

Sustainable Care: researching care systems, work and relationships

The UK in international perspective

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Overview

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- ***Sustainable Care: connecting people and systems* programme**
 - Aims and objectives of the research programme
 - Programme structure and focus
 - Selected research areas
 - Working carers
 - Care costs and contributions
 - International comparative analysis
- Progress and challenges
- Early findings and pathways to impact

Sustainable Care programme objectives

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- 1. Advance understanding of sources of economic and social sustainability in care**, especially how wellbeing outcomes can be achieved for care users, their families/carers and paid care workers.
- 2. Improve the quality, availability and utility of UK data on care**, using existing datasets innovatively to produce more useful/accurate evidence.
- 3. Contribute a multi-disciplinary theorisation of sustainable care** which is evidenced, useful to policymakers / stakeholders, and critically examines the relationship between care and diverse conceptions of wellbeing.
- 4. Improve how care is planned, resourced, organised, delivered and experienced**, by providing evidence to inform the decisions, policies and actions of governments, employers, families, older people & care sector stakeholders.
- 5. Build capacity in research and scholarship** on care systems, work and relationships.

Structure of the Sustainable Care programme

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SUSTAINABLE CARE PROGRAMME	
Research Teams	
A Conceptual and Analytical Framework for Policy and Practice in Care and Caring	
CARE SYSTEMS	CARE WORK and CARING RELATIONSHIPS
Comparing UK Care Systems: prospects, developments and differentiation in the 4 UK nations	Delivering Care at Home: emerging models and their implications for sustainability and wellbeing
Modelling Care System Costs and Contributions: data for a sustainable care and wellbeing strategy	Combining Work and Care: how do workplace support and technologies contribute to sustainable care arrangements?
Achieving Sustainability in Care Systems: the potential of technology	
Migrant Care Workers in the UK: an analysis of sustainability of care at home	Care 'In' & 'Out of' Place: towards sustainable well-being in mobile and diverse contexts

Key concepts and main focus of our work

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- **Care** – *systems, work, relationships*
- **Sustainability** of care arrangements
- **Wellbeing** of all involved in care situations
- **Mobility and migration** issues in relation to care
- **Technology and care**, especially in supporting care at home
- Research Qs which address **evidenced gaps in knowledge**
- **Analysis of secondary, documentary and stakeholder data**
- **New empirical studies**, where justified
- **Commitment to research with stakeholder engagement and lasting impact**

Sustainable Care arrangements: what's wrong?

What are the problems to be fixed?

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- ❑ **Increased service rationing** (on 'need' and 'means'); growing **unmet need for care**
- ❑ **Uneven service standards and quality**, despite national regulatory framework
- ❑ **Funding and staffing crises** (recruitment, retention), adding stress at all levels
- ❑ Concerns about the prevalence of **loneliness, isolation, neglect and abuse**
- ❑ **Minimal support** (often short home visits) which cannot generate wellbeing
- ❑ **'Lottery' outcomes** for people needing help, based on place, age or their condition
- ❑ **Inadequate investment** in training, support, technology, or advice
- ❑ **Families and carers under pressure**
 - ❑ **Daily struggles** juggling work, life and care: **inadequate workplace support, minimal employment rights** (time off for family emergencies, right to request flexible working, but no paid leave rights)
 - ❑ **Dropping out of employment**
 - ❑ **Financial worries** - mounting debts today, inadequate pensions tomorrow
 - ❑ **Deteriorating health** mental and physical
 - ❑ **Isolation and exclusion** from 'normal' life – family, leisure, citizenship, job, career

Ambitions

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- To **understand** and better explain **social care arrangements**, through
 - ▣ Building evidence about **workplace support for carers** and the role of **care leave**
 - ▣ Exploration of **care costs and contributions**
 - ▣ **Comparative international analysis** of care systems and policies
 - ▣ Examining how technologies can enhance wellbeing in care at home, and for people juggling work and care
 - ▣ Analysing how home care services are changing, and which innovations work
 - ▣ Researching how care arrangements operate in diverse, mobile and unequal settings
 - ▣ Assessing the role and experiences of migrant care workers, in international perspective and in the Brexit context

Ambitions (cont.)

