

A comparative analysis of the sustainability of migrant care workers in eight OECD countries

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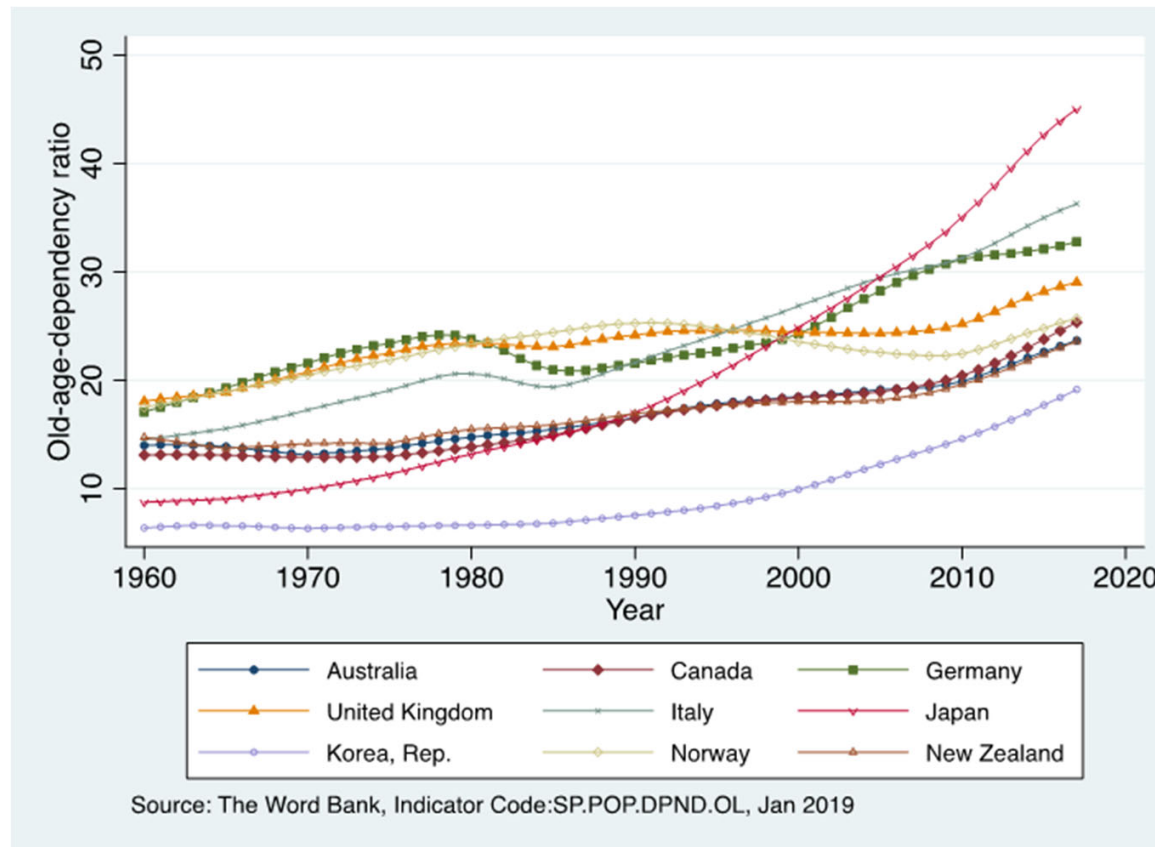
Outline

- Introduction to the programme of work
- Context in eight OECD countries (Australia, Canada, Germany, Italy, Japan, Norway, South Korea, United Kingdom)
- Overview of factors shaping demand for and sustainability of migrant care work
- The need for a context-specific, holistic approach

