

The New Form of ‘Routed Wages’? **: F**amily Care Workers in Korean Long-Term Care

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Outline

Background

- Long-term Care in Korea
- Emergence of Family Care Workers

Research

- Qualitative Research / Exploratory Study
- Three reasons for becoming Family care workers

Implication

- Needs of the elderly and Families
- Rationale for Family Care Workers

Background of Research

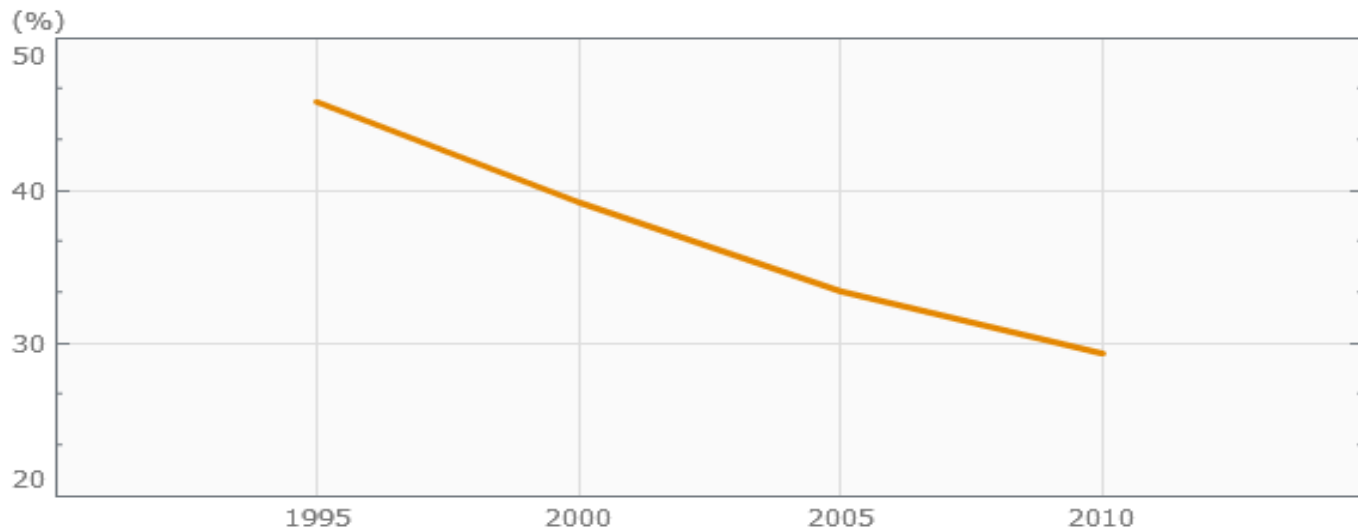
Elderly in Korea

- Rapid growth of the share of 65+ population
- The doubling of the share : **7% -> 14% 17 years**

1975	1985	1990	1995	2000	2005	2010	2015
3.50	4.30	5.10	5.90	7.20	9.10	11.04	13.09

Elderly in Korea

- Decreasing older people live with their children



Reduced by an half in 20 years
From 54.7% in 1994 to 28.4% in 2014

Expanding Care Services

1950s-1970s

Facility Care

**Very Selective
Elderly **Without**
family**

1980s-1990s

**Home visit services
Community
facilities**

**Elderly in poverty
Nonprofits**

2008-

**Long-term care
Insurance**

**Universal
Market System**

Long-term Care Insurance

- **Implemented in 2008**
- **Beneficiaries**
 - applied to all aged 65+ with needs for long-term care or those not more than 64 years old with geriatric disease **“needs” based services for all**

- **Benefits**

Institutional care	Care Workers (certified)
Home care	
Cash benefits	Family Carers

- **Finances**

- insurance + **co-payment(15-20%)** + government subsidy

LTCI beneficiaries in Korea

13% of 65+ population (6.5 million)

6% beneficiaries of LTCI (390,000)

65% Home care

35% Institutional care



20~30% by Family Care Workers

‘Family Care Workers’

