

Lithuanian
Centre
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Sciences

Yes or No? What do Lithuanian Unemployed Young People Think about Employment in Elderly Care Sector?

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The aim of the presentation



What are the workplace characteristics that young unemployed persons prefer in general?



How do young unemployed people imagine work in elderly care? Do this work has some features attractive for them?

The relevance of the topic

The growing demand for labor force in the elderly care sector.

- The forecast indicate that from 2019 to 2050, the proportion of people aged over 65 in Lithuania will rise from 19.8% to 31.6% (in Europe from 20.4% to 29.6%).
- Population ageing outpaces the growth of long-term care workers.
- In Lithuania, more than half (51%) of the employed individuals in the healthcare and social work economic sectors are aged 50 and over (EU average 37.5%).

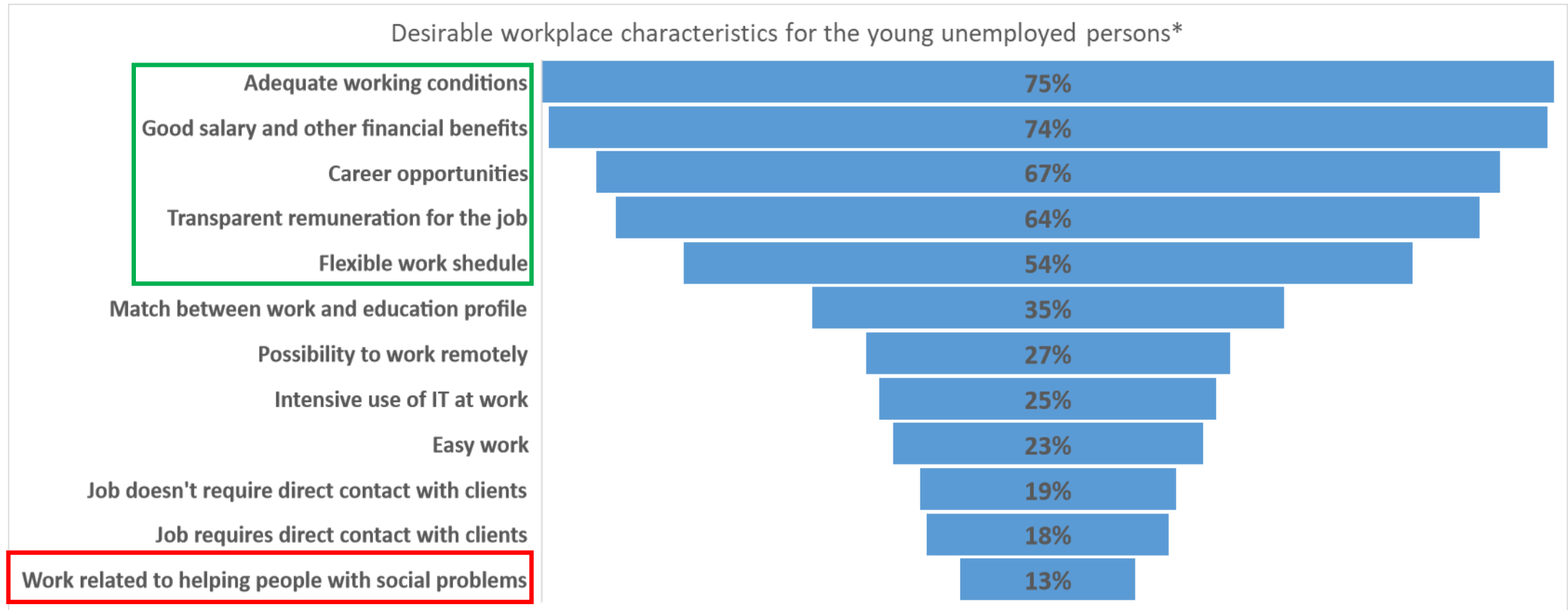
Employment in elderly care as a tool to reduce youth unemployment.

- Youth is one of the most vulnerable social groups in the labor market.
- In 2022, Lithuanian youth (aged 15-29) unemployment rate was 8.2% (the overall unemployment rate was 5.9).
- Young unqualified workers can be quickly prepared and start working in elderly care.

