

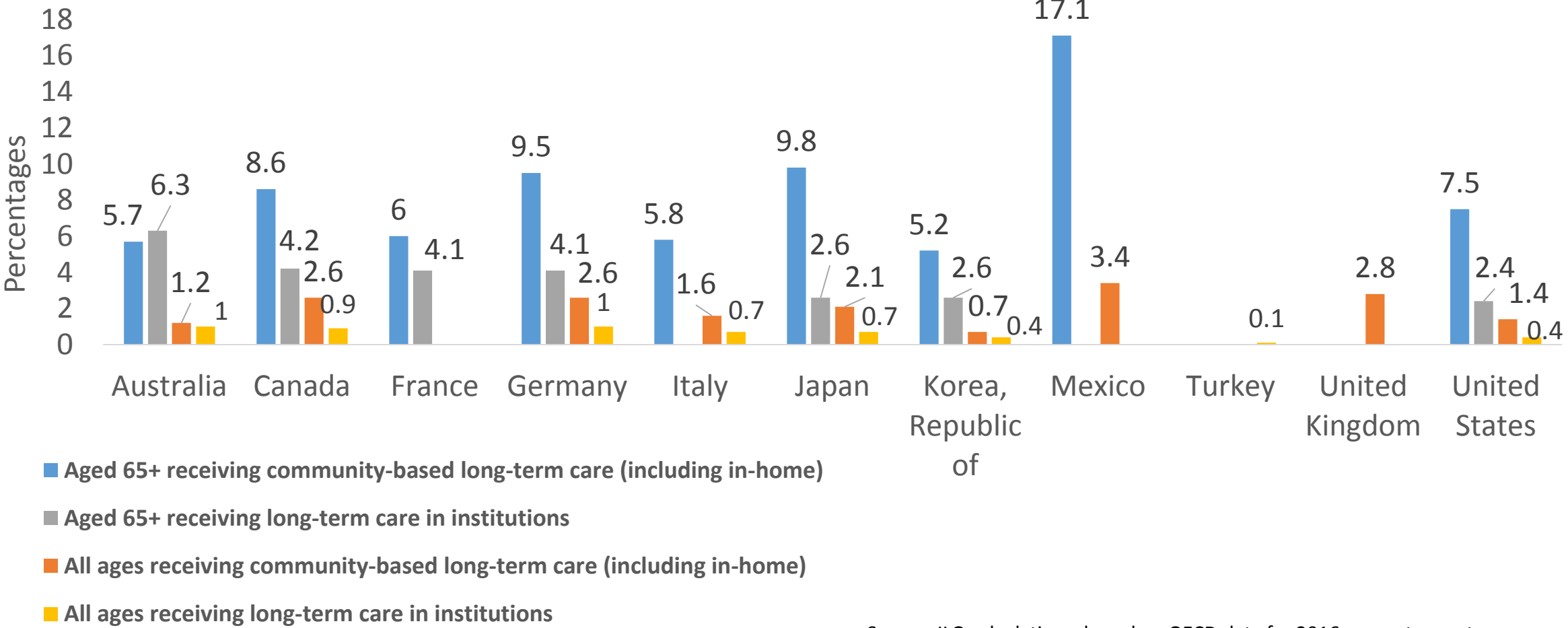


New job opportunities in an ageing society

G20 Employment Working Group
1st meeting, February 2019

Long-Term Care services: coverage remains very low

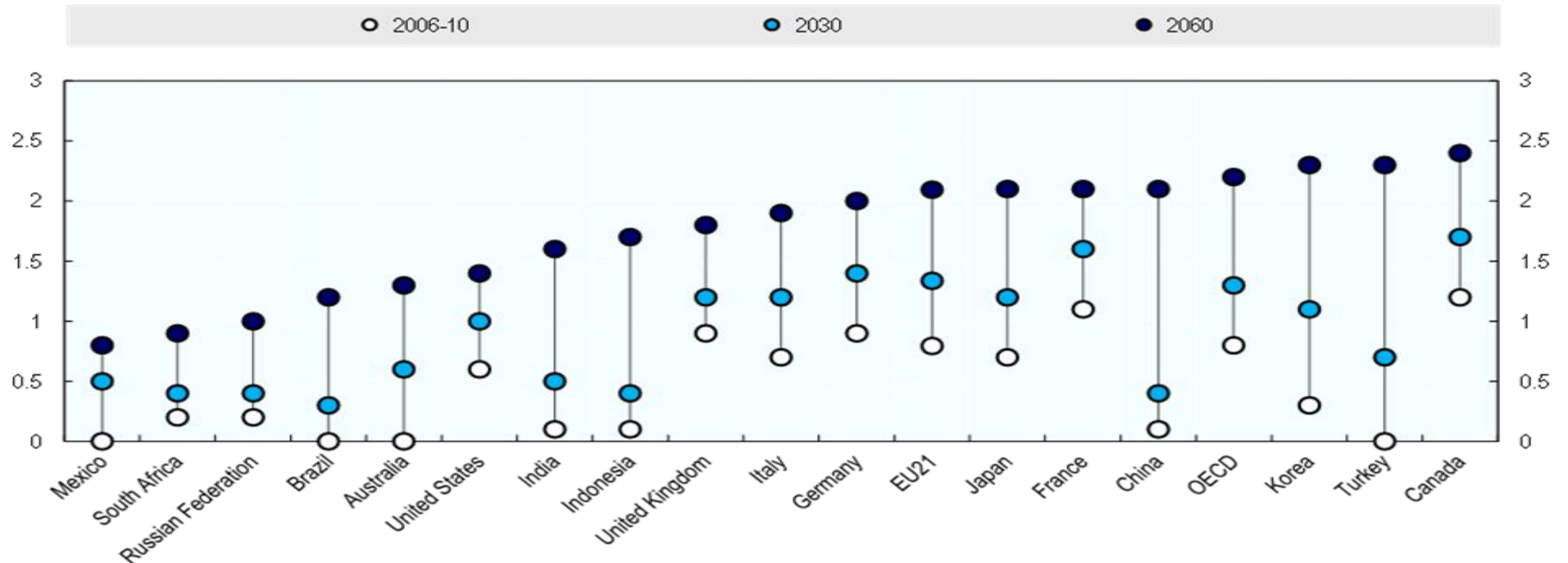
Long-term care recipients by type of service and by age, latest year



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



Source: de la Maisonneuve, C. and J. Oliveira Martins (2013)

Developing the formal workforce is crucial to delivering high quality LTC



Care workers are mostly women



High rate of part-time work

One in five is a nurse...