Data and methods

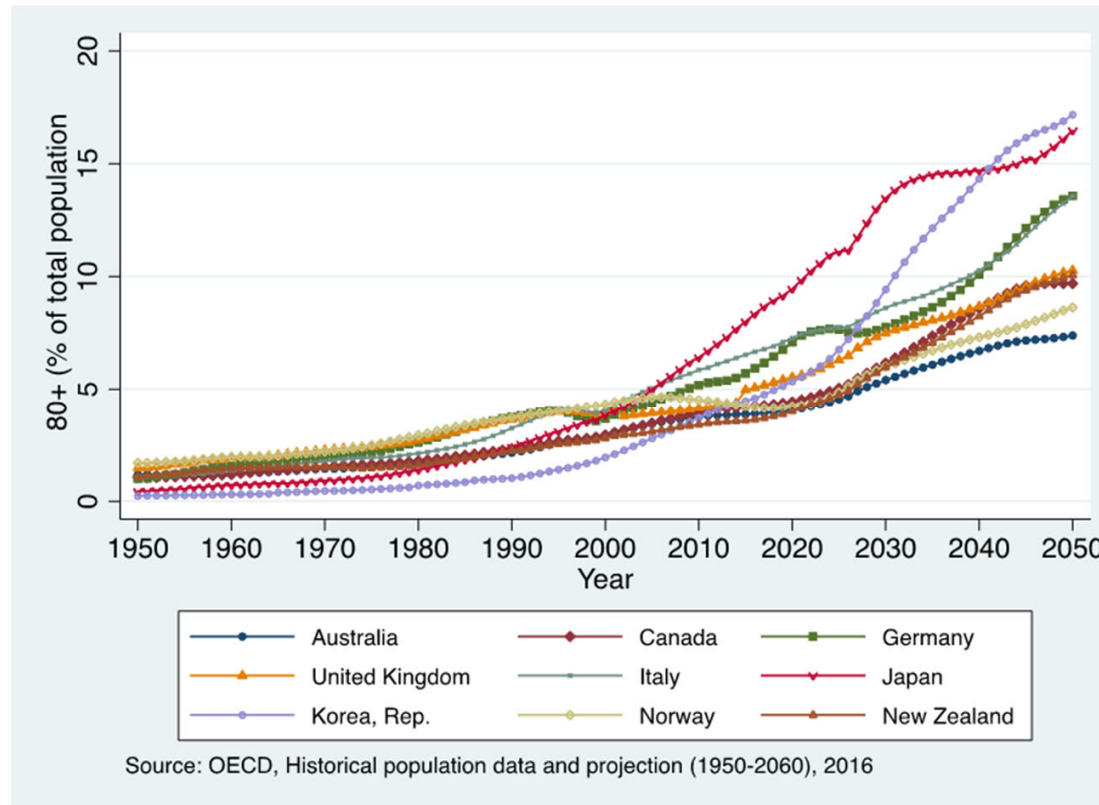
- Comparative statistical data on population ageing and long-term care from existing datasets
 - primarily the OECD library and the World Bank Databank
- A narrative (non-systematic) review of the literature
 - Using systematic searches to identify the relevant literature, our approach to analysis was predominantly narrative

Populations ageing rapidly



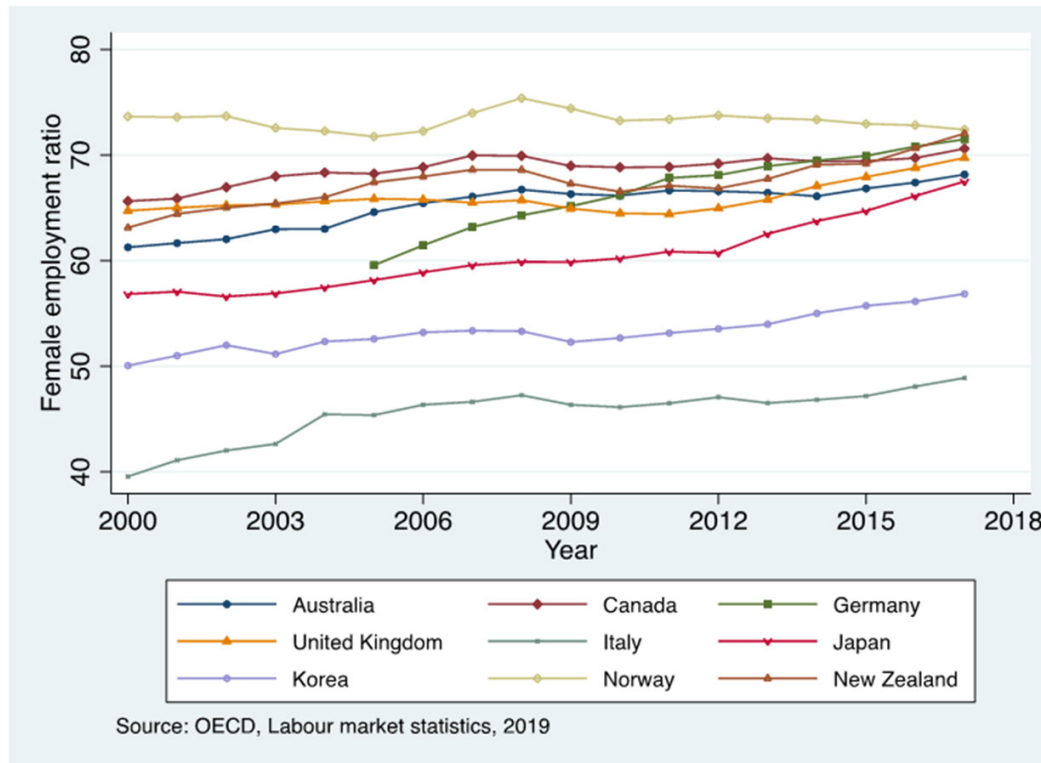
Population aged 65 years and over as percentage of working-age population

