



› **WORK AND INFORMAL CARE AMONG AGEING WORKERS**

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OUTLINE

- ☐ Background
- ☐ Who are the informal care givers?
- ☐ How does informal care giving affect the sustainable employability of ageing workers
- ☐ Conclusion
- ☐ Next steps - further research on work and informal care

BACKGROUND - *Two developments*



Demographic changes →
prolonged working life



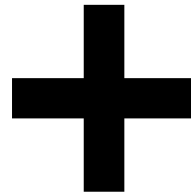
Cost reductions public health care →
more caring obligations

BACKGROUND

Joint research project NIDI-TNO



TNO Prevention, Work & Health
Leiden



Netherlands Interdisciplinary
Demographic Institute, The Hague

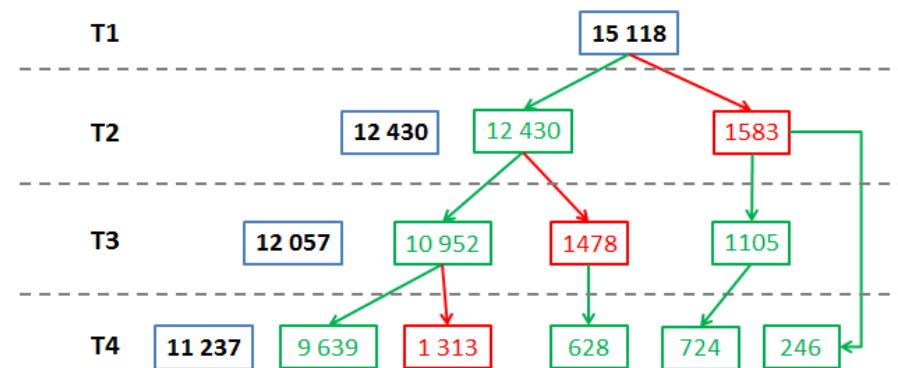
PhD project: Dynamics in the working lives of older adults and participation in other productive roles

BACKGROUND

STREAM data

Study on **TR**ansitions in **E**mployment, **A**bility and **M**otivation

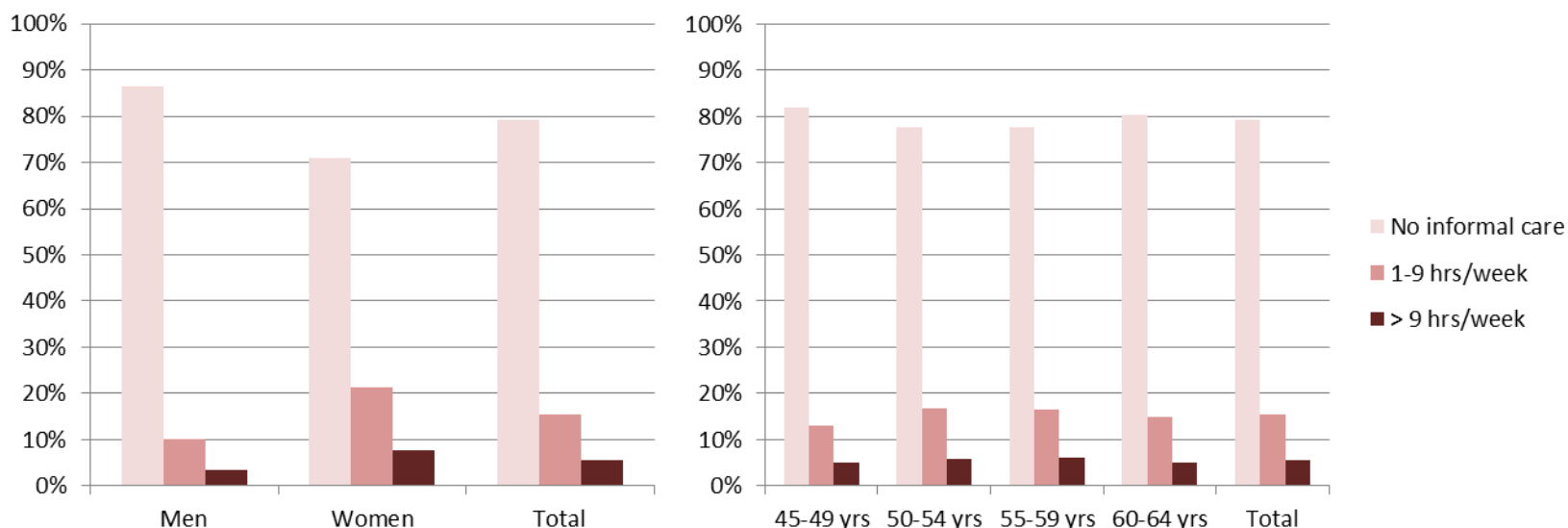
- Prospective cohort study 2010 – 2013 (2015)
- Yearly online questionnaire internet panel
- Stratified sample containing persons 45-64 years – 12,000 employed, 1,000 self-employed and 2,000 not working



