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Sessions 11 and 12: Care-Focused Empirical Macro for Policy Analysis: Estimating the Care Economy

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Part II: Estimation of the Paid Care Sector Outline

- I. Definition of Paid Care Work
- II. Quantifying the Paid Care Sector Workforce
- III. Case study: South Korea

I. Definition of Paid Care Work (ILO 2018)

- Workers for profit or pay whose occupations involve providing a face to face service that develops the human capabilities of the care recipient. Like the unpaid care workers, they tend to basic human needs and sustain the well-being of those in need of care e.g. children, elderly, persons with disabilities (ILO 2018, p. 204)
- Employed care workers can be defined by **industry** or **occupation** or **intersection of both**
 - Ex: education is an industry, early childhood education teaching is an occupation.
- Global care workforce: 248.9 million women + 132.1 million men
11.5% of total global employment (ILO 2018)

Paid Care Workforce in the Global South

- They are in education, health and social work sectors as well as in informal settings e.g. households.
- They include: child- and elderly-care providers, doctors, nurses, primary and secondary school teachers, personal care workers, etc.
- They also include domestic workers:
 - “Any person engaged in domestic work within an employment relationship”
–ILO (2018, p. 168)

In the Global South, most paid care workers are **women**, frequently **migrant workers**, and working in the **informal economy** under poor conditions for low pay

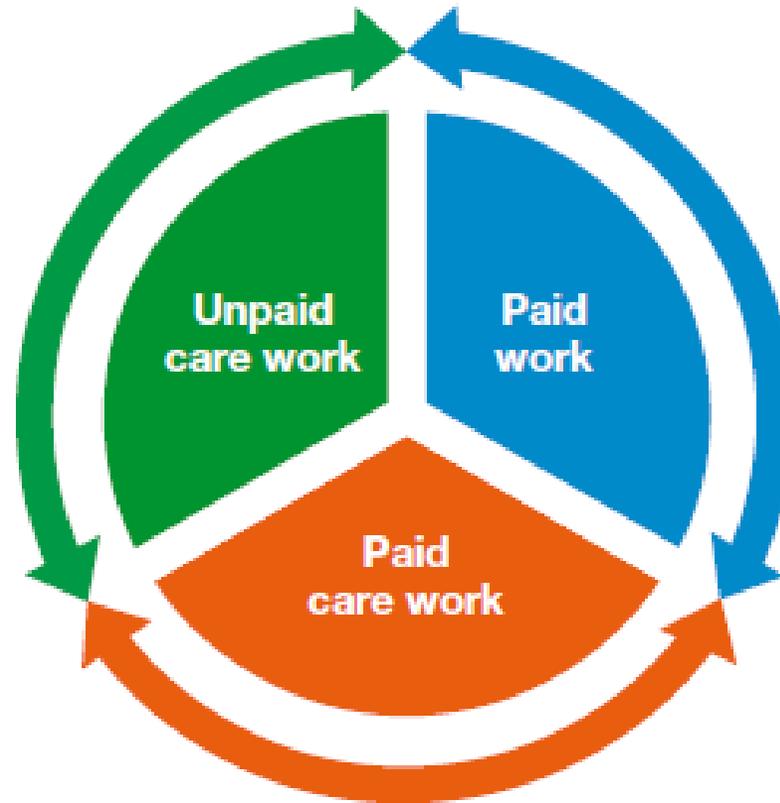
About Paid Care Work

- Role of personalistic relationships
 - Emotional relationship and contractual relationship with employer
- Viewed as extension of women's unpaid care work within their homes
- Low status in labor market, lack of social recognition
- Paid care workers are held hostage by 'care' itself ("Prisoners of Love")
 - Don't undertake hard bargaining or negotiation based on the threat of withholding something
 - Care providers are more vulnerable to exploitation, violence and harassment.
- Low pay (see ILO 2018 Chap 4 discussion)

DISCUSS: What are other characteristics of the "care market"?

“Unpaid Care Work -- Paid Work -- Paid Care Work” Connection (ILO 2018)

Levels and distribution of unpaid care work impact the conditions in which unpaid carers enter and remain in paid work, and influence working conditions of care workers.



Gender equality in the labour market, including in women's participation, employment and working conditions also imply positive outcomes for care recipients.

