

Who Cares?

Attracting and Retaining
Care Workers for the Elderly

Facts and Figures



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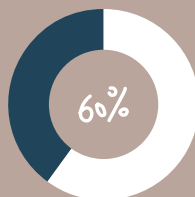
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13.5 million carers are needed by 2040



There are on average **five LTC workers per 100 people aged 65 and over** across the OECD. This number has hardly changed in the last five years.



The number of LTC workers will need to **increase by 60% by 2040** to keep the current ratio of carers to elderly people.

Jobs are often low-paid and precarious



On average, LTC workers receive **9 euros per hour**, compared to 14 euros for hospital workers.



• The average **tenure is two-year lower** in LTC than in the overall workforce.

• **Part-time employment** in LTC is **twice** the average OECD rate.

Carers are often not well equipped

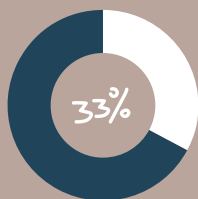


70% of the LTC workforce are personal care workers, with very **low entry requirements** into the job.



LTC jobs are physically and mentally taxing: over half of workers are exposed to risk factors, but fail to be well trained and supported, often compromising care and safety.

Policies can help



Only one third of countries allow task delegation from doctors to nurses (and from nurses to personal care workers) and have in place policies to **promote more integrated care** across health and social sectors.

Policy tools



- Increase recruitment of care workers among **young people and men**
- Retain carers **by improving working conditions and wages**
- Equip workers to do their job well by **encouraging training**
- Increase productivity by making a better **use of technology and task delegation**
- Increase efficiency by promoting **integrated care**



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