Share of the 'oldest old' growing fast



Population aged 80 years and over as a percentage of total population

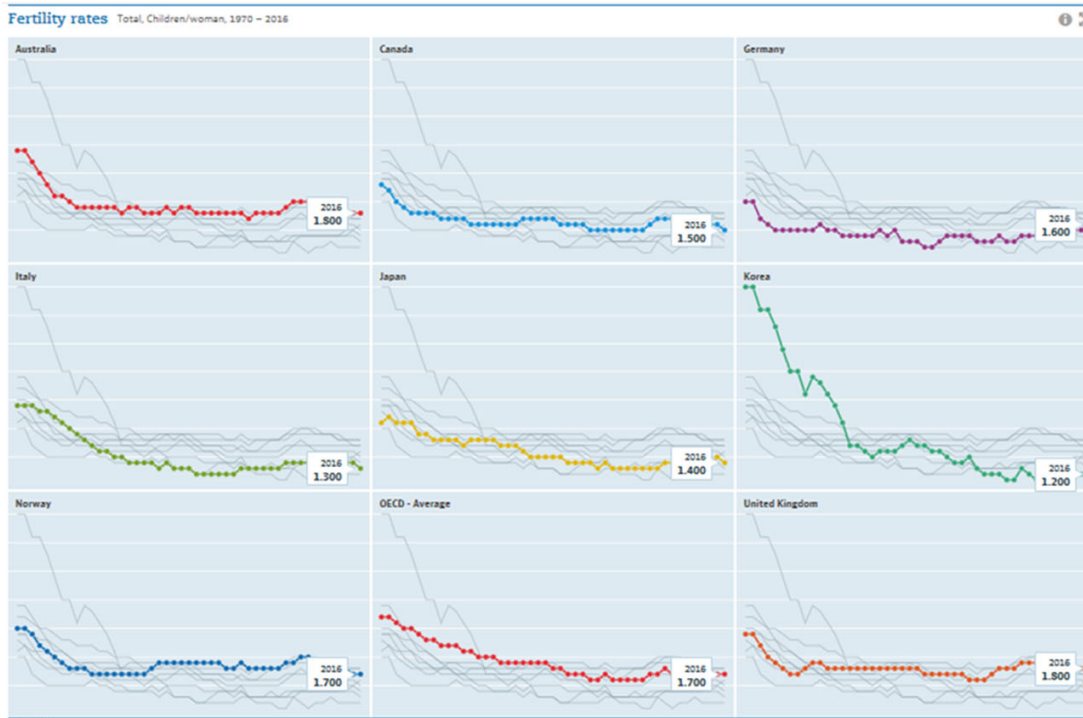
More women are in paid employment



Demand for formal care is influenced by the availability and willingness of families to provide informal care.

Female employment is a key determinant.