Paid care workers in adequate numbers and working conditions contribute directly to gender equality in the world of work and to redistribute unpaid care work.

Implications of Unpaid Care Work on Women's Paid Work

- Role conflicts between paid work and unpaid care work
- Constraints to labor market choice: women choose jobs that have flexible schedules or allow for onsite childcare (e.g. home-based work)
- Justification for gender stereotyping: Notion that women are not good, reliable employees, or are otherwise not “ideal workers”
- Wields a “wage penalty” or “motherhood penalty”
- Discrimination: belief that women tend to be less committed to jobs and thus treat them differently (fewer promotions, maintenance of lower salaries, etc.)

Impact of Performing Dual Roles as Both Paid and Unpaid Workers

- **Time squeeze:** Reduces the time they spend on activities like sleep and personal care
- **Time shift:** Reschedule childcare activities to later or earlier in the day and to weekends
- **Use of non-parental childcare:** Older daughters, grandparents, other kin, paid caregivers, etc.
- **Multi-tasking:** Performing overlapping activities

II. Quantifying the Paid Care Workforce

Several challenges arise:

- **Lack of data** – no official data for migrant care workers
- **Lack of quality data** on wages, hours of work, other working conditions e.g. benefits, etc.
- **Lack of information about care-relevant infrastructure** – accessibility to affordable transportation?

Operational Definition of Paid Care Work

- Varies depending on purpose of study and data availability.

Example:

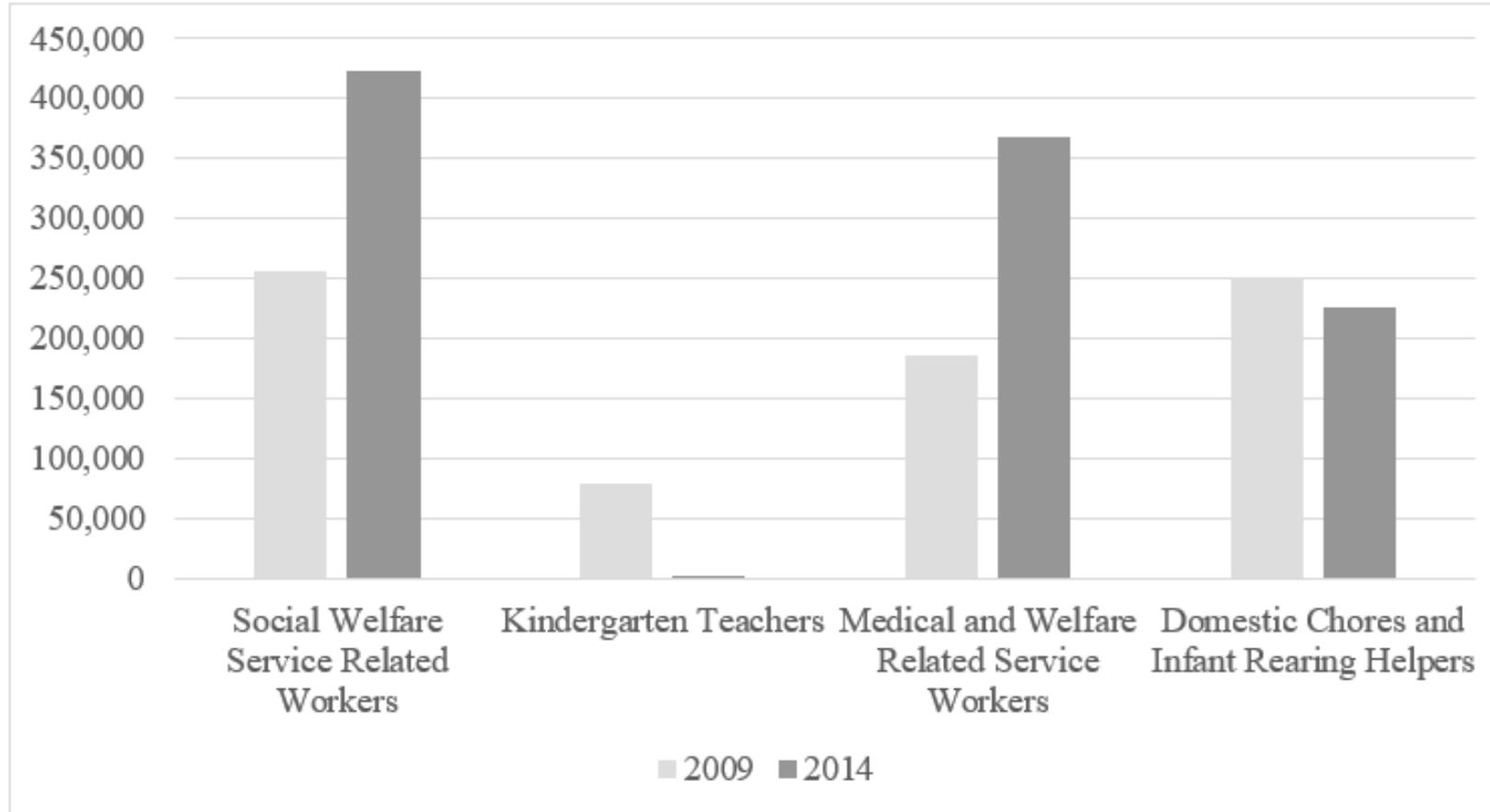
- In the estimation of South Korea's paid care sector, Suh (2019) defines the paid care workforce by specific occupations within the industry sectors:
 - Health care, including both residential and non-residential long-term care
 - Education and child care, including preschools and family day care centers
 - Social services
 - Domestic workers hired by households to clean, cook, and care for members

