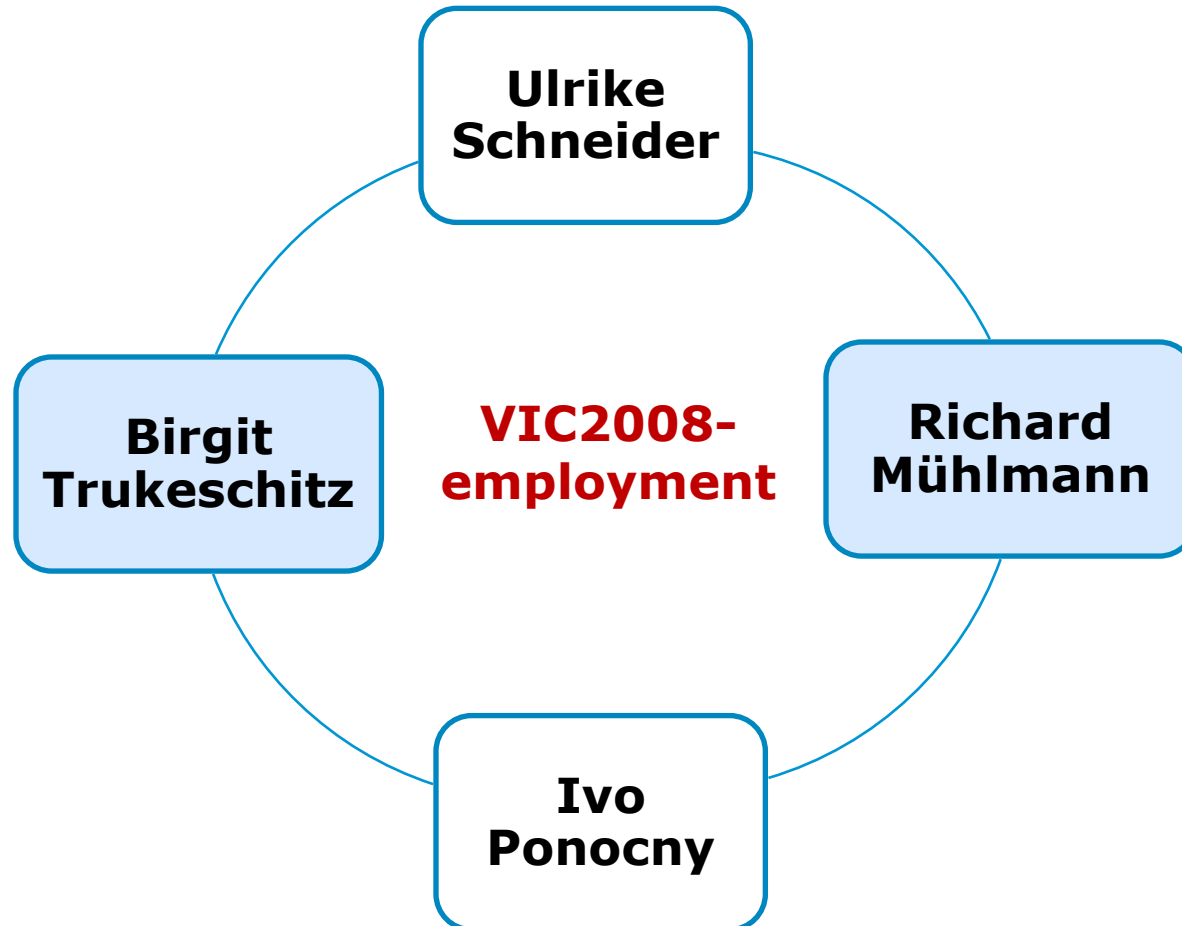# Effects of Informal Eldercare on