Worker Voice in Aged Care Sector

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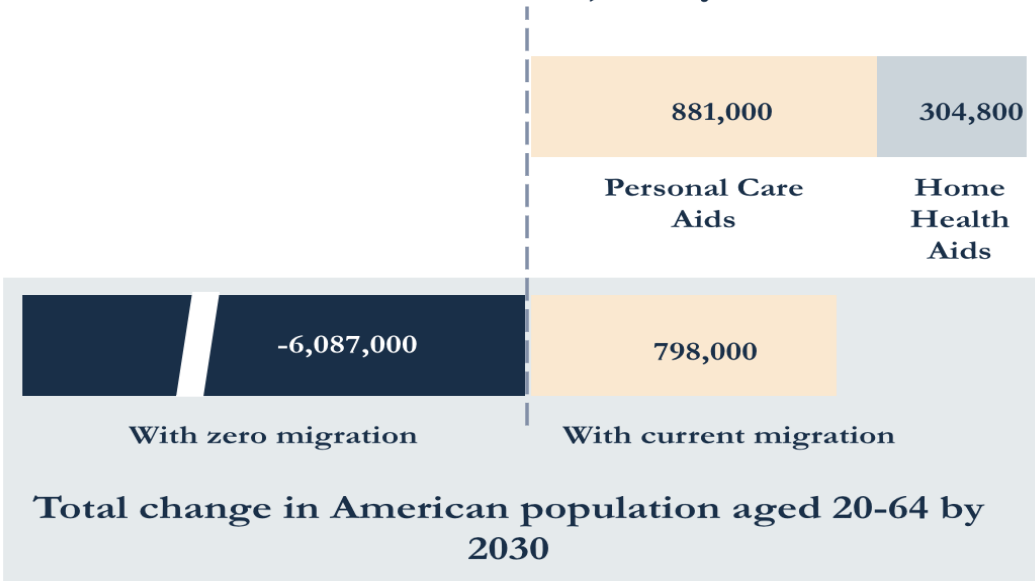Tallinn, 31 May 2024

Outline

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Labor Mobility Within Aged Care

- By 2050: 1.2 billion people over 80 in 37 OECD countries (from 57 million in 2016).
- By 2040: 13.5 M LTC workers needed to keep current care-worker-to-elderly-people ratio.
- By 2033: OECD countries will have to increase their LTC workforce by 27%.

By 2028 in the US, the projected number of new LTC workers needed will outstrip the entire growth of the labor force at current levels of migration.

Number of new care jobs by 2028

881,000	304,800
Personal Care Aids	**Home Health Aids**

-6,087,000	798,000
With zero migration	With current migration

Total change in American population aged 20-64 by 2030

Source: UN DESA 2015, Bureau of Labor Statistics 2018

Ensuring responsible and sustainable recruitment of foreign workers **needs to be a policy priority**

The **lack of information about foreign-born workers' experience** prevents policies proposals that can benefit employers, workers and ultimately the sector overall

Research Background

2023 LaMP Worker Voice Literature Review:
- Gathering research on workers' perspectives
- <u>Main goal</u>: Understand what matters the most to workers throughout their migration lifecycle.

Results:
- Lack of foreign-born workers' perspectives in research on aged care
- More research related to migrants' perspectives is needed to establish what matters to them during the migration lifecycle

LaMP & GAN Survey:
- LaMP and GAN distributed to GAN and EAN members around the world
- Distribution period: March-May 2024
- Total valid responses: 49
- Need for more responses to conduct full analysis

Initial Findings: <u>Respondents Background</u>

Basic Information

- **86%** female
- **64%** 25-44 years old
- **19** countries of origin represented, primarily from:
  - Nigeria,
  - Ukraine,
  - Philippines
- **7** countries of destination, mostly:
  - Belgium,
  - UK,
  - Canada

Occupations & Training

- **75%** of respondents were caregivers:
  - 63% personal aids
  - 12% nurses
- **61%** received official credentials to be able to perform their job in aged care
  - Most trainings conducted in Belgium, UK and Ukraine
  - 40% studied longer than 2 years
  - 47% financed their own training
- **67%** worked on the same position since they started on the job

Initial Findings: <u>Employment Experience</u>

Vast majority of respondents reported positive experiences:

- **96%** paid on time
- **90%** perform tasks as expected before starting the job
- **90%** received a contract ahead of start date in language they can understand
- **84%** to stay in aged care for at least 5 more years
- **65%** plans to stay abroad and **22%** not sure about return

→ **90% satisfied or very satisfied with their employment experience overall**

Initial Findings: <u>Employment Experience</u>

However, there seems to be some room for improvement:

- **63%** earn less than 35,000 €/CAN$/US$/UK£ (of the given country), with 43% earning less than 25,000 €/CAN$/US$/UK£
- **57%** work overtime, out of which:
  - 25% involuntarily
  - 39% not paid extra
- **12%** have felt mistreated at their workplace while 22% responded "not sure/other" to the question

Initial Findings: <u>Positive Impact of Labor Mobility</u>

Working in aged care sector benefits not only the foreign-born workers, but also their families

- **61%** send money to family/relatives in origin country
- **63%** send money home at least once per month
- **32%** see family and relatives as key beneficiaries of their experience abroad

- **"Ability to support family and relatives at home"** ranked as **#2 most rewarding** part of working abroad
  - "Learning new skills, including language and technical skills" ranked as #1

Next Steps

The initial findings provided some new insights into the foreign-born workers' experience…

… However, to paint a more accurate picture, there is a need for more responses to the survey…

… Better understanding allows to propose policies that can benefit employers and workers alike.

- Survey will stay open
- LaMP and GAN to conduct quarterly assessment
- More robust results to feed into GAN 2025 Summit in Boston

…Continue to share the survey with your networks!

https://survey.lampforum.org/s/LaMPGAN-Aged-Care-Worker-Survey/tt-4V6BrADyRoTBSeiRsTnGwp

Thank you!

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