Complete cases: **9 639**

THE INFORMAL CAREGIVERS

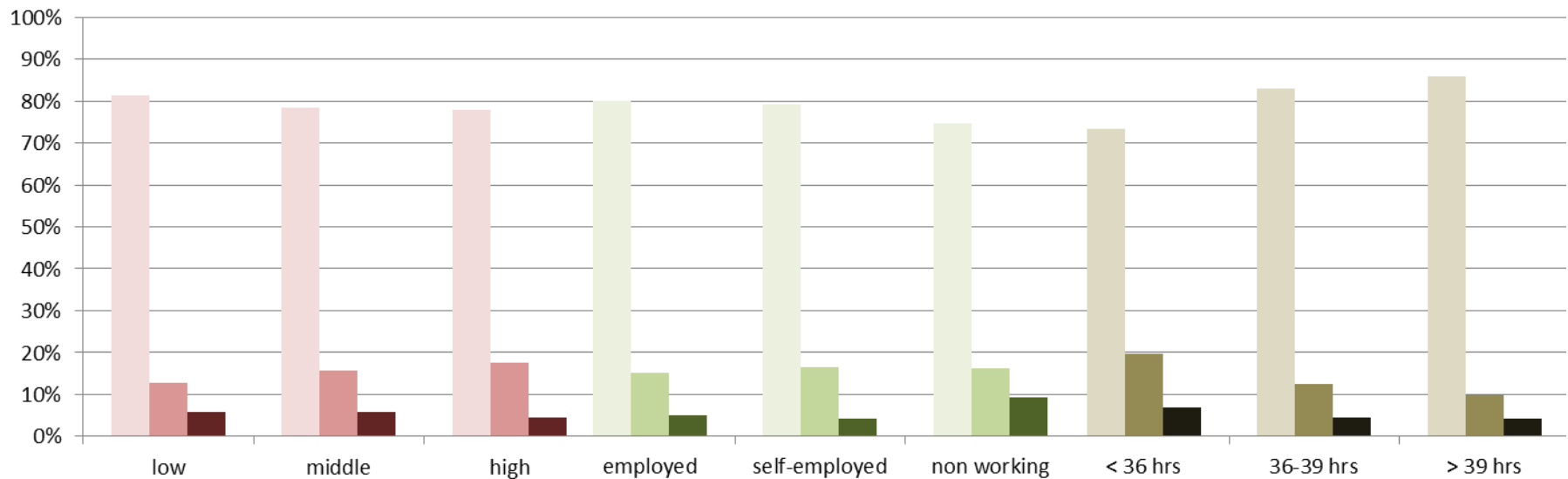
in 2010 by sex and age



- In 2010 almost 21% of the respondents provided informal care, on average about 9 hours per week
- Women provided informal care more often than men
- In the age group of 50-59, respondents relatively often provided informal care