Workplace Behaviour
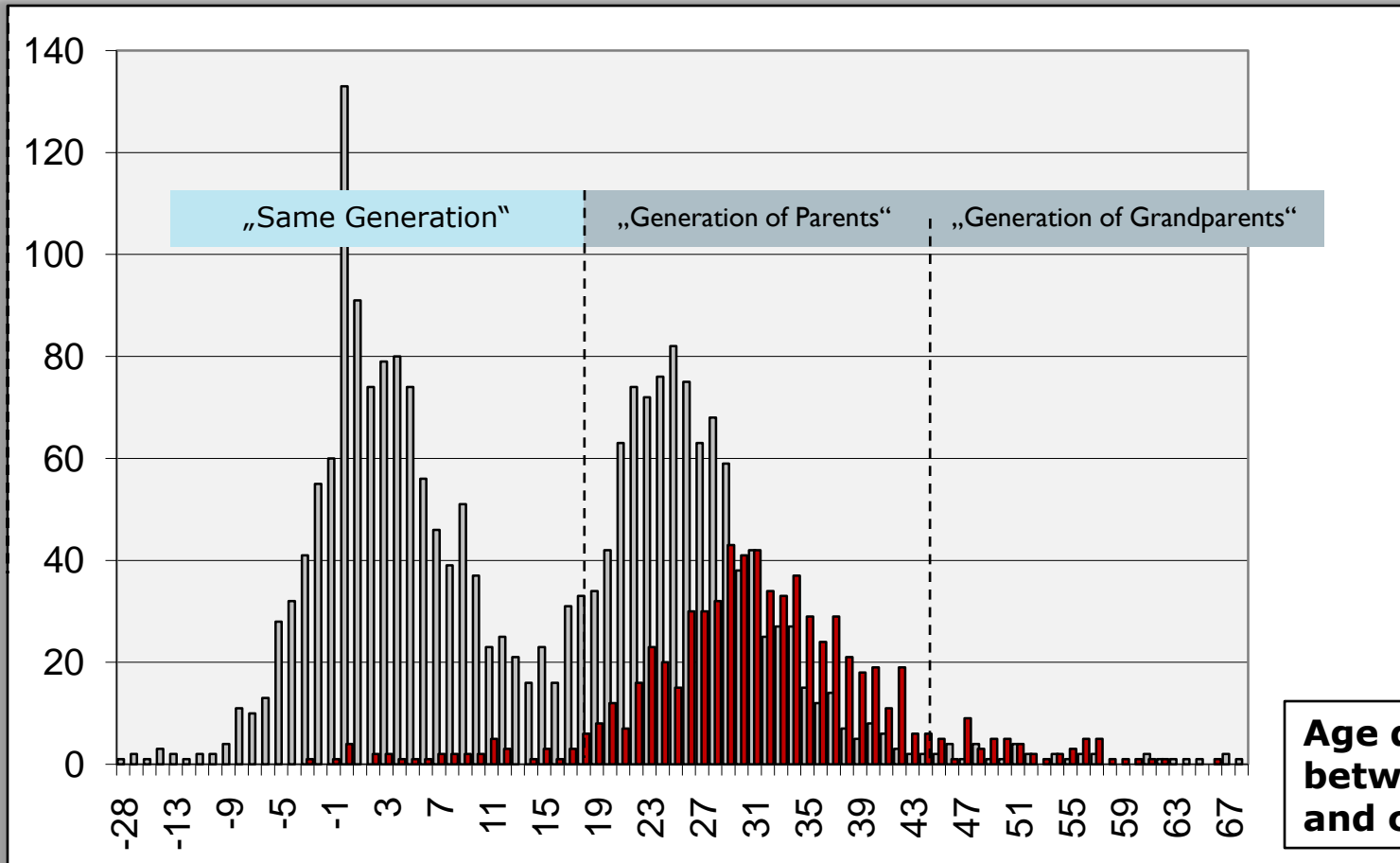
Taking a closer look