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- To offer a **distinctive multidisciplinary perspective** on the UK's **'care crisis'**
- To **engage with policy and practice partners**, learning from their experience and contributing to the evidence base they need for decision-making
- To **fill gaps in knowledge about social care** through new analyses and studies
- To **contribute to national and international debates** about one of the most challenging and important issues of our time
- To build **fruitful international collaborations** which progress academic / policy understanding of social care arrangements
- To **build capacity in multidisciplinary social care research with impact**

Combining work and care:

understanding workplace support and the role of technology

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Main research questions – work and care

- ❑ What constitutes **good workplace support** for carers in employment?
- ❑ What is the **impact of this support** on carers, employers, care users, and care workers?
- ❑ What are **its costs and benefits** for employers?
- ❑ What are the key features of ‘**workplace standard**’ and ‘**employer recognition schemes**’, and what do they contribute?
- ❑ What are the characteristics, impact, uptake and outcomes of: **UK employers’ voluntary care leave schemes and statutory paid care leave schemes outside the UK?**
- ❑ Can innovations in technology address: **carer stress and overload, and disconnection and fragmentation in caring situations?**

Research team

- ❑ **Prof Jason Heyes** (U Sheffield Management Sch)
- ❑ **Prof Janet Fast** (U Alberta)
- ❑ **Dr Annie Austin** (U Sheffield)
- ❑ **Dr Kate Hamblin** (U Sheffield)
- ❑ **Katherine Wilson** (Employers for Carers)
- ❑ **Jacquie Eales** (U Alberta)
- ❑ PhD students (U Sheffield)
 - ❑ **Camille Allard**
 - ❑ **Alice Spann**

Related research on carers of working age

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- **UKRI Innovation Fellowship (2018-20)**
- *Dr Mandy Cook*
- “Enhancing organisational effectiveness by modernising support for working carers”
- *Studying*
 - ▣ Employers’ innovative approaches
 - ▣ New agendas in supporting working carers
 - ▣ Measuring the business benefits of company-level supports

- **Two PhD studies (2018-20)**
- *Camille Allard*
- “Employers’ voluntary care leave schemes in the UK: a comparative analysis”
- **Organisational case studies**, accessed with the support of ‘*Employers for Carers*’: Qre to WC employees, interviews, documentary analysis
- *Alice Spann*
- “Combining care and paid work; how can technology help?”
- **Scoping review, working carer interviews**, focused on carers of people with dementia, accessed with support of *Carers Scotland*

'Modelling care system costs and contributions: data for a sustainable care and wellbeing strategy'

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Main research questions

- What are the contributions and costs of care? How are these distributed between the state, individuals and employers?
- How sustainable are care costs and contributions under different change scenarios?
- How do ASC funding changes affect the wellbeing of care users, carers, other stakeholders and the sustainability of the care system?
- What can be learned from other countries with experience of measuring, modelling and attempting to reconfigure caring costs and contributions?

Research team

- **Dr Matthew Bennett**, U Birmingham
- **Prof Janet Fast**, U Alberta
- **Dr Yanan Zhang**, U Birmingham
- In 2020, we will be recruiting up to 5 **new PhD students** to focus on analysing statistical and administrative data on care and caring, funded by the ESRC, and in collaboration with the UK's Office for National Statistics

Care system costs and contributions report: Will I Care? (Nov 2019)



carersuk.org

Will I care?