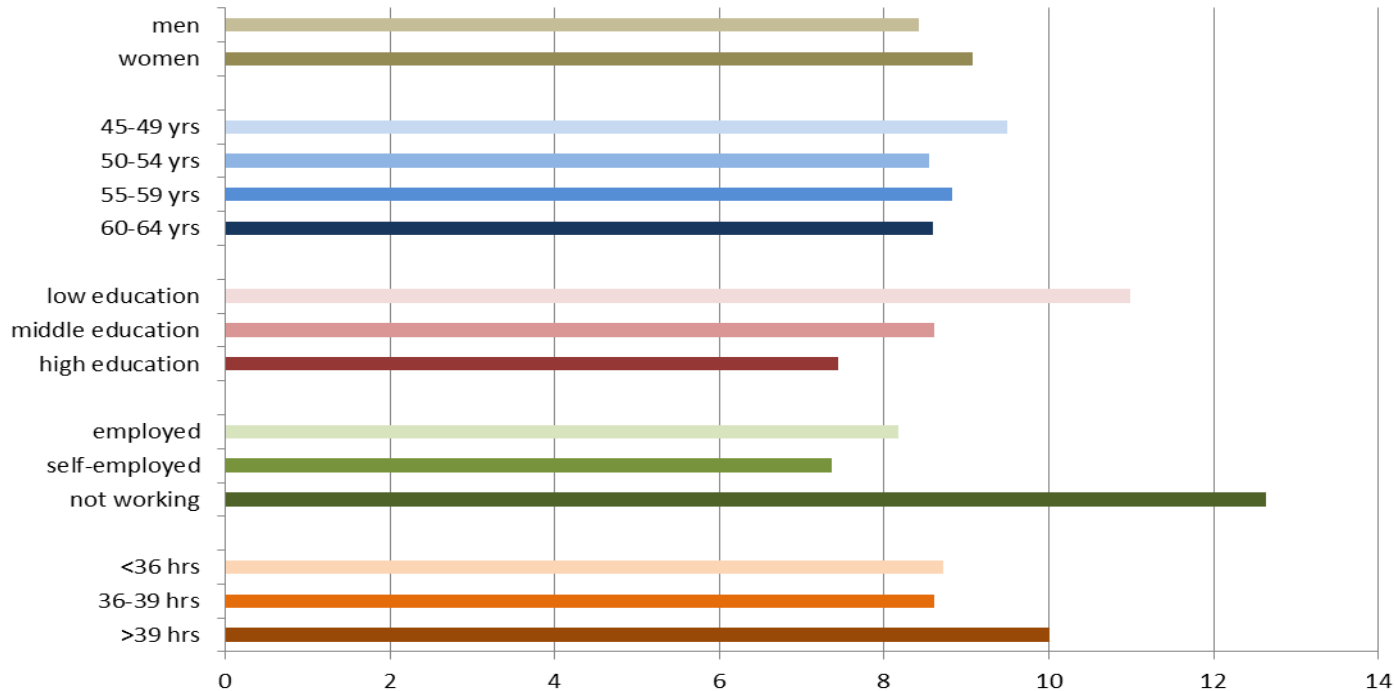
THE INFORMAL CAREGIVERS

in 2010 by education, employment status and working hours (only for those employed)