Quantitative research methodology

- ***The sample of a survey:*** 684 young unemployed people (aged 18-29) registered in Lithuanian Employment Service database (43.1% male and 56.7% female).
- ***The study method:*** the questionnaire survey (the questionnaires were delivered by hand and emails to clients of the Employment Service).
- Empirical data collection took place between July and October, 2021 (project „Youth labour force participation in elderly care sector addressing population ageing“, implemented by L. Okunevičiūtė Neverauskienė, L. Žalimienė, B. Gruževskis, S. Krutulienė, J. Junevičienė).

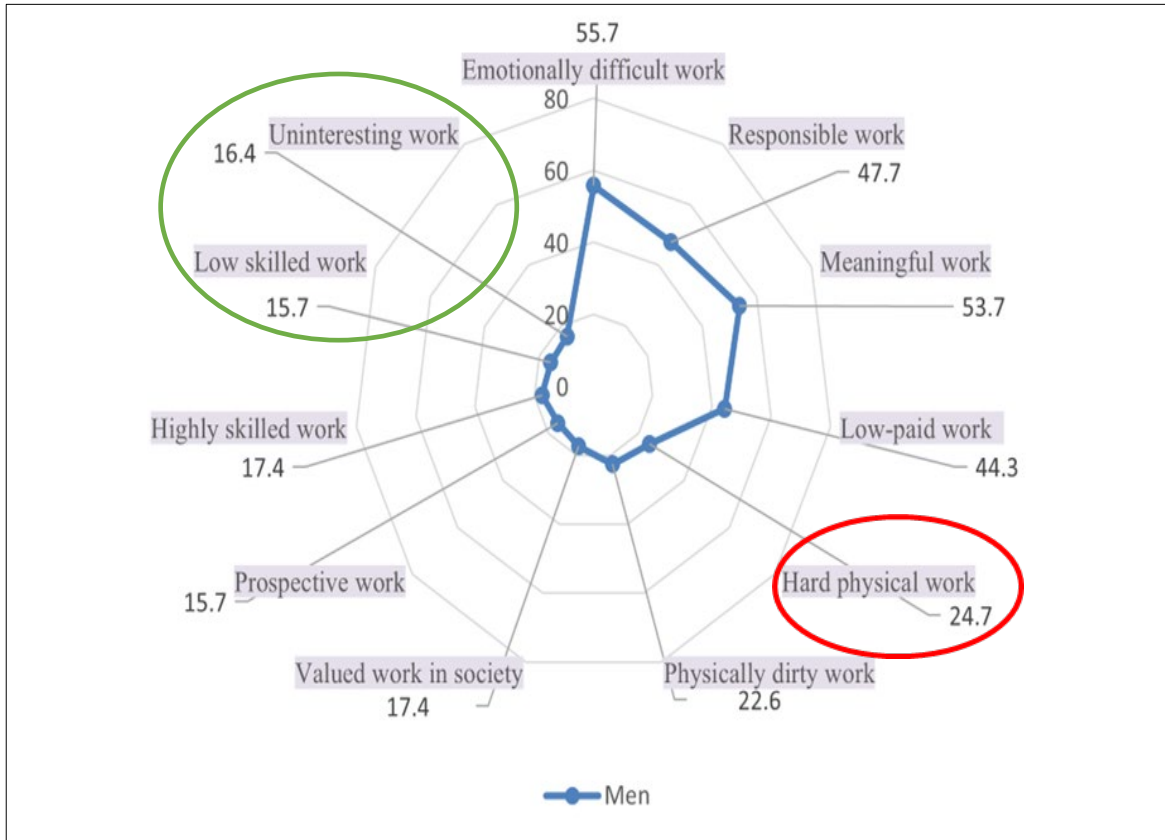
Workplace characteristics that young unemployed persons prefer



