New job opportunities in an ageing society

G20 Employment Working Group
1st meeting, February 2019
Long-Term Care services: coverage remains very low

*Long-term care recipients by type of service and by age, latest year*

<table>
<thead>
<tr>
<th>Country</th>
<th>Aged 65+ receiving community-based long-term care (including in-home)</th>
<th>Aged 65+ receiving long-term care in institutions</th>
<th>All ages receiving community-based long-term care (including in-home)</th>
<th>All ages receiving long-term care in institutions</th>
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</thead>
<tbody>
<tr>
<td>Australia</td>
<td>5.7</td>
<td>1.2</td>
<td>1</td>
<td>0.9</td>
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<tr>
<td>Canada</td>
<td>6.3</td>
<td>2.6</td>
<td>0.9</td>
<td>0.9</td>
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<tr>
<td>France</td>
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<td>2.6</td>
<td>1</td>
<td>0.7</td>
</tr>
<tr>
<td>Germany</td>
<td>9.5</td>
<td>4.1</td>
<td>2.6</td>
<td>0.7</td>
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<tr>
<td>Italy</td>
<td>5.8</td>
<td>1.6</td>
<td>0.7</td>
<td>0.4</td>
</tr>
<tr>
<td>Japan</td>
<td>9.8</td>
<td>2.6</td>
<td>0.7</td>
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<td>United States</td>
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</tbody>
</table>

Source: ILO calculations, based on OECD data for 2016 or most recent year
Long-term care services: investment remains low, but is bound to increase over time

*Current public expenditure on LTC and projected growth to 2030 and 2060, selected G20 countries*

Developing the formal workforce is crucial to delivering high quality LTC

Care workers are mostly women

One in five is a nurse...

Four in five are lower-skilled personal care workers

Migrant workers are important in many countries

High rate of part-time work

Low pay and tough working conditions mean that in many countries, recruitment and retention of staff is a challenge

How can we recruit, train and retain a workforce capable of delivering high-quality care and meeting increasing demand?
A range of factors affects retention

- Better pay
- Career opportunities
- Health and safety
- Workplace autonomy and support
- Skills
Potential job creation and decent jobs in long-term care by achieving the SDGs

*Employment generation in long-term care and country shares (%)*

- **High road**
  - Total: 50,792
  - China and India: 16,247 (32%)
  - Japan and United States: 19,173 (38%)
  - Total: 20,970
  - Status quo
  - China and India: 711
  - Japan and United States: 10,676 (51%)
  - Total: 29,822
  - Difference
  - China and India: 15,536 (52%)
  - Japan and United States: 8,497 (29%)

Source: Ilkkaracan and Kim, forthcoming
Technologies can help professionals work in smarter ways

**Assistive technologies**
Devices that allow an individual to perform a task or increases ease and safety
*E.g.* fall detectors, tracking systems

**Remote care and disease monitoring technologies**
For the monitoring of disease or home adjustment treatment
*E.g.* Home adjustment, monitoring of vital signs and alarms

**Social technologies**
Structure and create social circles of support and help connect elderly with family, peers and community
*E.g.* Social networks for professionals, real time audio-visual contact

**Self-management technologies**
Enables elderly to take control of personal health and care management
*E.g.* Telephones with easy to read buttons, drug dispensers.
Some countries target specific groups to increase recruitment

**Migrants**
Canadian Live-in Caregiver Programme grants care workers permanent residence after two years

**Older workers**
In the US, tax benefits encourage older workers to reenter the labour market

**Unemployed people**
Japan has targeted the unemployed to help older people at home

**Men**
Australia has tried to encourage young men to participate in caring work
Policy responses

Improve care supply and job quality

• Creating fiscal space

• Adopting financing mechanisms that ensure financial protection and effective access to services while maintaining the equity and financial sustainability of the LTC system.

• Addressing the poor quality of jobs
  o Promoting freedom of association and strengthening social dialogue and collective bargaining
  o Professionalising the workforce
  o Provide more opportunities for workers in the sector

• Promoting healthy ageing and rehabilitation

• Investing in appropriate technology
Concluding remarks

• Significant investment needed in both health-care and long-term care services and quality LTC jobs.

• Expanding health care and LTC services offers a virtuous circle of multiple benefits:
  o Reducing inequalities in the distribution of unpaid care work;
  o Increasing women’s labour force participation;
  o Generating much needed care jobs of good quality;
  o Supporting economic growth;
  o Minimizing the intergenerational transfer of poverty;
  o Increasing social inclusion.

• Expanding decent work in the care economy will require a comprehensive policy package reshaping macroeconomic, social protection, care, labour and migration policies.