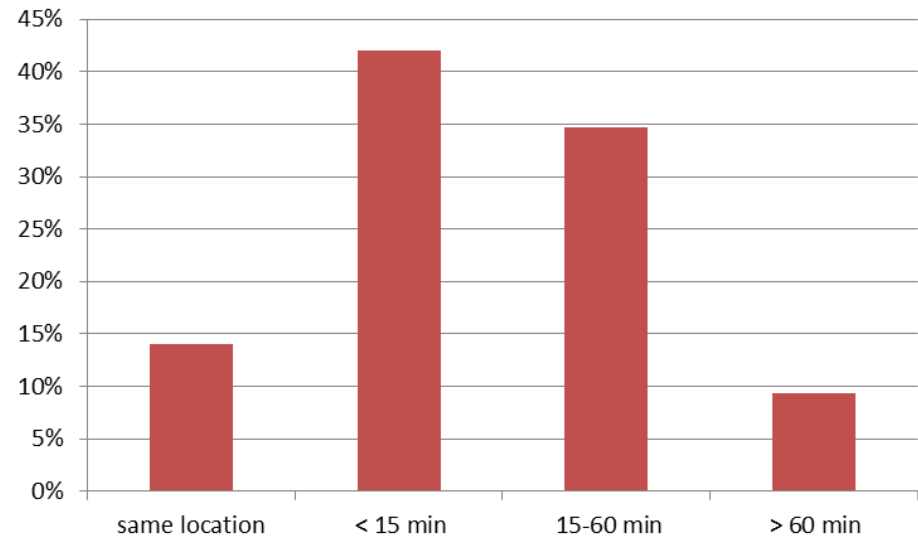
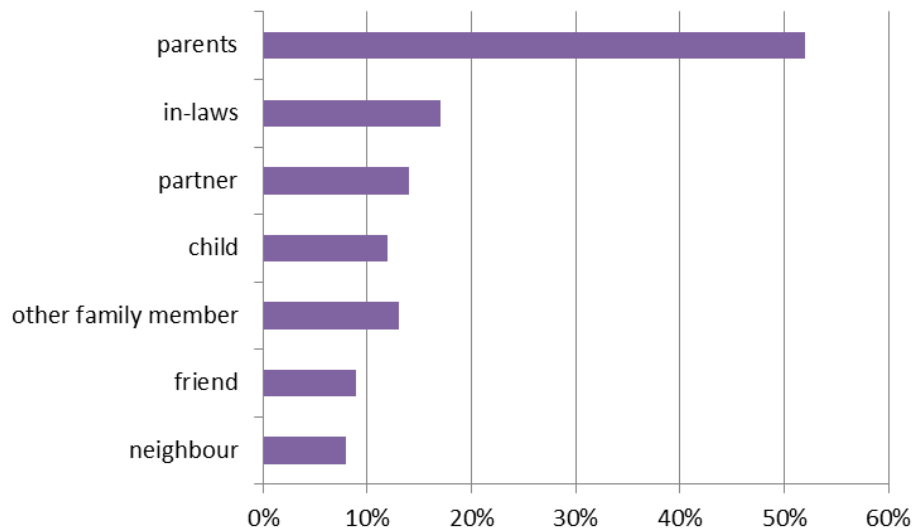
- Caregivers are more often not employed
- When working, caregivers work more often part-time

INFORMAL CARE IN HOURS/WEEK



- Low educated less often provided informal care, but if they do they spend more hours
- Non working provide the most hours of informal care – > 12 hrs per week
- Those working part-time do not spend more hours on informal care than those working full-time

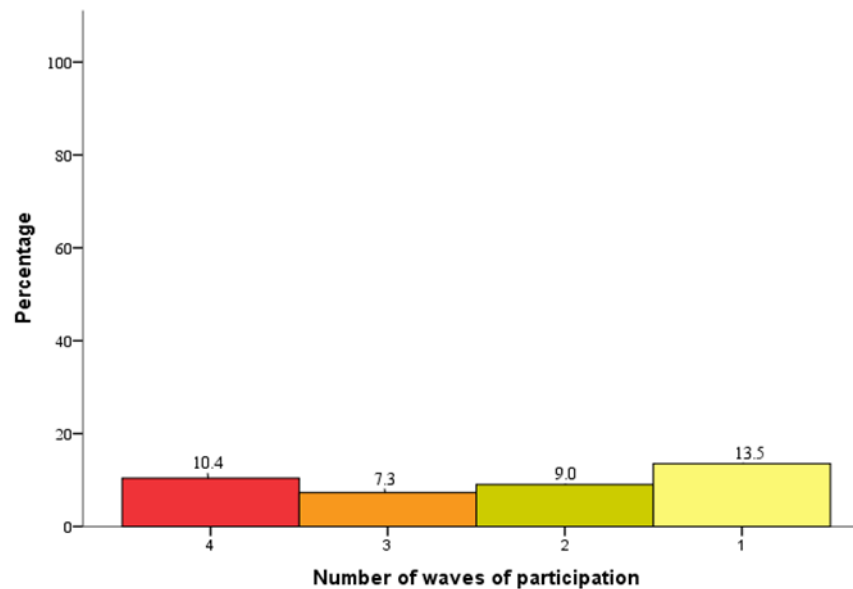
TO WHOM AND WHERE?