Fertility is low

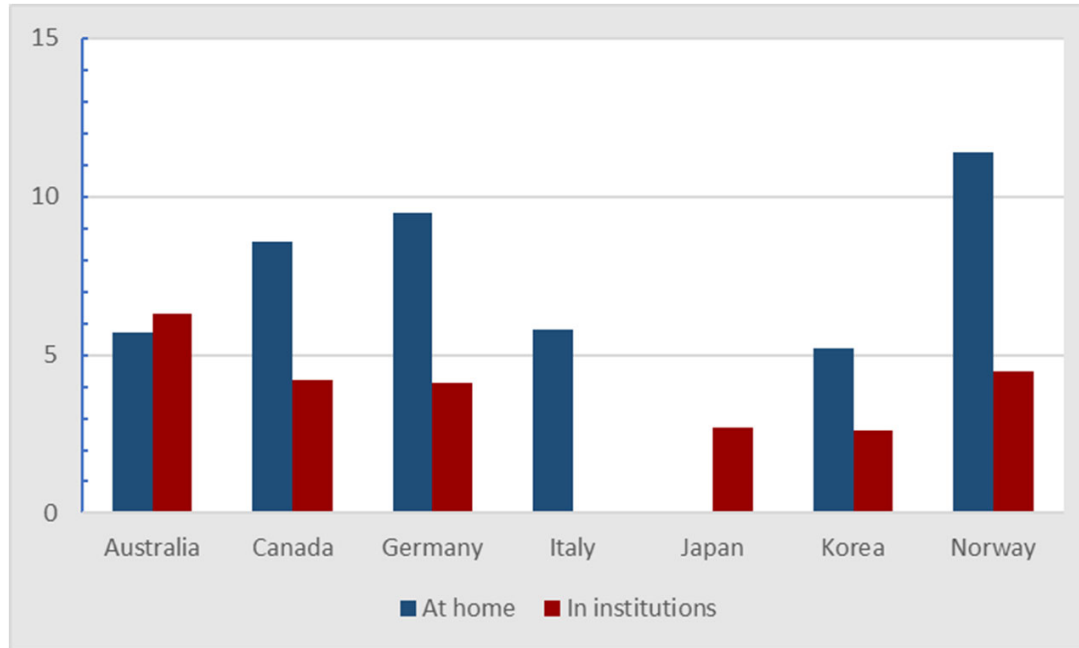


Fertility affects the supply of informal care.

Total fertility (children/woman) fell considerably since 1990.

Source: OECD (2019), Fertility rates (indicator). doi: 10.1787/8272fb01-en (Accessed on 31 May 2019)

Large variations in the availability of formal care



LTC recipients as a percentage of population aged 65+ (2016)

UK: latest OECD estimate (2004) is 6.5% at home and 4.2% in institutions. A more recent estimate is 5.48% at home but 10.82% use 'home help' (Comas-Herrera et al., 2010, p. 17).

Difficulties of definition and international comparison

Source: OECD Statistics:

https://stats.oecd.org/Index.aspx?DataSetCode=HEALTH_LTCR#

Migrant care workers

- Their share, composition, and roles differ across welfare regimes and contexts.
- Methodological challenges to cross-country comparisons:
 - Care workforce registration and data collection;
 - Size of grey economy and undocumented migration;
 - Settlement and naturalisation rules – migrant vs. foreign-born.
- Generally, Migrant workers are overrepresented in care occupations in a number of countries
 - Their share increased faster than in the rest of the economy

The role of migrant care workers

- A holistic approach is necessary to understand migrant care workers' contribution.
 - Dual labour market theories, useful in exploring the occupational segregation of the care industry. but has limited explanatory power
- Shaped by the intersections of migration, employment, and care regimes
- Both policy and culture are important.

Employment regimes

- Labour market fragmentation;
- Legal protection;
- Access to benefits;
- Discourses, policies, and cultural practices around work-life balance and labour market activation and how these influence demand for care;
- National history of the treatment of migrant workers.