Effects of Informal Eldercare on Workplace Behaviour

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VIC2008-employment

informal care AND work?

Age difference between caregivers and care recipients

Literature on Eldercare and Workplace Behaviour

Workplace behaviour of informal carers

- **More labour market quits**
(e.g. Henz 2004; Szinovacz/Davey 2005)

- **Increased fluctuation, normally into less demanding jobs**
(e.g. Madden/Walker 1999; Carmichael/Charles 2003)

- **More workplace-related stress, lower productivity**
(e.g. Dautzenberg/Diederiks et al. 2000; Pickard 2004)

Research Questions and Hypotheses

Research Questions

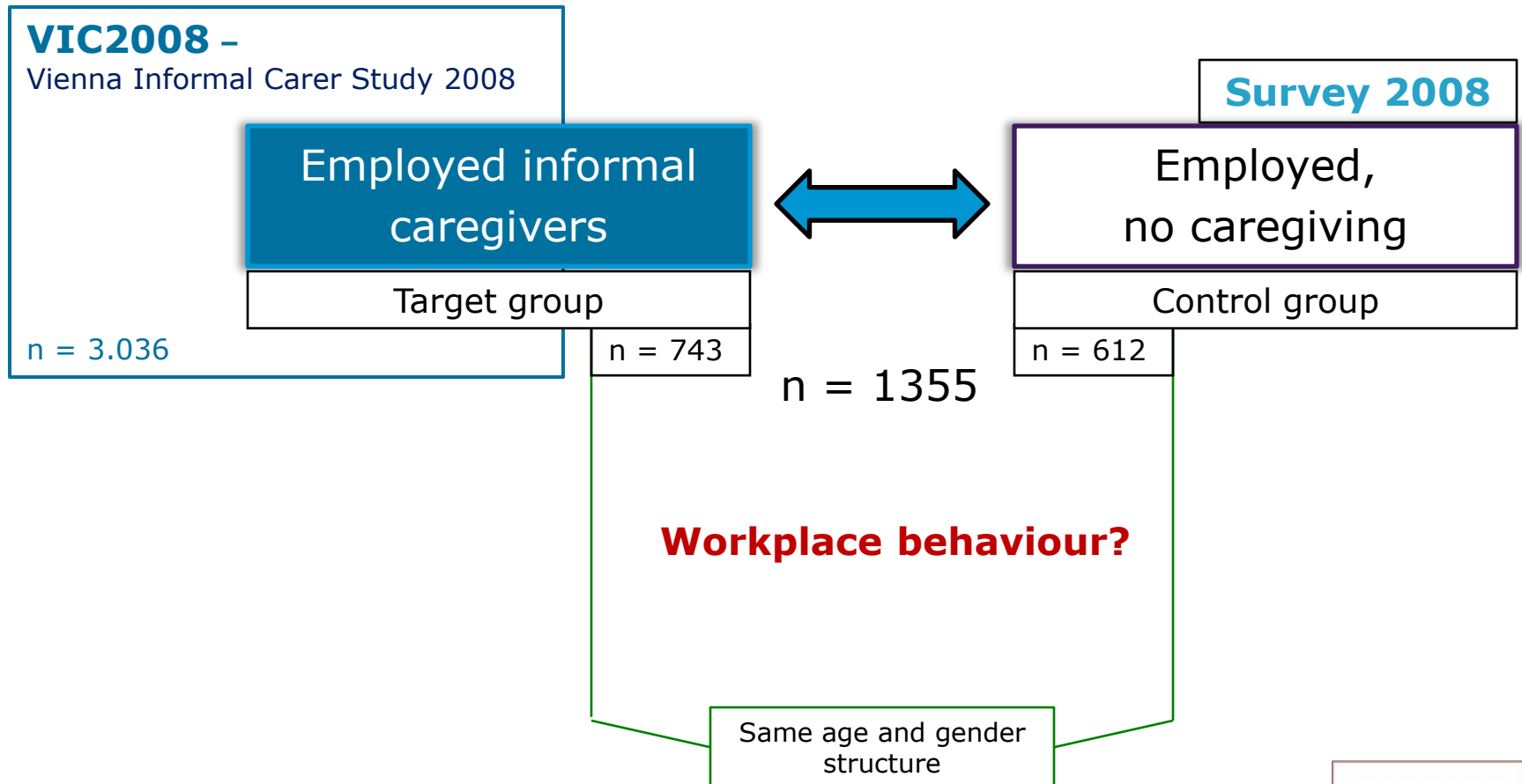Does informal caregiving have an impact on…

…fluctuation?

…workplace-related stress?

Hypotheses

Informal Caregivers…

…are less attached to the labour market.

…are more likely to fluctuate.

…suffer more frequently from workplace-related stress.

Data I – Survey Design

VIC2008 –
Vienna Informal Carer Study 2008

Employed informal caregivers

Target group

n = 3.036

n = 743

Survey 2008

Employed,
no caregiving

Control group

n = 612

n = 1355

Workplace behaviour?

Same age and gender structure

Data II – Survey Design

No register of informal caregivers in Austria

- We contacted a "proxy sample" of care recipients, asked them to hand over a questionnaire to their main informal caregiver.