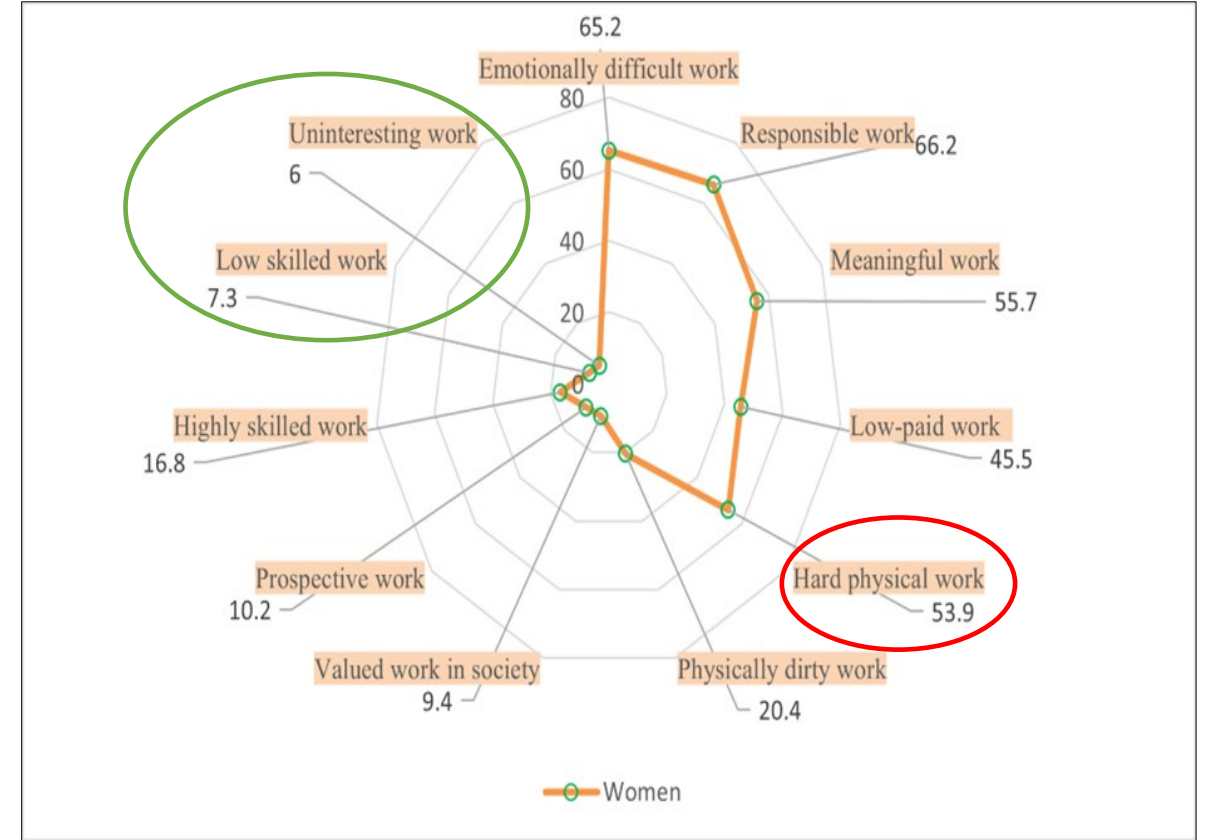
*The questionnaire included the following question and answers: "Imagine that your goal is to find a job. What characteristics would you look for in a job?" (Mark your answer on a scale where 1 is 'Not important' and 4 is 'Important').

Profiles of elderly care work through the lens of unemployed youth

Men (%)

