

The increasing demand for long-term care

THE SCALE OF UNPAID CARE WORK

Across OECD countries:



Women spend **2.8 times** the number of hours on unpaid care work as men

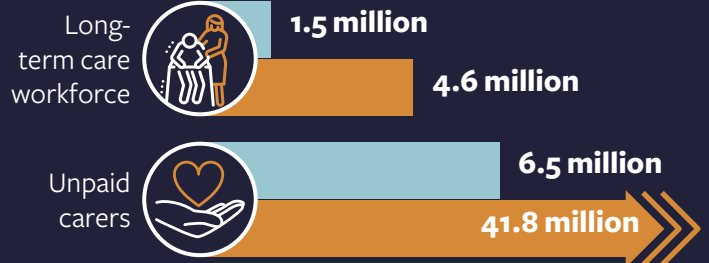
Women per day on unpaid care work



4.5 hours

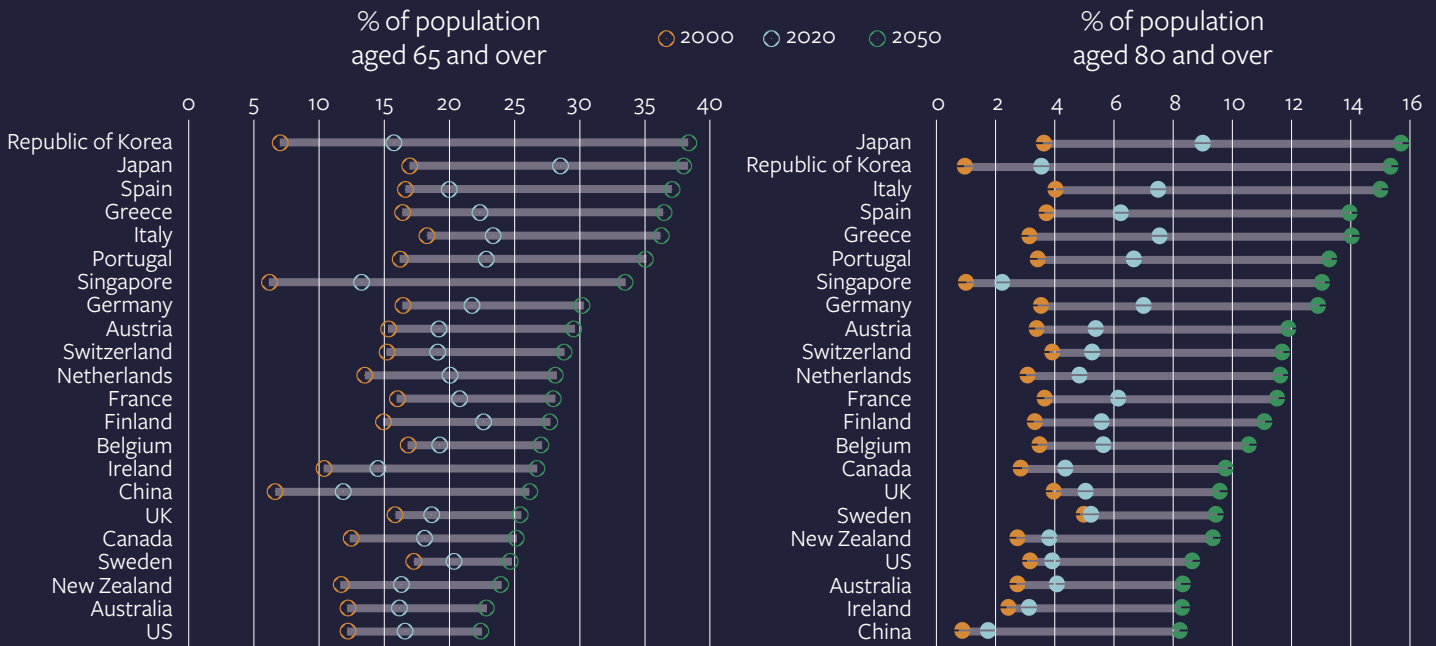
this implies over **\$877 billion USD** in foregone wages annually for women in 30 OECD countries

Across the **UK** and **USA** unpaid long-term care often far outweighs formal services



AGEING

Many countries are rapidly ageing and those with many aged 80+ face major challenges



INCREASING DEMAND

What is driving increasing demand for older persons' care outside the household?