Proxy sample:

- Recipients of federal care allowance
- Aged 60 and above
- Living in private households
- Living in Vienna
- Stratified by age, gender, level of care allowance

**Subsample:
employed informal caregivers**

Comparison group

- Employed, living in Vienna
- Same age and gender structure as employed informal caregivers
- No caregivers

Sample Description

Indicator	Caregivers	Non-caregivers	p-value
Average age	50 years	50 years	0,892
Gender	69% women	73% women	0,092
Average work experience	29 years	28 years	0,060

Specification of "Care"

- **Caregiver**: Yes / No

- **Caregiver burden**: short version of Zarit Burden Interview (Bédard et al. 2001), factor scores

- **(I)ADLs**
  - personal maintenance
  - housework
  - organization
  - social life

- **Care hours** per week

- **Need to oversee the care recipient**

Aspects of Workplace Behaviour

Fluctuation

Work-related stress

- Fluctuation
- Change in workload

Fluctuation –
Indicator and Regression Technique

Indicator

Within the **upcoming two years,** do you **intend** to:
- give up work?
- change your job?

Dependent variable values:
no change (71.9%), change of job (13.1%), give up work (14.9%)

Regression technique

- multinomial logistic regression
- reference category: "no change"

Fluctuation Results

	Give up work	Change of job
	B	B
Carer	-0.846**	-1.274***
ADL personal	0.352**	-0.039
Need to oversee care recipient	-1.176**	-0.400
Hours care / week	0.002	0.020**

Controlled for: age, household structure, health, education, self-employment, economic sector, work experience, hours of work / week, long hours, work time arrangement, working atmosphere, job motivation, stress, fear of job loss

Tested for multicollinearity

N=930

Pseudo-R-squared

Cox & Snell: 0.340
Nagelkerke: 0.429

Change in Workload –
Indicator and Regression Technique

Indicator

Within the **upcoming two years**, do you **intend** to:
- give up work?
- work more hours per week?
- work less hours per week?

Dependent variable values:
no change (66%), give up work (15.4%),
reduce hours of work (8.2%), increase hours of work (10.5%)

Regression technique

- multinomial logistic regression
- reference category: "no change"

Change in workload Results

	Give up work	Reduce Working Hours	Increase Working Hours
	B	B	B
Carer	-0.834	**-2.566****	**-1.388***
ADL personal	**0.325****	-0.107	-0.213
ADL organization	0.040	0.404	**0.414***
Need to oversee care recipient	**-1.257****	**1.292****	-0.328

Controlled for: age, household structure, health, recreation, self-employment, work experience, hours of work / week, ISEI, job motivation, stress, fear of job loss
Tested for multicollinearity

N=937

Pseudo-R-squared
Cox & Snell: 0.362
Nagelkerke: 0.418

Workplace Stress I – Indicator

Remembering your situation at work; during the last 3 working weeks, how often have you...

…experienced situations to be stressful faster than usual?

…had unusual problems coping with stressful situations?

…been unable to finish your tasks timely?

…made mistakes at tasks you can normally cope with easily?

…been affected at work by pain or fatigue?

Never	1-2 times	3-5 times	6-8 times	More often
☐	☐	☐	☐	☐

All five items load one factor, explaining 58.4% of total variance.

The resulting factor score is used as dependent variable.

This variable does not measure low levels of stress

- Right-skewed distribution

- Tobit-regression of logs

Workplace Stress Results

	B	p-value
Care Burden	**0.127***	<0.001
Carer	**-0.239***	<0.001
Hours cared / week	**0.002***	0.027

Controlled for: gender, health, recreation, work experience, hours of work / week, extra hours to work in days absent, job motivation, personal strength, fear of job loss

Tested for multicollinearity, heteroskedasticity, normality

N=967

Pseudo-R-squared

Cox & Snell: 0.337
Nagelkerke: 0.415

Conclusions –
Effects of Caregiving on Workplace Behaviour

Being an informal caregiver
- has a moderating effect on intentions to fluctuate
- reduces the experienced work-related stress

Need to oversee the care recipient
- increases the labour market attachment
- increases the probability for job changes
- increases the probability to reduce weekly working hours

Helping with physical self-maintenance (ADLs)
- increases probability of labour market quits

Experienced Care Burden
- increases workplace stress

Hypotheses from the Literature vs. Empirical Results

Hypotheses
Informal Caregivers…

…are less attached to the labour market.

…are more likely to fluctuate.

…suffer more frequently from work-related stress.

Results
Informal Caregivers…

…less likely intend to leave the labour market, except for those supporting the care recipient in many ADLs.

…are less likely to change their jobs, except for those who need to oversee the care recipient.

…suffer less frequently from workplace-related stress, except for those who experience a high care burden.

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