Care regimes

- Attractiveness for resident workforce;
- Marketised systems (cash for care)
 - downward pressure on wage and non-wage labour costs as main source of competitiveness;
- Working conditions can be difficult to safeguard in fragmented systems (e.g. families acting as employers etc.);
- Opportunity costs of informal caring;
- Societal preferences and discourse around caring

Care culture and dominant discourse

- The importance of national idiosyncrasies
 - private employment of migrant care workers sustains the continuity of family care "as an ideal and a practice" in Italy
 - while in Norway, the growing role of migrant care workers in informal settings, could be ignored as it is seen to contradict the dominant discourse of egalitarianism
 - in the UK the discourse around migrant care workers is dominated by 'market value'

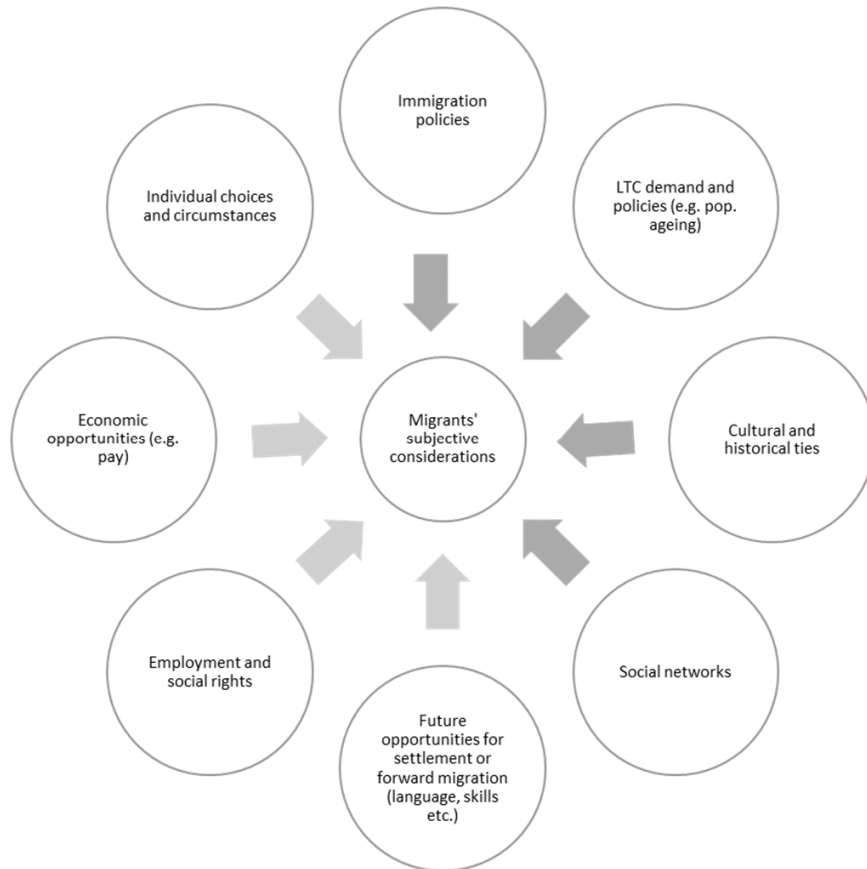
Migration regimes

- Four aspects of legal status are important in shaping the conditions of migrant care workers:
 - Availability and conditions of temporary work-visa programmes;
 - Visa-free access to the labour market for certain groups;
 - Regularisation programmes for undocumented migrants/workers;
 - Access to settlement.

Migration regimes –cont.

- The relative importance of entry channels varies across countries;
- Low-wage work visa programmes are not widespread and pose particular challenges;
- Well-known link between restrictiveness and exploitation of migrant workers.

Migrant agency



Subjective consideration of structural factors and their potential impact. Key in destination choice.

Adapted from Christensen, Hussein, and Ismail 2017, p. 229.

Conclusion

- All countries considered face escalating demand on LTC
 - Migrants contribute significantly to supply such care, however, this is variable across countries
- Immigration and welfare regimes shape, to a large extent, the types and nature of migrant care workers contribution
 - Italy presents an example of large input from migrant workers that is less regulated
 - Germany presents a case of more controlled contribution that is specific to highly regulated programmes

Discussion points

- Sustainability issues
 - More than numbers
 - Protection/exploitation issues
 - Mechanisms to approach the whole supply issue in a more holistic and inclusive manner
 - Changing immigration regimes, public discourse towards migrants in general
 - Opportunities and challenges

References

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