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Global Dynamics
of Social Policy CRC 1342

Work-care reconciliation policies in elder care: Comparing the generosity of long-term care leave schemes in Europe

ILPN Conference, London

08.09.2022

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Structure

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Research questions & aims

How can the generosity of long-term care leave be comprehensively mapped and compared across countries?

Across Europe, where do extended leave schemes for elder care exist and how generous is the inclusiveness and scope of benefit of the respective schemes?

Comparison of long-term care (LTC) leave schemes across countries

Literature & data review	Conceptual framework generosity	Empirical analysis

Relevance

(Semi)-informal LTC provision is highly prevalent in Europe

» ca. 15% of adult population (18-75) providing LTC at least once a week

» ca. 10% of care givers (18+) provide intensive care with 40+ hours/week

» 2/3 of care givers of working age are employed

(Social Protection Committee & European Commission 2021: 78–83; data for EU)

Negative consequences of double burden of employment & LTC provision, for instance

» health of care givers (and care recipients)

» carers leaving workforce → declining income and social security

» carers leaving workforce → societal/economic costs

(Kim and Waldfogel 2020: 268–270; Schmidt et al. 2016: 12; Courtin et al. 2014: 89)

Types of LTC benefits and care leave

Types of public LTC benefits

	In-Kind Benefits	Cash Benefits	Regulatory Benefits
Care Recipient	Residential care Home care services Community care services (incl. several types of services) Equipment and aids	Care allowance Vouchers (Personal budget)	(Tax credits)
Care Giver	Counselling Information Training Respite care	Carer allowance (Wage/wage replacement)	Employment protection & flexibility **Care leave** Social security coverage (e.g. pension, health care) (Tax credits)

Source: Own complilation based on extant literature, e.g. Daly 2002; Bettio and Plantenga 2004; Yeandle and Kröger 2014; Courtin et al. 2014; Eggers et al. 2020

Care leave

Care leave describes an absence from the workplace to provide care to (terminally) ill, disabled, or otherwise dependent relatives, neighbours, friends or otherwise socially close persons. (Schmidt et al. 2016: 13)

Heterogenous designs
(see e.g. Bouget et al. 2016; Bouget et al. 2017; Eurofound 2015: 8; Schmidt et al. 2016)

» explicit vs. implicit

» Characterisitics of care recipient

» relationship between care giver and recipient

» short- vs. long-term

» paid vs. unpaid

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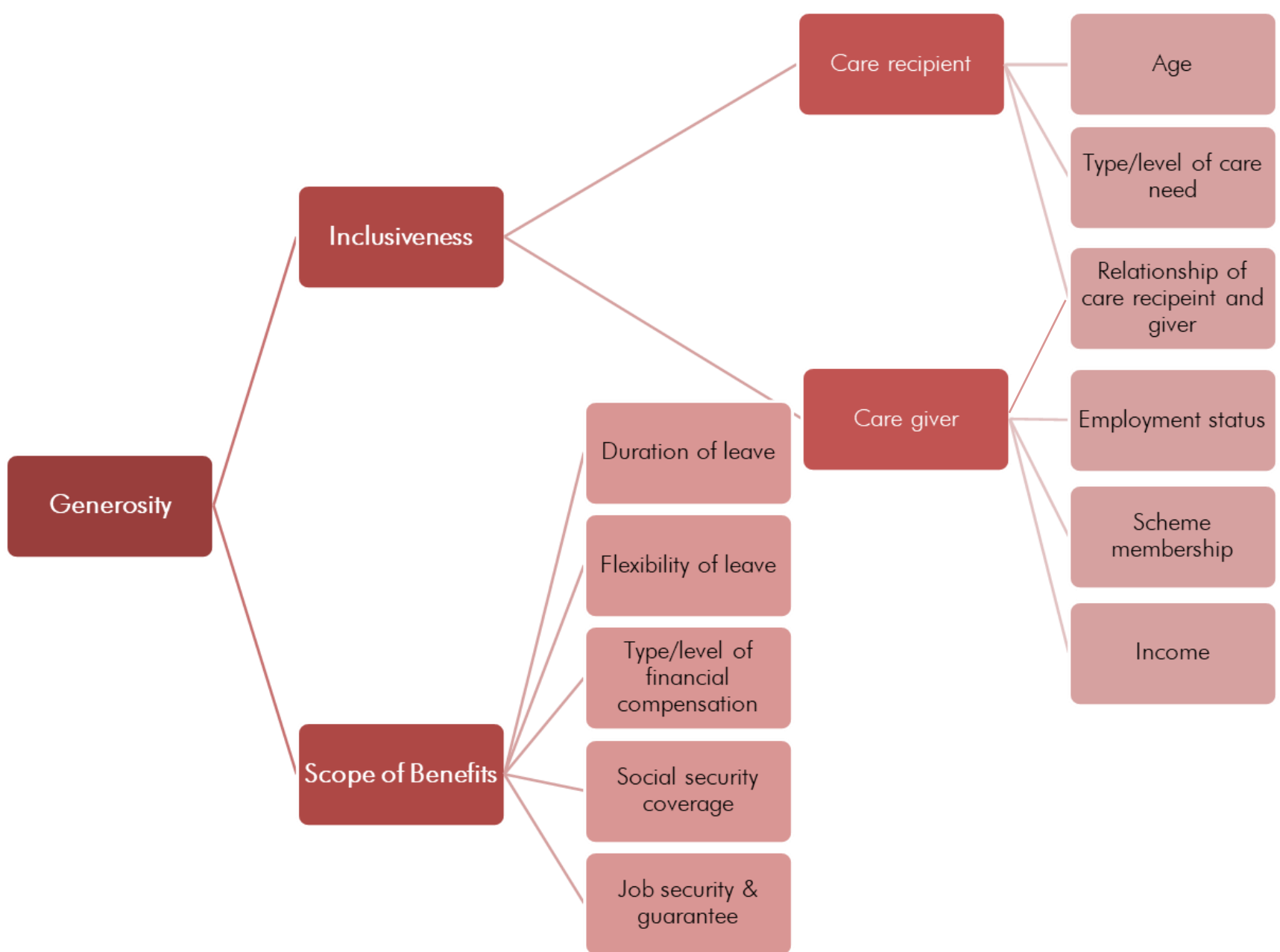Global Dynamics of Social Policy CRC 1342