Four in five are lower-skilled personal care workers



Migrant workers are important in many countries



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

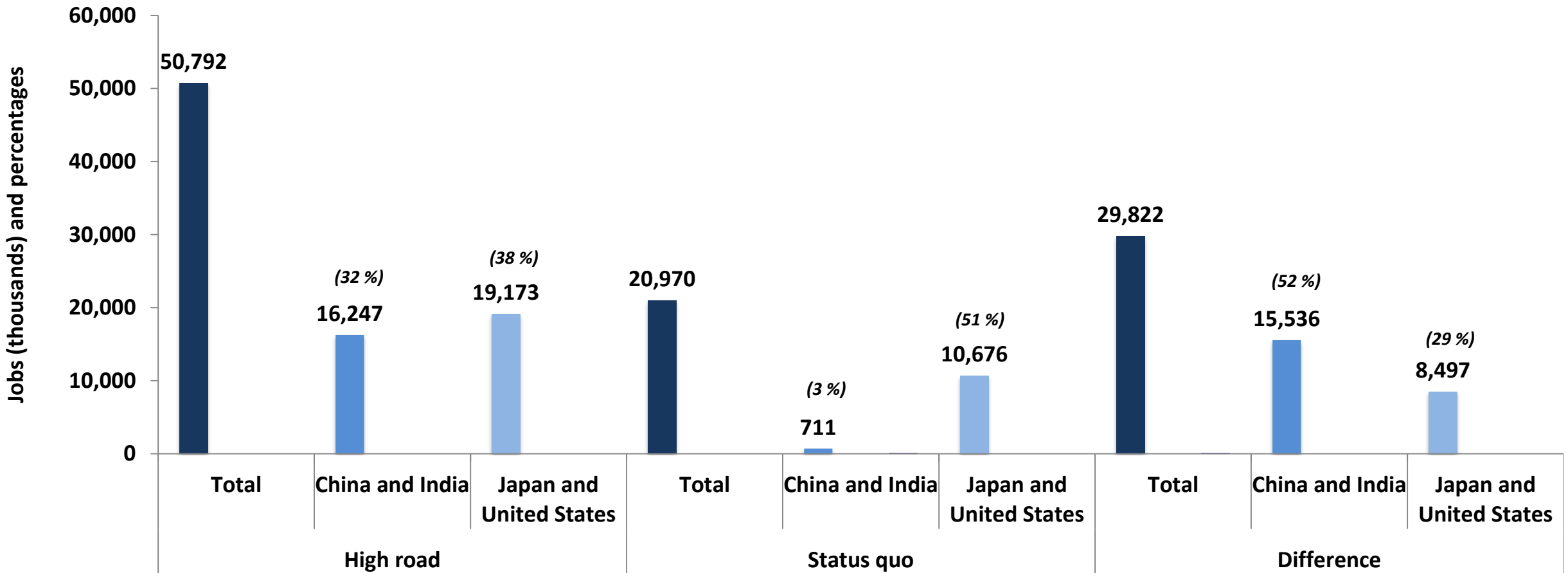


Skills



Potential job creation and decent jobs in long-term care by achieving the SDGs

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



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

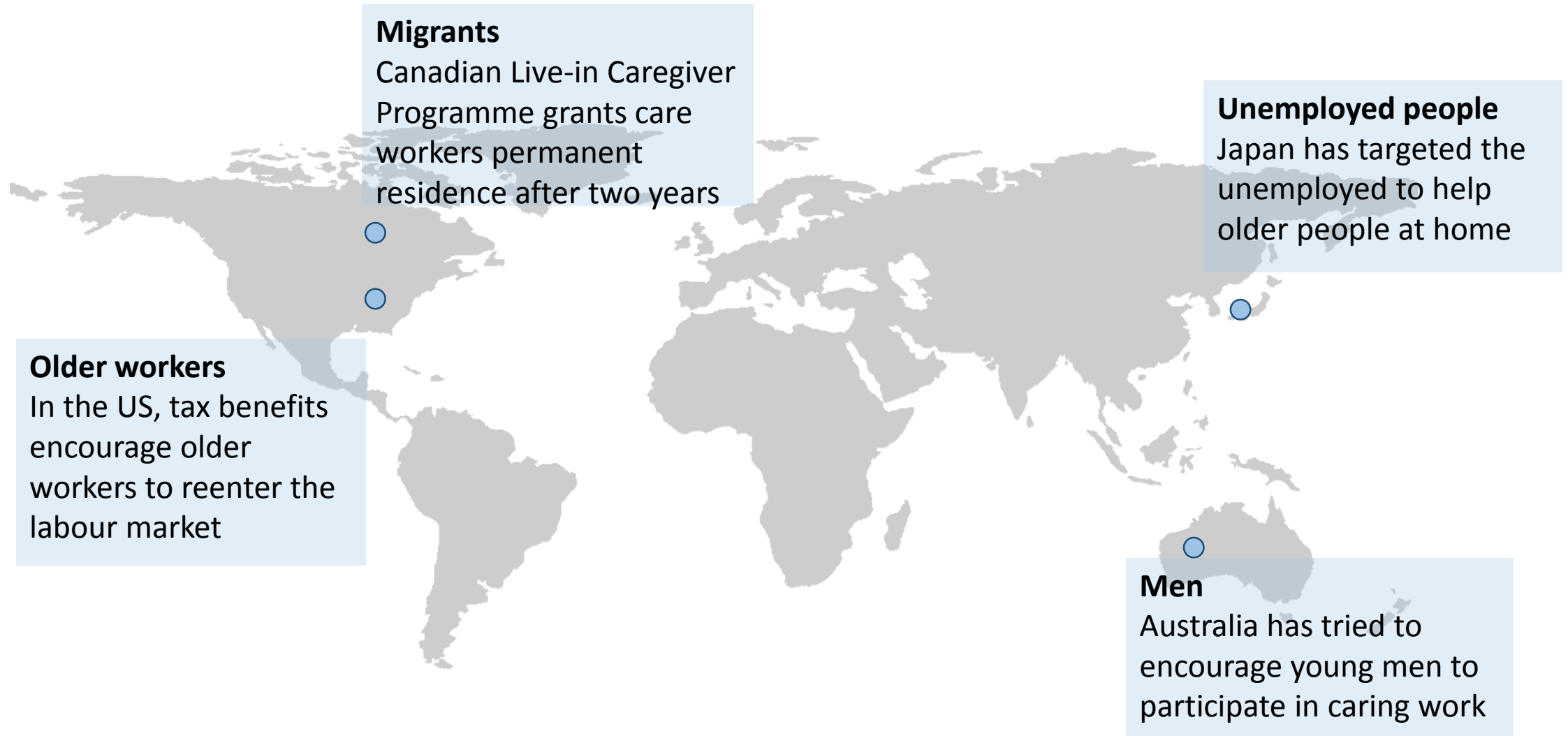
Self-management technologies



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



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**
 - Promoting freedom of association and strengthening social dialogue and collective bargaining
 - Professionalising the workforce
 - 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**:
 - **Reducing inequalities** in the distribution of unpaid care work;
 - Increasing **women's** labour force participation;
 - Generating much needed **care jobs of good quality**;
 - Supporting **economic growth**;
 - Minimizing the intergenerational transfer of **poverty**;
 - 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.