	36	15	43	31
Spain	33	8	44	20

Population aged 65 and over receiving long-term care (%) 2011

	In institutions	At home
France	4.3	6.9
Ireland	3.7	-
Italy	-	4.1
Spain	1.7	5.5

OECD Health Statistics 2013

Ireland's demography

Elderly population as a proportion of total population (%)

	2013			2030		
	Total	M	F	Total	M	F
65+	12	11	13	19	18	20
80+	3	2	4	5	5	6

Numbers of people aged 65+ in residential long-term care (nursing homes) increase slowly

	2006	2011	2016
Male	7236	8828	11290
Female	15255	17441	20435
Total	22491	26269	31725
Proportion	4.8%	4.9%	5.2%
Number of people 65+	462000	532000	608000

Numbers of people aged 65+ receiving home help services fall from 2008

Year	Number	Proportion
2006	41500	8.9%
2007	44000	9.2%
2008	46500	9.4%
2009	45500	8.9%
2010	45750	8.7%
2011	43750	8.0%

‘Health care support’ qualification:

Nursing theory

Safety and health at work

Care skills

Communication

- Predominantly low prestige
- Mainly done by women
- Poor visibility of the sector
- Not regarded as high skill
- Low pay (although above average for low-skilled)
- Lack of career prospects
- High staff turnover; part-time and atypical contracts
- Tasks often involve intimate attention to personal needs

Eurofound (2006) Employment in Social Care in Europe

Strategies to promote recruitment and retention in home care services

- Targeting labour market reserves
- Stimulating and facilitating education
- Improving the situation of current employees
- Improving operational management/work organisation

Eurofound (2013) More and better jobs in Home Care Services

- Generally promising and quantitative targets achieved
- Positive labour market effects – jobs created, workers recruited, staff retained
- Promotes inclusion in employment of unemployed and those at margins of formal labour market
- Evidence of transfer to other organisations and regions
- Examples sustained over several years but contingent on funding

Eurofound (2013) More and better jobs in Home Care Services

Informal carers in Ireland (based on Census) Proportion of people providing regular unpaid personal help

	2006	2011
Total	161000	187000
% women	62%	61%
% men	38%	39%
And in paid employment	56%	59%
But estimated that care provided on average for 35 hours per week		

- 2001 Carers Leave Act
- 2007-13 National Development Plan – respite care
- 2012 National Carers Strategy:
 - ▶ Recognition
 - ▶ Support
 - ▶ Empowerment

- Carers Benefit – for people who leave the workforce to care full-time
- Carers Allowance – a means-tested payment for full-time carers
- Half-rate carers allowance for people receiving other social welfare benefits
- Respite Care Grant

- Financial disadvantage – nil/reduced hours – exclusion from paid work
- Access to training and skills development
- Stress, sickness and absenteeism
- Career development and promotion
- Generally lack of specific action in the workplace to support working carers – benefits, information, services, flexible working times, work organisation and leave entitlements – although many measures also eligible for carers
- Eurofound study on ‘Company initiatives for workers with care responsibilities’: 11 Member States, 50 companies

- Practical measures
 - ▶ Flexibility in working hours; part-time work; longer care leave
- Minimising financial disadvantages
 - ▶ Payment during emergency leave; minimising income loss associated with working time reduction; paid leave or ‘topping up’ of social benefit payments
- Care related support
 - ▶ Information; counselling; care brokerage; practical daily life support
- Other measures
 - ▶ Awareness raising; promotion of positive attitudes; addressing carers’ health and wellbeing

Eurofound (2011) – *Company initiatives for workers with care responsibilities*

- Public sector employer – range of paid and unpaid leave option; examination of financial implications; help to return to work early
- Local authority – term-time schedules, not only for parents via ‘shorter working year’ scheme
- Public administration – wide and flexible range of working time options

- Telecoms company – supports teleworking
- Local authority – staff survey found lack of information among carers; NGO provided carer support services at the workplace
 - ▶ Online survey of carers' needs

Improve measures for working and caring in the workplace

- Raise awareness and promoting good practice
 - Amongst companies; among workers
 - Also at policy and social dialogue levels
- Increase take-up of measures
 - Support of line managers and colleagues
 - Preferences of male and female workers; private matter
- Ensure wider and more consistent provision
 - Labour legislation (EU and Member State)
 - Formal provisions in social dialogue (EU, Member State, sectoral)
- Promote evaluation of measures
- Support access to employment of excluded carers



Thank you

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