Comparative data on care leave

Name	Temporal & geographical scope	Description
Eurofound (2015) Report "Working and caring: Reconciliation measures in times of demographic change"	2013-2014 (data collection); 28 EU members	Brief country descriptions of work-care reconciliation measures based on national expert questionnaires
ESPN (2016): Thematic Report on work-life balance measures for persons of working age with dependent relatives	2016; 35 European countries	Country report series on work-life balance measures for dependency care authored by country experts
ILPR: Annual Review of Leave Policies	Annual 2005-2021; 2021: 47 countries	Reports authored by country experts contain sub-section" "time off for the care of dependents"
MISSOC: Comparative Tables "Long-Term Care"	Bi-annually (2004)/2009 – 2022; 31-32 European countries	Compiled by country experts; categories: "Organisation: Providers: Informal Carers" and "Benefits: Support for Informal Carers"
MISSCEO: Comparative Tables "Long-Term Care"	Annually (2004)/2010 – 2022; 12 European & Asian countries	
OECD: Family Database	Last updated 2020; 41 OECD member countries	Table listing leave entitlements for sick family members

Generosity of Care Leave

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Conceptualising Generosity

Inclusiveness Who and when?	Scope of Benefits What and how much?	
	High Scope of Benefits	Low Scope of Benefits
High Inclusiveness	Highly generous scheme	Medium generous scheme with high inclusiveness
Low Inclusiveness	Medium generous scheme with high scope of benefits	Less generous scheme

Source: Own compilation building also on ideas from Dobrotic & Blum 2019; Blank 2010; Toth 2019; Colombo et al. 2011; Ranci et al. 2019

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Generosity of LTC leave

» **Inclusiveness**
  › Care recipient
    › Age
    › Type/level of care need *(e.g. degree of disability)*
  › Relationship of care recipient & care giver *(e.g. direct relationship, joint residence)*
  › Care giver
    › Employment status *(e.g. sector, contract, company size)*
    › Scheme membership *(e.g. social insurance contributions, duration of residence)*
    › Income
» **Scope of benefits**
  › Duration of leave
  › Flexibility of leave *(e.g. part time leave, alternation)*
  › Type/level of financial compensation
  › Social security coverage *(e.g. health care, unemployment, pension credits)*
  › Job security & guarantee *(e.g. dismissal protection, return to similar job)*
           (Based mostly on Bouget et al. 2016, 2017; Grages et al. 2021; Schmidt et al. 2016)

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Outlook

» Creating overview which countries have extended LTC leave schemes

› longer leave (≥ month)

› aimed (also) at providing informal care to elder persons with LTC needs

› explicit and implicit LTC leave schemes

» Empirical comparison of LTC leave schemes' generosity

› Operationalising categories

› Data collection based on comparative sources presented (plus national sources/experts)

» Analysis relating LTC leave schemes with broader LTC systems

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Thank you!

I am happy to receive comments and feedback at
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