- Who are they?
 - Certified care workers : training(240h)+exam
 - Family members of the elderly LTCI users
 - Spouse, daughter, daughter in law, son
 - Employed in LTC agencies
 - Provide In-home services to users who are family members of care workers

Government Response

- Reduce paid service-hours (**240 min per day**)

2008. Jun.

- 120 min per day
- 30 days per month



2009. Jun.

- 90 min per day
- 30 days per month



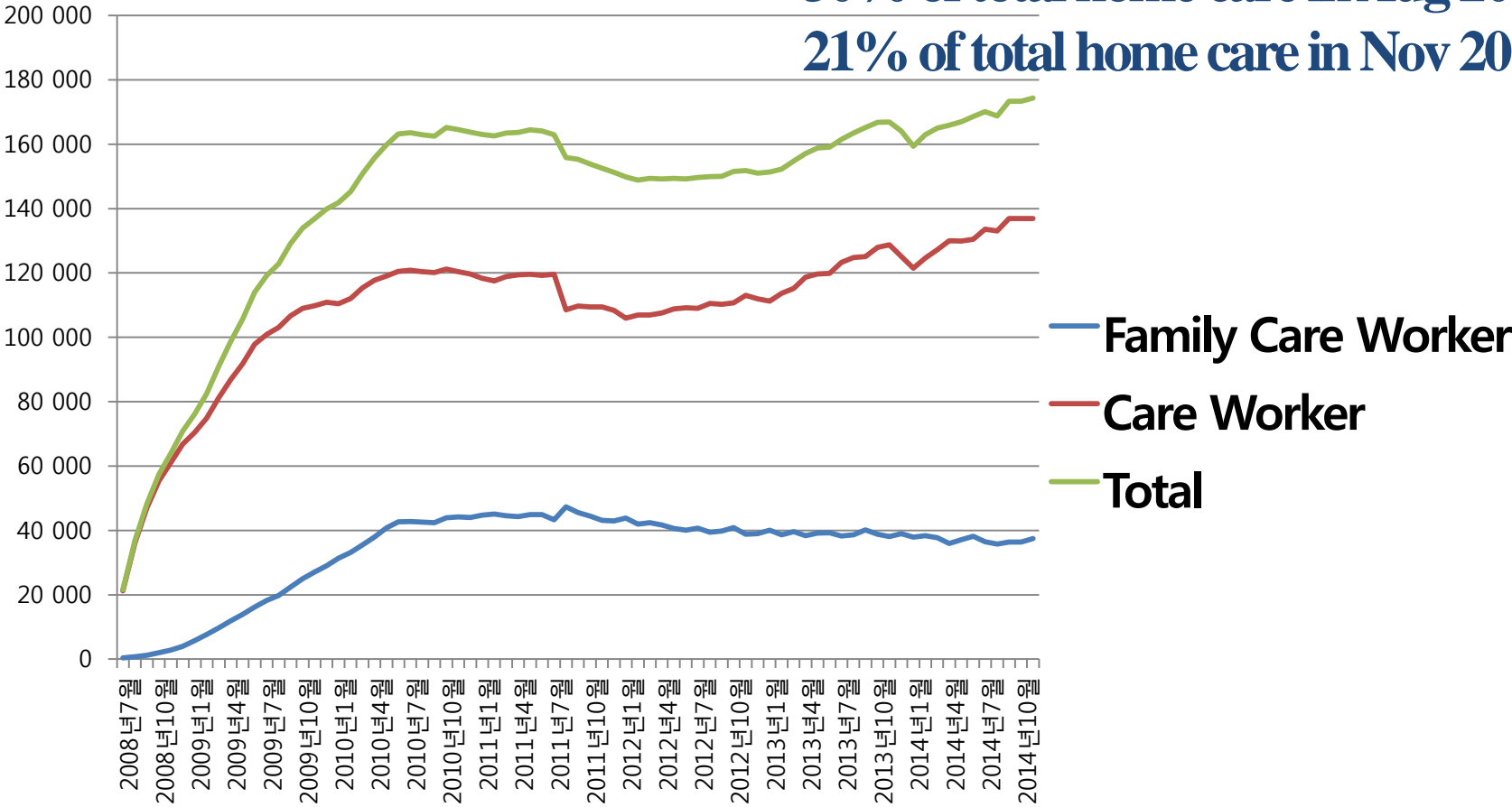
2011. Sep.