III. Case Study: South Korea

Source: Jooyeoun Suh 2019, “Methodology for Estimating the Paid Care Sector in South Korea,” forthcoming

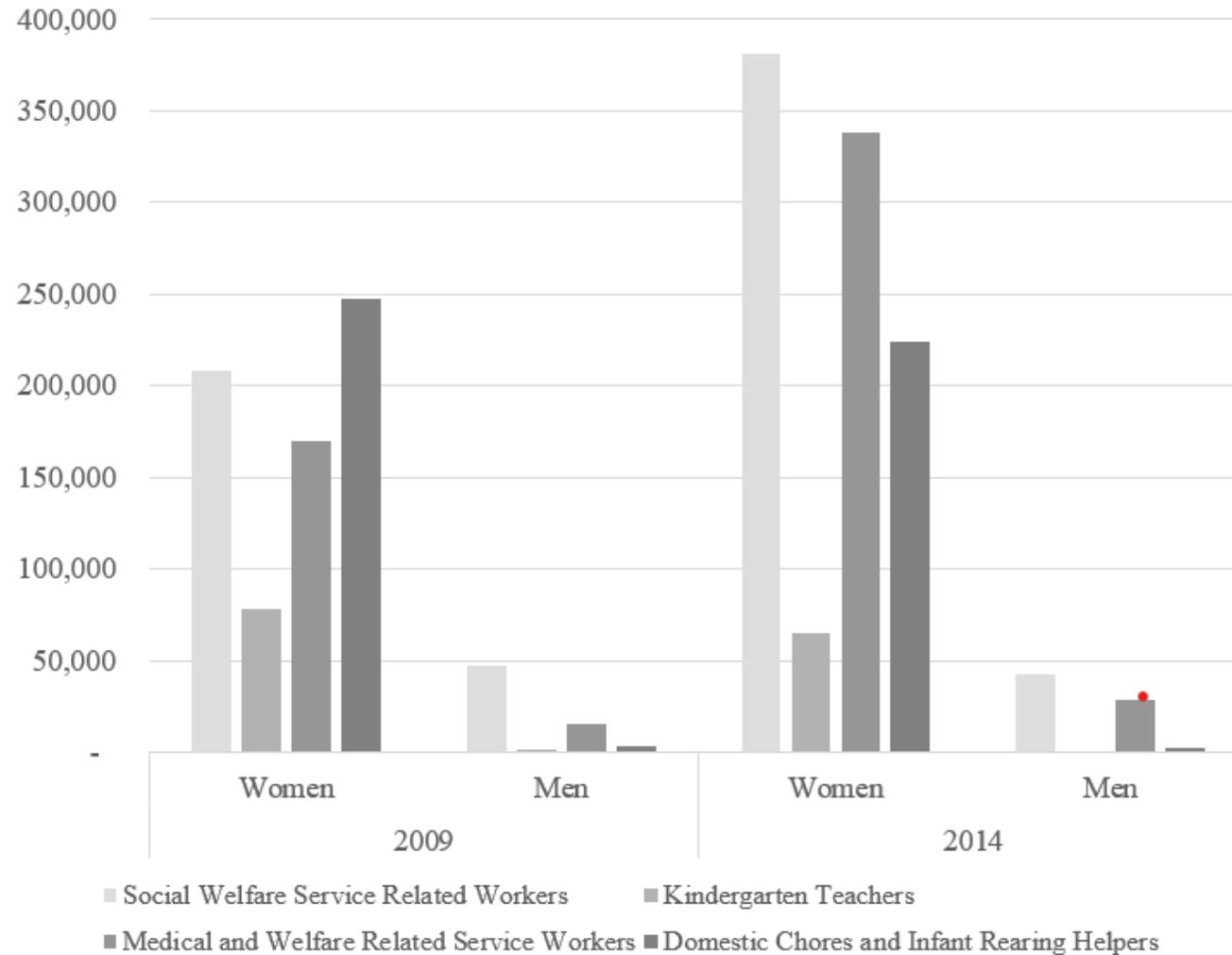
- Who will provide for Korea’s increasing care needs in the future?
- Combines data from the following for 2009 and 2014:
 - **Local Area Labor Force Survey** – hourly wages for paid care workers
 - **Child Care Statistics** – gender distribution of employees and geographic distribution of childcare facilities
 - **Social Services Voucher Statistics**
 - **Long-Term Care Insurance Statistical Yearbook** – information on recipients and paid caregivers for age-related (not disability-related) LTC

