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The development of employment and skills in the social care sector: a comparison of Germany and Japan

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Employment and skills in the social care sector

Outline of presentation

Motivation

Objectives of LTCl in Germany and Japan

Developments in Germany

Developments in Japan

Responses to constraints

Wider implications

Employment and skills in the social care sector

Motivation

Projections of future demand for care

- Fiscal implications

- Labour force constraints

Enhancing workforce quality

- Meeting standards of provision

- Improving recruitment and retention

- Improving productivity / reducing costs

Monitoring outcomes of LTCl on workforce

- Research for Skills for Care and Development

- Comparing different VET systems under “varieties of capitalism”

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Objectives of LTCl in Germany and Japan

Providing firm financial basis

- Moving care outside social assistance

- Extending eligibility and codifying entitlement

Developing a “care industry”

- Providers from outside the public sector

- Appropriately qualified labour force

- Reducing burden on informal carers

A Japanese peculiarity

- Moving care out of hospital sector

- Breaking down traditional roles

- ... with gender dimension

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Developments in Germany

Two ways to use care benefits

Payments to family members / neighbours

Purchasing service from recognised provider

Growth of “domiciliary care industry”

Private provision of domiciliary care (62% of dom. care)

registered providers grew 11%, 99-09

for profit grew 34%,

not for profit (not public) fell 13%

small (av. 35 clients) and local



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Developments in Germany (2)

Fast growth in workforce

- # carers of elderly grew 60% 99-09
- health and care workers, 15%; total emp., 2%
- 10th most important occupation for women

Role of vocational training

Covered by “apprentice system”

- in dom. care sector: fully qual., c87%; assistants, c13% (no change)
- attempts to improve further training opps. (but state not national responsib.)

Extensive use of family and “grey” labour

- 46% still use cash payments
- 150K east European women working “illegally” (v 190K emps)
- care benefits only a fraction of care-home costs
- “Care jobs as work-oblig. for social assistance recipients”

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Developments in Japan

Only one way to use care benefits

Purchasing service from recognised provider

Growth of “domiciliary care industry”

providers grew 64%, 00-08

private providers account for c37% and up to 20% more
not-for-profit (non-state) for most of rest
for-profit providers growing in importance
small (av. 35 clients) and local



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Developments in Japan (2)

Fast growth in workforce

domiciliary care workers doubled 00-05
instit. care workers, 17%; total emp., stagnant
slower growth later

Role of vocational training

Provided by specialist schools / colleges
qualifications req'd for all doing dom. care

Additional qualifications to enhance supervision skills
but work-based experience needed

Extensive use of family labour

Most use combination of formal and informal care
expenditure cuts and emphasis on “prevention”

Attempts to recruit foreign labour frustrated
cultural (and language) barriers

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Response to constraints

Labour force shortages

Growth of # of frail elderly + shrinking labour forces
increases in female labour force participation
high turnover / loss?

Improving recruitment

Enhancing occupational status
career / promotion paths, pay
work organisation (and job stress)

Widening the net

(young) men into “non-traditional” occupations
recruiting / retraining older unemployed and re-entrants

Regularising “grey” employment

costly, but might improved standards

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Response to constraints (2)

Getting round “Baumol’s law”

Improving productivity in labour intensive services
whilst maintaining quality

Improving employee skills

Training for staff and managers
improving occup status

Increasing capital-labour ratio

Role for new technology

beyond “tele-care”

also

“attracting boys into girls jobs”

the feeding
robot



the keeping
company
robot



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Wider implications

Two ways of meeting care needs

Both countries recognise need to professionalise labour force
... but Germany still relying upon informal and grey labour
... whilst Japan trying to rely on technology

Fiscal, political and social pressures

Fiscal benefits of productivity enhancement
Political costs of increased immigration
Social costs of “de-personalising” care

Challenge for research and policy

Subject matter for international collaboration
European Commission and FP7 – SSH-13