- 60 min per day
- 20 days per month

Care Service Use by Type of Workers

30% of total home care in Aug 2011

21% of total home care in Nov 2014



“Family Care Worker”

- Compared to Formal Care workers:
 - 70% Less paid than non-family care worker
- Compared to Informal Family Carers:
 - Care worker certification required(240 hours training + exam)
 - Paid from LTC service agencies



Despite of unequal treatment, why do they work as family care workers?

Qualitative Research

Research method

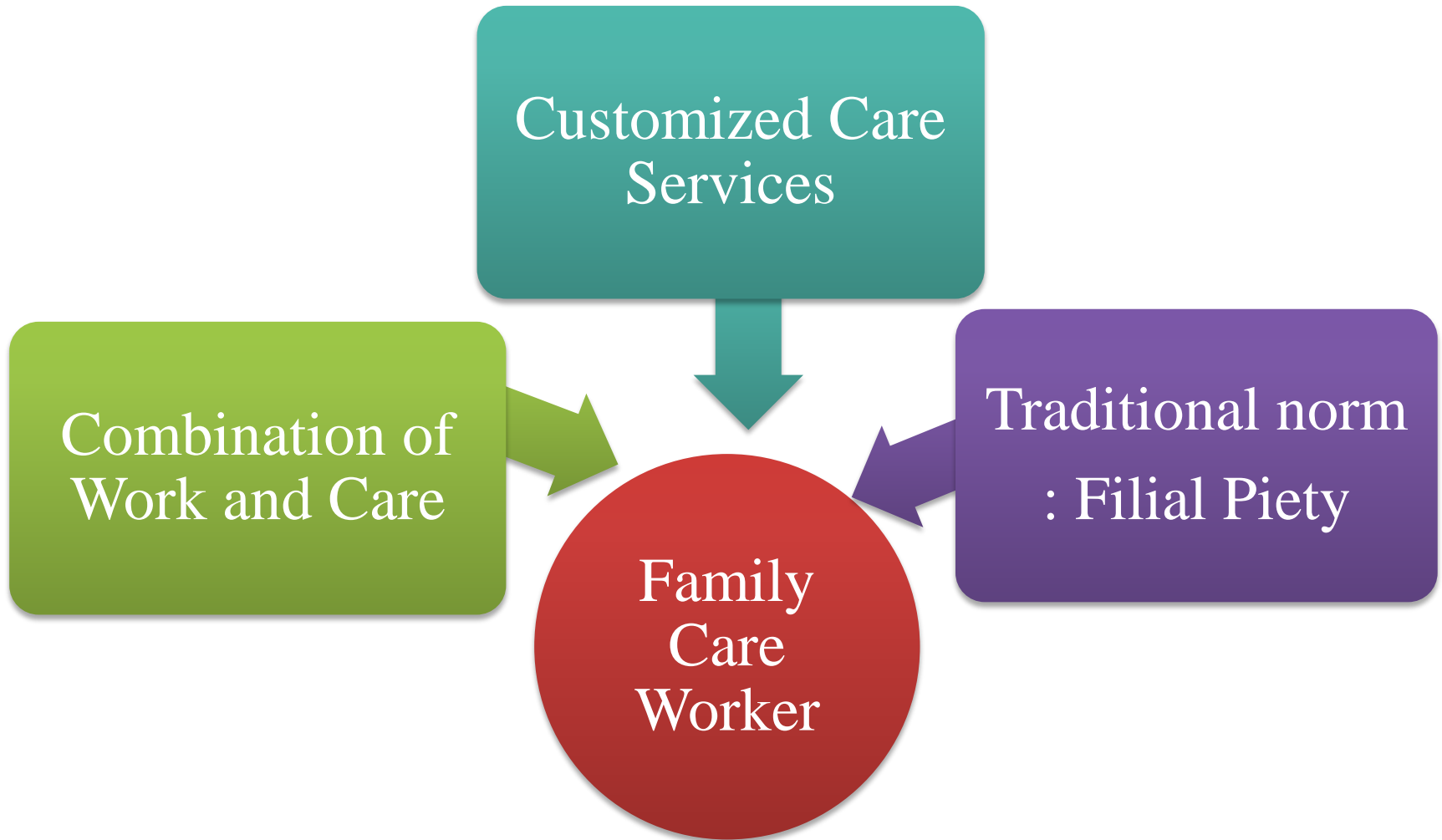
- Qualitative Research
 - Content Analysis
 - A research method used to analyze text data
 - Goal : “to provide **knowledge** and **understanding** of the phenomenon under study”
 - Why and how question