Size of Care Employment in South Korea



Source: Author's calculations, Local Area Labor Force Survey 2009 and 2014.

Care Work Employment by Gender



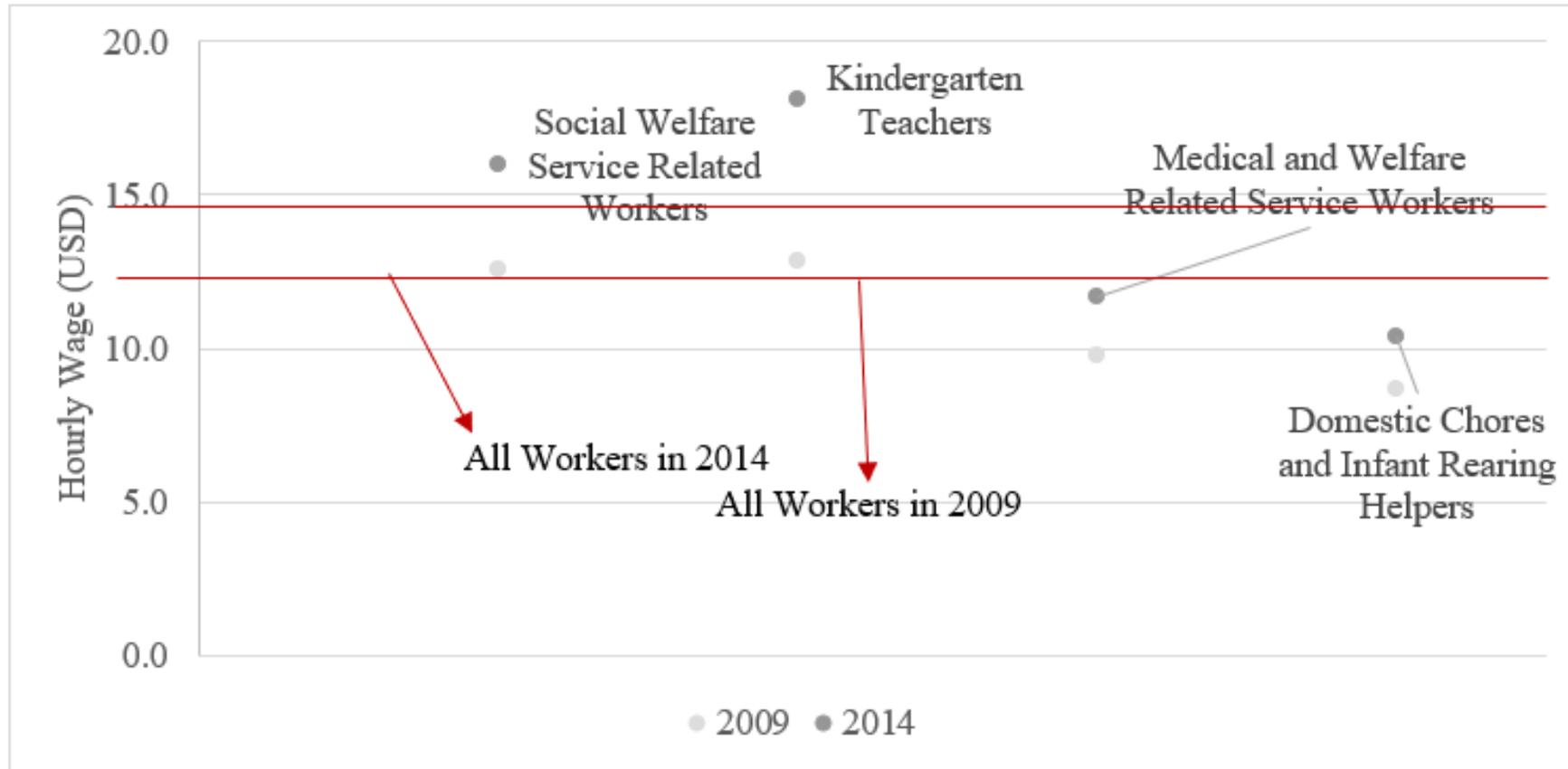
Characteristics of the Korean Paid Care Workforce