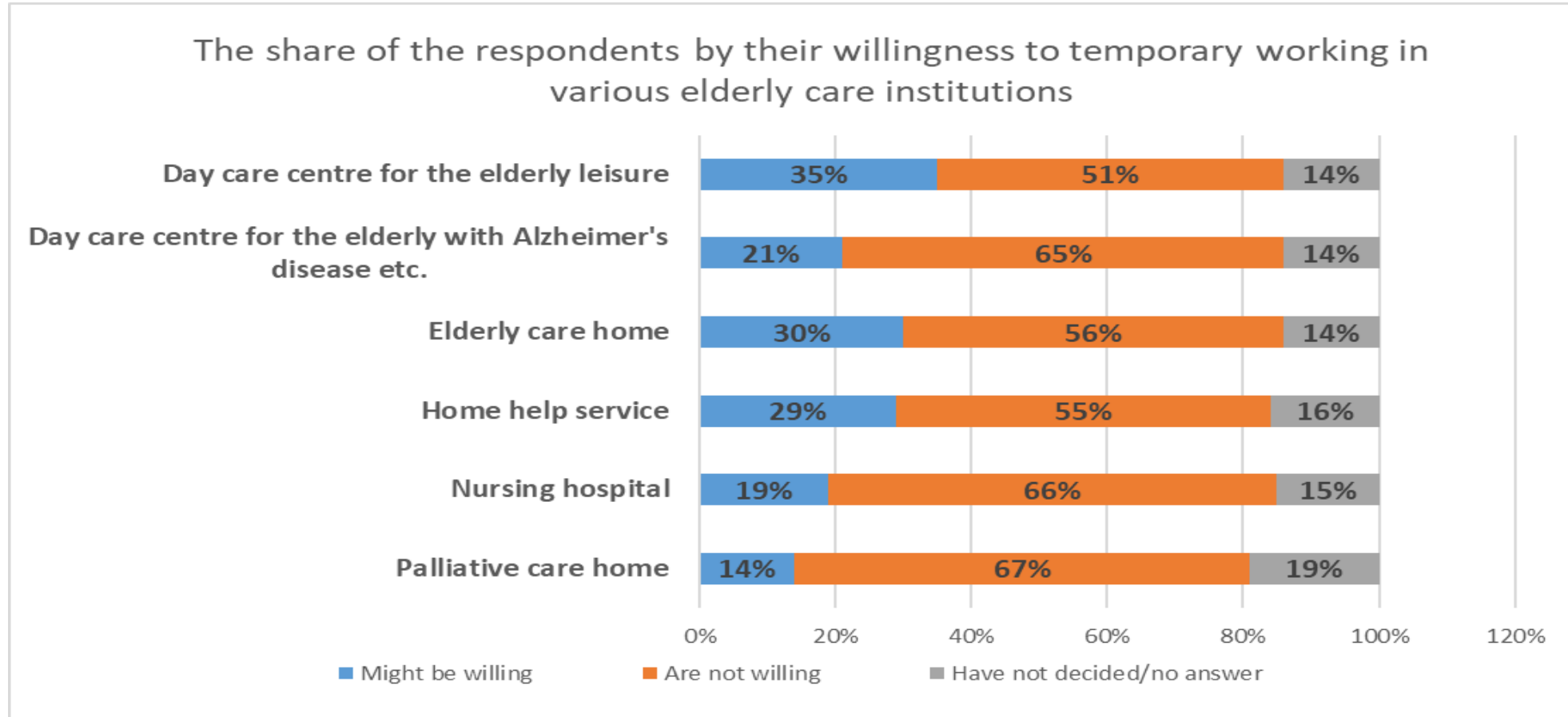


Women (%)



*The questionnaire included the following question: “In your opinion, which of the aspects listed below best describe the work of providing social services to the elderly? (choose no more than 5 answer options)“.

The most attractive services for young people in elderly care



*The questionnaire included the following question: "If good working conditions were provided (plus, you could easily return to the Employment Service if your expectations were not met), would you be willing to temporarily (e.g., 1-3 months) try working in the elderly care sector?"

So, how do unemployed youth imagine working in the elderly care sector?

Work in elderly care

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Emotionally, physically demanding and low paying job



Yes or no? Is it possible to attract young people to work in the elderly care sector? (1)

NO, because...

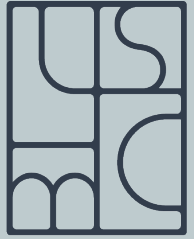
- Elderly care work is low paid work (in Lithuania qualified social worker's wage is 17% below the national average earnings).
- LTC is characterized by low quality of working time (42% of the LTC workforce works part time; evening, night, Saturday and Sunday work are common in LTC etc.).
- LTC rates negatively in terms of 'work intensity' and 'social environment' (high levels of emotional demands and adverse social behaviour in the workplace).

Yes or no? Is it possible to attract young people to work in the elderly care sector? (2)

YES, because...

- In total, 71% of LTC workers in EU27 indicated that they always feel that they are doing useful work.
- Young people already working in the elderly care sector describe their job as follows: *they approach it as a celebration; this work contributes to their sense of happiness; it is a place where they can fulfill themselves, reveal their strengths; this job creates a space for creative expression, poses challenges, and allows them to gain experience* (based on interviews with 21 young employees directly providing services to the elderly).

By using of positive experience and by creating a supportive and rewarding environment, it is possible to attract young people to work in elderly care and ensure a sustainable workforce to meet the needs of aging populations.



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Thank You!