- Most informal care is provided to parents
- About 9% has to travel more than an hour to provide care

CAREGIVING DURING 4 WAVES

Percentage of people involved in caregiving over a number of waves



- Respondents who participated in all waves (n=9,639)
- About 60% did not provide informal care
- About 10% of the participants (25% of the caregivers) provided informal care during all waves

COMBINING WORK AND INFORMAL CARE



Does informal caregiving affect the sustainable employability of workers?

WORK AND INFORMAL CARE

methods

- ❑ Exploratory analysis linking informal care to indicators of sustainable employability: productivity, work ability, and sickness absence
- ❑ Linear regression generalized estimating equations resulting in estimated means, separately for employees and self-employed
- ❑ Analyses were adjusted for age and gender
- ❑ Employees: number of observations: 36,925-37,049; number of subjects: 12,425-12,435
Self-employed: number of observations: 3,412-3,420; number of subjects: 1,300

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indicators of sustainable employability

☐ Productivity

“How much work have you done in the past 4 weeks compared to usual?
Please only take into account the days you worked in the past 4 weeks.”

1=much less than usual - 6=as much as usual - 11=much more than usual

☐ Work ability

“Assume that your work ability at its best has a value of 10 points. How many points would you give your current work ability? (‘0’ means that currently you cannot work at all)” *0=completely unable to work - 10=work ability at its best*

☐ Sickness absence

“About how many days, in total, have you been on sick leave in the past 12 months?” *number of days xxx*

WORK AND INFORMAL CARE

results

		Informal care					
		none		1-9 hrs/week		>9 hrs/week	
		mean	CI*	mean	CI*	mean	CI*
<i>Productivity</i> (1-11)	Employed	6,6	(6,6-6,7)	6,7	(6,6-6,8)	6,7	(6,6-6,8)
	Self-employed	6,2	(6,2-6,3)	6,3	(6,1-6,5)	6,2	(5,8-6,6)
<i>Work ability</i> (0-10)	Employed	7,9	(7,9-7,9)	7,9	(7,9-7,9)	7,7	(7,7-7,7)
	Self-employed	7,9	(7,8-8,0)	7,9	(7,7-8,0)	7,5	(7,2-7,8)
<i>Sickness absence</i> (days)	Employed	8,3	(7,9-8,8)	8,0	(7,2-8,8)	12,0	(10,1-13,9)
	Self-employed	3,8	(2,7-4,9)	4,0	(2,0-6,0)	7,5	(2,6-12,4)

