

# Sustainable Care: researching care systems, work and relationships

*The UK in international perspective*

**Professor Sue Yeandle**

*Principal Investigator,*

*ESRC Sustainable Care: connecting people and systems programme*

**Centre for International Research on Care, Labour and Equalities**

**University of Sheffield, UK**

[s.yeandle@sheffield.ac.uk](mailto:s.yeandle@sheffield.ac.uk)

# Overview

2

- ***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

3

- 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

4

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

# Key concepts and main focus of our work

5

- **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?*

6

- ❑ **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

7

- 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.)

8

- 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*

9

## 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

10

- **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'

11


## 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


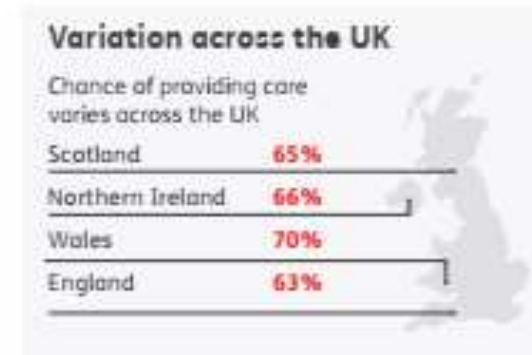
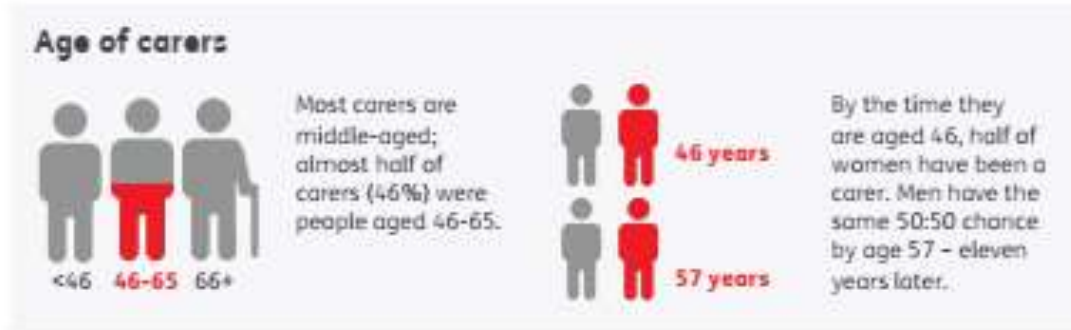
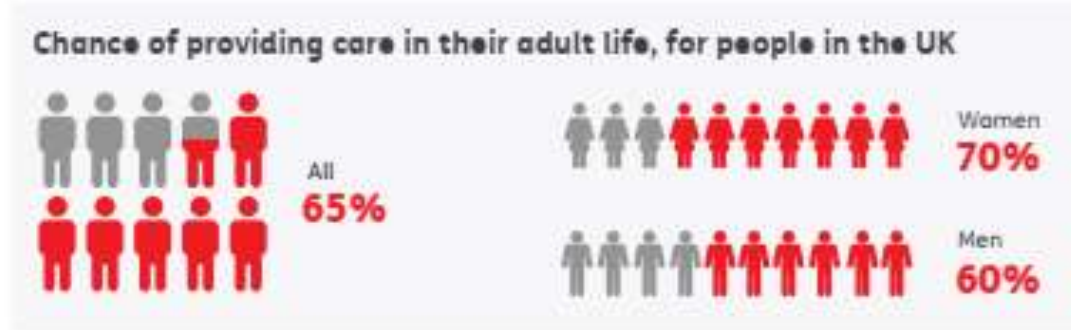
## Will I care?

The likelihood of being a carer in adult life

Economic and Social Research Council

UNIVERSITY OF BIRMINGHAM

# International comparative analyses (selected)

13

- **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

14



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 CoE AgeCare	Fieldwork Data & conceptual analysis Conference presentations Preparing journal articles Book proposals Partnership development Planning impact activities Partner engagement	Policy Briefs + Sheffield: 30 Mar ECR workshop <b>1-2 April International conference</b>	7 SC teams 3 Innovation Fellows 4 PhD students	Policy Workshops <b>Expert Policy Seminars</b> Ad hoc events Stakeholder collaborations
Ethical apps. Team building Concepts	7 x "Policy Perspectives" internreleased	Fieldwork Data: access, preparation, analysis				

# Early findings and pathways to impact

15

## 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](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

# Sustainable Care: connecting people and systems

16

- 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:*

- Programme Administrator, Dan Williamson:  
[d.williamson@sheffield.ac.uk](mailto:d.williamson@sheffield.ac.uk)
- Programme Manager, Dr Kelly Davidge:  
[k.s.davidge@sheffield.ac.uk](mailto:k.s.davidge@sheffield.ac.uk)



Conference registration open from November 2019

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

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