- Mostly in part-time employment, which is considered more precarious than full-time jobs.
- The majority work in more than 1 job to make ends meet.
- **Childcare workers:** different wages and working conditions between public and private care centers. In South Korea, teachers in public care center receive higher pay and have lower turnover rate; the quality of childcare is guaranteed by rigorous government monitoring.
- **Long-term eldercare workers:** work in for profit and non-profit nursing facilities, assisted living facilities, and continuing care retirement communities; work 188 hours a month on average, excluding travel time.

Distribution of Types of Employment in South Korea, 2009, by Occupation (percent of total)

	Social Welfare Service Related Workers	Kindergarten Teachers	Medical and Welfare-Related Service Workers	Domestic Chores and Infant Rearing Helpers
Regular employee	74.84	87.49	45.77	7.61
Temporary employee	11.45	10.61	44.93	44.27
Daily worker	10.31	-	7.74	26.84
Employer	2.66	1.89	0.7	0.04
Self-employed	-	-	0.76	21.17
Unpaid family worker	0.74	-	0.1	0.08
All	100	100	100	100

Average Hourly Wages by Occupation



Source: Authors' calculations, the Local Labor Force Survey 2009 and 2014.

Characteristics of Native Care Workers and Migrant Care Workers

	Korean Native Care Workers	Migrant Care Workers
Size	300,000 – 600,000	30,000 – 80,000
Occupations	Domestic helper, childminder, elder care helper, and others	Domestic helper, <u>carer</u> for children, the frail elderly, and pregnant women, and others
Ages	Late 40s – 60s	50s and 60s
Education	70 percent of them are high school graduates	Varies from primary school to college
Previous jobs	Housewife, work in restaurant, cleaning, manufacturing	Farming, cleaning, restaurant, housewife
Hours	2-4 hours per client/customer	6 days a week, live-in personal care workers, about 16 hours a day

Korean Case Study: Key Findings

- Number of paid care workers is growing at a faster rate than before, but demand has not been accompanied by good working conditions.
- Vicious cycle: poor job quality for care workers leads to poor quality care work
- Many care occupations are viewed as extensions of women's care roles within their own homes
- A disproportionate number of these jobs is taken up by women who may be further marginalized by their race, ethnicity, or migrant status

Care Policies: Ongoing Issues and Debates

- Persistence of the view among policymakers and in society at large that families are able to adequately meet the care needs of elderly and children, without costs.
- Care provisioning is a critical public good that has positive externalities; long taken for granted like clean air.
- Currently, there is inadequate or very little public investment in the care of children and the elderly (beyond provision of basic education).
- Heavy reliance on unpaid care work of women for majority of households
- Poor working conditions of paid care workers.
- Debate over the effects of different policy options: Inadequate? Reinforce gender inequalities? Poor quality care provided?
- Debate on which effective policies to address growing care needs