Data

- In depth interview
 - 10 co-resident family-care workers
 - Carried from July to September in 2011.
- Purposeful sampling
 - 3 Male, 7 female
 - Age : 35 to 62 years old
 - Various working duration : 5 to 40 months
 - Various relationship to service users
 - employment status

# of case	Family-care worker						Service User	
	Sex	Age	Relation	Marital status	Duration of work (month)	# of household	Age	Sex
1	F	62	Spouse	Married	14	2	67	M
2	F	49	Daughter in law	Married	40	5	79	F
3	F	48	Daughter	Married	17	5	75	F
4	F	43	Daughter	Married	16	5	76	F
5	F	41	Daughter	Married	8	5	65	F
6	F	50	Daughter	Single	20	2	84	F
7	F	50	Daughter	Married	5	3	80	F
8	M	53	Son	Married	14	5	85	F
9	M	42	Son	Married	21	7	70	M
10	M	35	Son	Single	19	3	69	M

Three reasons for becoming Family care worker



Finding 1

Family care worker is the combination of job and care. (case 1, 6, 10)

- No breadwinner in households
 - elderly couple
 - an old parent + a child(single daughter, unemployed)
- Family care worker
 - Little income instead of expense of service fee
 - Trustworthy care

Finding 2

Elderly service users and their family have their own needs which are not fulfilled by LTCI. (case 1, 3, 9)

- Users' different needs
 - Three meals : not covered by 4-hour home-visit services
 - Strangers Unwelcomed
- Families' needs : Care expenses
 - Care supplies : diapers, wet tissues etc.
 - Nourishing meals

Finding 3

Family carers support their parents in any case.(case 2,3,4,5,8,9)

- The household with traditional
 - Households have male breadwinners and female carers
 - Daughter in law by her husband request
 - Son's family living with rich parents
- Family care worker: 'Parent-support allowance'
- Moral standard - family care better than formal care

Implication

Issues in LTCI

- Findings reveal various issues
 - Economic problems of the elderly households
 - Unique care service needs
 - Preference for family-member care
- The emergence of family care workers suggests that there is a gap which can not be met by existing benefits of LTCI.

The New Form?

- **‘Routed Wages’** : Ungerson(1997)
 - Commodification of care
 - “The amounts of cash transferred to care users are often enough, and intended to be enough, for the employment of care workers, and that their wages are ‘routed’, from the state, through the care consumer, to the endpoint of the caregiver”
 - Consumerism VS Citizenship discourse
 - Cost containment

Family care workers in CARE

	Informal	Formal	Family Care Worker
carer	Family member	Care worker	Both
nature	Unpaid	Paid	Less paid
motivation	Love / Kinship	Money / professional	Mixed
Benefits	to Carers	to User	Indirectly to Carers
Risks	unskilled	Finance / workforce	Resolved?

Rationales for Family care workers

The third form of care benefits in LTCI?

Compensation for family carers?

Trained family carers?

Meeting the needs of elderly users?

Job Creation?

Overcoming shortage of care workforce?

Reduce government money?

Distortion of formal care services?

Shifting responsibility on family care?

Reinforcing gender division?

Forced care?

Increasing bad jobs?

Avoiding government responsibility?

Conclusion

- **This research**
 - **Explores needs of the elderly and their family.**
 - **Reveals an unexpected way of policy implementation.**
 - **Open to discussion of the rationale of family care workers as a form of benefits in LTC policy**