The likelihood of being a carer in adult life

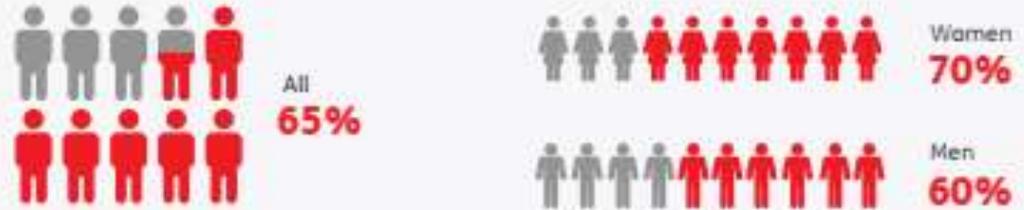



Economic and Social Research Council

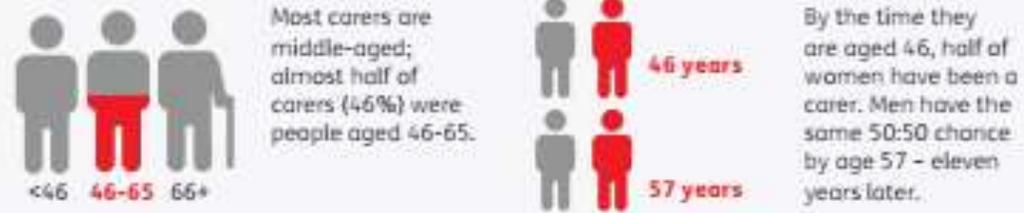
UNIVERSITY OF BIRMINGHAM



Chance of providing care in their adult life, for people in the UK



Age of carers



Carers' occupations



Variation across the UK



International comparative analyses (selected)

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- **Comparison of the care systems of the UK:** England, Scotland, Wales and Northern Ireland (*Catherine Needham, U Birmingham*)
- **Statutory care leave policy review:** Australia, Canada, Finland, Germany, Ireland, Italy, Japan, Poland, Slovenia and Sweden (*Jason Heyes and Janet Fast, U Sheffield and U Alberta*)
- **Technology use in care provided at home:** Australia, Germany, Japan, Sweden (*Kate Hamblin and James Wright, U Sheffield*)
- **Transnational aspects of care and caring:** Australia, Canada, Italy, Taiwan (*Majella Kilkey, University of Sheffield*)

Progress and challenges

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Start-up activities	Making UK connections	International partnerships + fieldwork	8 research teams + 3 Innovation Fellows working on:	International conference April 2020	Complete fieldwork 2020	Impact & outputs 2020/21
Contracting Appointments	Policy Round Tables + 4 nations visits	<i>International:</i> CAN / JAP / AUS-NZ / TAI <i>CoE AgeCare</i>	Fieldwork Data & conceptual analysis Conference presentations Preparing journal articles Book proposals Partnership development Planning impact activities Partner engagement	Policy Briefs + Sheffield: 30 Mar <i>ECR workshop</i> 1-2 April <i>International conference</i>	7 SC teams 3 Innovation Fellows 4 PhD students	Policy Workshops Expert Policy Seminars Ad hoc events Stakeholder collaborations
Ethical apps. Team building Concepts	7 x " <i>Policy Perspectives</i> " <i>internreleased</i>	Fieldwork Data: access, preparation, analysis				

Early findings and pathways to impact

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Findings, presentations & publications

- **Scoping reviews** (*published and in press*)
- **Conference presentations** (*ongoing*)
- **Policy papers**
 - 1. Hamblin, 2019 'Adult social care law and wellbeing policy in the 4 UK nations'
 - http://circle.group.shef.ac.uk/wp-content/uploads/2019/12/WPO_final-v2.pdf
- **Peer-reviewed papers**
- **Book series**
 - **Monographs** produced by SC teams
 - **Edited books** – in collaboration with international partners
 - **Shorts** – focused on key policy/ practice issues

Impact - guided by Madeleine Starr, Carers UK

- **Website** – incl. news and blogs
<http://circle.group.shef.ac.uk/news/>
- **Policy Perspectives series** [published 2018]
<http://circle.group.shef.ac.uk/sustainable-care-publications/>
- **Policy Briefs series** [forthcoming 2020]
- **Expert Policy Seminars** (2020 in London, Cardiff, Edinburgh, Belfast)
- **New partnerships**
 - E.g. with ONS for new PhD studentships
- **Bespoke studies and surveys**
 - Reports for Carers Rights Day / Carers Week
 - Working carers survey 2019 (*pub. 2020, with CIPD*)
 - Background papers for trade unions and other partners

- Funding: UK Economic & Social Research Council (award ES/P009255/1)
- Dates: November 2017 to May 2021
- Principal Investigator: Sue Yeandle (U Sheffield)
- Senior Team: Jon Glasby (U of Birmingham), Norah Keating (U of Swansea); Gill Manthorpe (Kings College London); Allister McGregor (U of Sheffield), Madeleine Starr (Carers UK)

Please get in touch if you'd like to know more, or to work with us on related issues, by contacting our programme support team:

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Conference registration open from November 2019

<http://circle.group.shef.ac.uk/sustainable-care-conference-2020/>

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