*CI = Confidence Interval

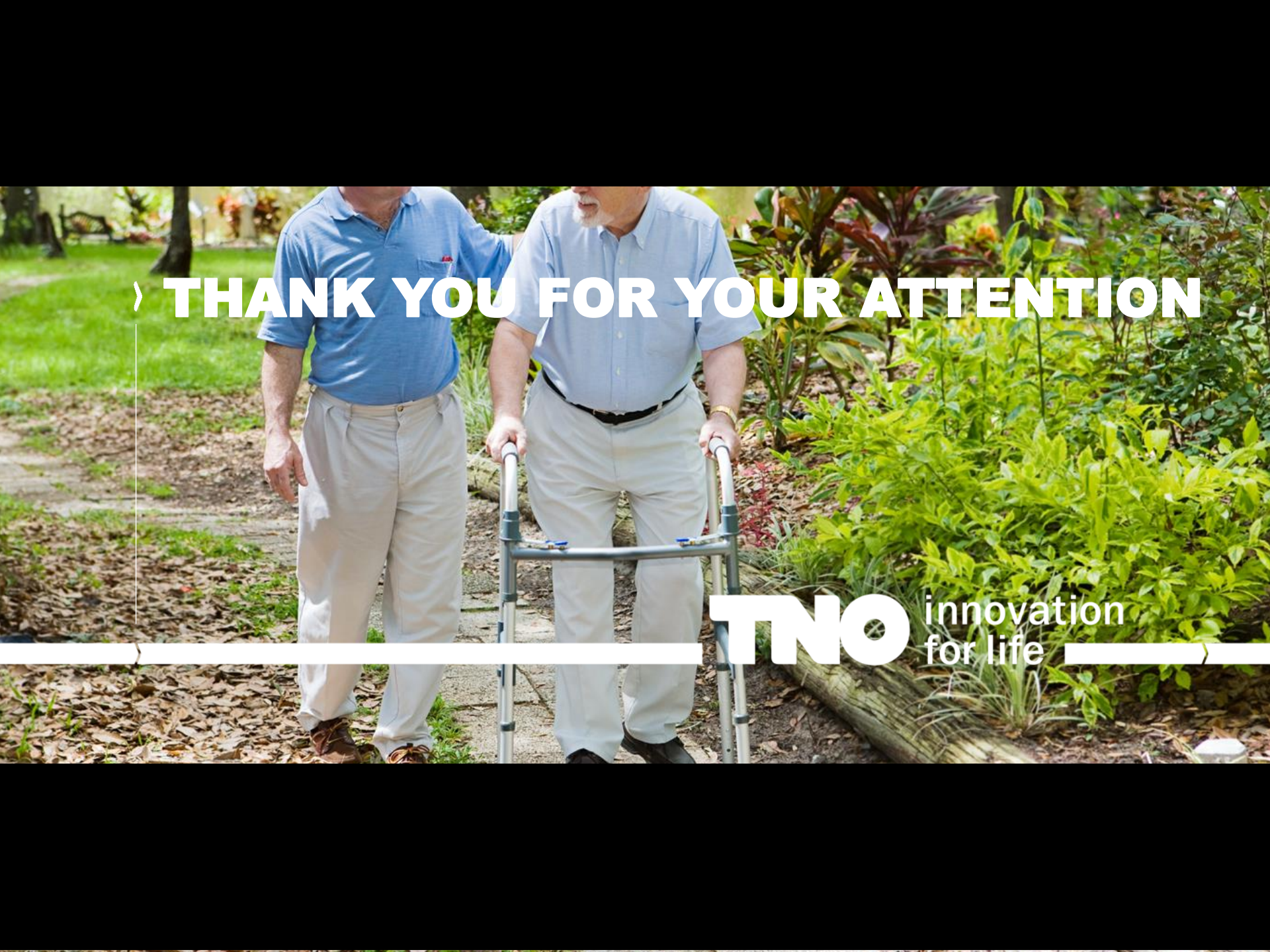
- No difference in productivity
- Caregivers reported a slightly lower work ability, in particular those who provided care for more than 9 hours/week
- Those providing care for more than 9 hours/week were more often on sick leave

CONCLUSION

Providing informal care has a small negative effect on the sustainable employability of ageing workers, mainly shown by more days of sickness absence

NEXT STEPS

- Patterns of paid and unpaid activities among ageing workers – determinants
- Influences of paid and unpaid activities on well-being
- Influences of paid and unpaid activities on retirement plans and behaviour
- What role does paid work and unpaid work play in post-retirement life

A photograph of two elderly men walking on a paved path in a garden. The man on the right is using a silver metal walker. Both men are wearing light blue short-sleeved shirts and light-colored trousers. The background is filled with lush green plants and trees. A white horizontal bar is positioned across the middle of the image, partially obscured by the text and logo.

› **THANK YOU FOR YOUR ATTENTION**

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