Rapid ageing



Low fertility rates



Women increasingly in the workforce



Changes in families



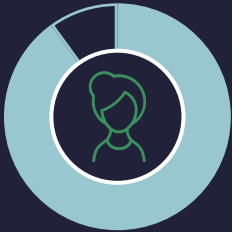
- Declining family size
- Less multigenerational living
- Increased mobility/ distance between families



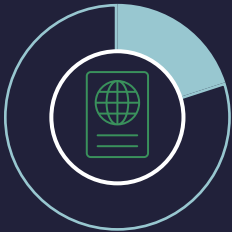
Data from OECD STAT, weighted by population data from World Bank World Development Indicators; Foregone wages calculated using OECD data on unpaid care time and wage data from OECD Stat and the Economic Research Institute; Skills for Care (2021) The state of the adult social care sector and workforce in England; Carers UK (n.d) Facts and Figures; National Alliance for Caregiving (NAC) and AARP (2020) Caregiving in the U.S. 2020 Report; PHI National (2020) Direct Care Workers in the United States: Key Facts; United Nations, Department of Economic and Social Affairs, Population Division (2019) World Population Prospect

The long-term care workforce in OECD countries

WORKFORCE



Women make up **90%** of the long-term care workforce



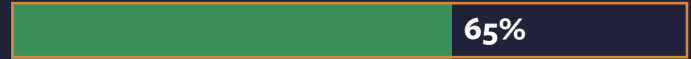
Over **20%** of long-term care workers are migrants



45% of long-term care workers work part-time (over twice the share in the economy as a whole)

PAY AND CONDITIONS

Workers suffer from **physical** risk factors



and are exposed to exposed to **mental well-being** risk factors



Long-term care workers receive

Around **minimum wage**



35% less pay (than similar occupations in hospitals)



Long-term care workers have

Limited **training and career opportunities**



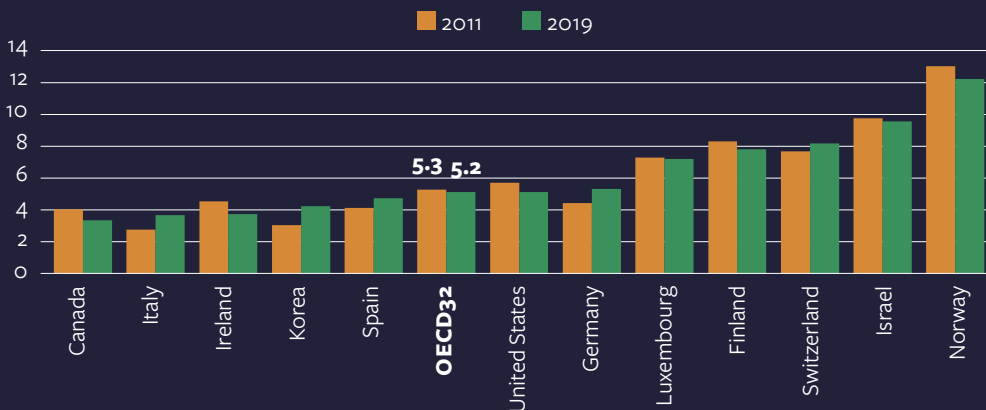
Physically demanding working conditions



SHORTAGES AND FORECASTS

OECD countries are struggling to increase their long-term care workforce to meet increasing demand

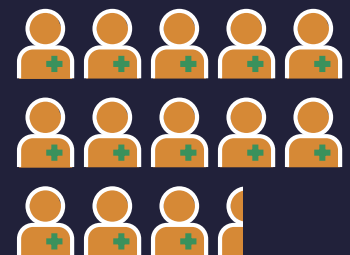
Long term care workers per 100 people aged 65 and over*



By 2040 an additional

13.5 million

workers will be needed



The UK adult social care sector

WORKFORCE



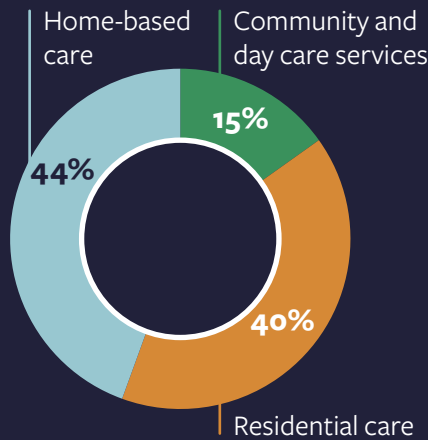
Work in adult social care
1.54 million



Work in direct care roles
1.28 million



Care workers
895,000



Profile of workforce

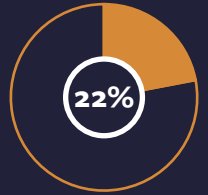
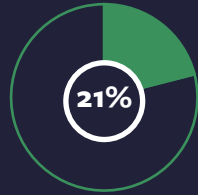
Male Female

18% **82%**

Average age: **44**

Black, Asian and
Minority Ethnic

Foreign-born
workers



PAY AND CONDITIONS

Adult social care work is amongst the lowest paid occupation in the UK

£9.01 Median care worker hourly rate*



73% of care workers earn below a real living wage

% zero hours contracts

Precarious working conditions are most notable for direct care roles



24% of the adult social care workforce



31% of those working in direct care roles



55% of care workers delivering home-based support

VACANCIES AND FORECASTS

Vacancies



6.8%

of roles in adult social care were vacant at any one time in 2020/21, equivalent to **105,000** vacancies



9.9%

this was highest amongst registered **nurses**

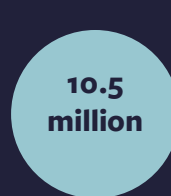


7.6%

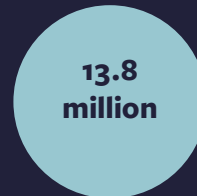
and very high for **care workers**

Forecasts

The population aged 65 and above is projected to grow



2020



2035

The sector will need **490,000** extra workers by 2035

The US long-term care sector

WORKFORCE



Direct care workers

4.6 million

Including



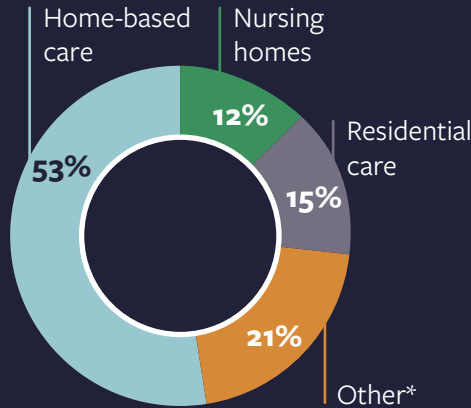
Home care workers

2.4 million



Residential/nursing care workers

1.2 million



Profile of direct care workforce

Male

Female

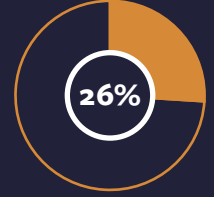
14%

86%

Average age: **41**

Ethnic/racial minority

Foreign-born workers



PAY AND CONDITIONS

Direct care workers are amongst the lowest paid occupations in the US

\$13.56 Median care worker hourly rate**

Which, due to high rates of part-time employment, translates to only

\$20,200 Median annual earnings

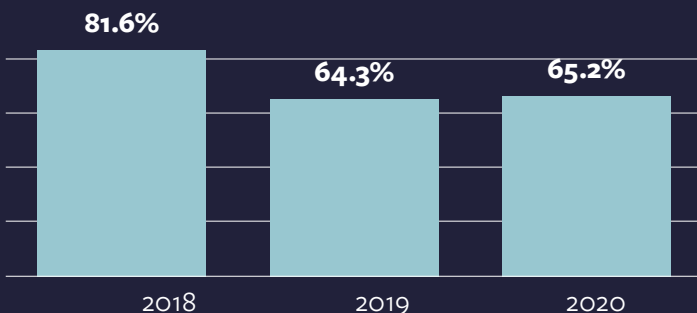
Direct care workers live in precarious situations



STAFFING CHALLENGES

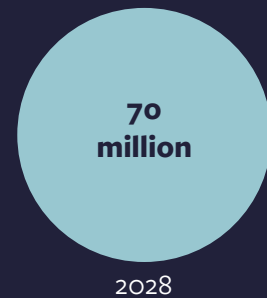
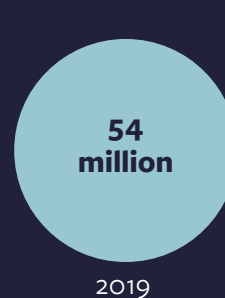
Shortages of workers and high turnover rates are a major challenge, especially in home care

Turnover rates in home care agencies



Forecasts

The population aged 65 and above is projected to grow



The sector will need **1.3 million** direct care workers, creating more new jobs than any other occupation in the US economy