

Preventing burnout and keeping family carers in the labour market during pandemics and post-pandemic

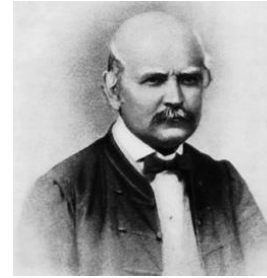
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HUNGARIAN ACADEMY OF SCIENCES (MTA) – POST-COVID RESEARCH GRANT
CENTRE FOR SOCIAL SCIENCES - INTITUTE FOR SOCIOLOGY





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- more than 13.000 students
- a third of our students come from 5 continents of the world

Active Ageing postgraduate specialization programme

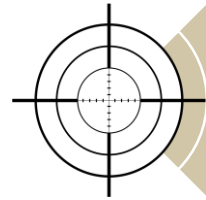
„Innovations for lifelong well-being”



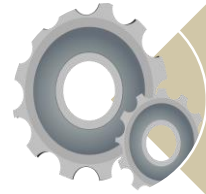
Presentation Outline:



**Importance of this research
in Hungary**



Objectives



Methodology



Main findings

Relevance of the topic

„Preventing burnout and keeping family carers in the labour market during pandemics and post-pandemic”



LTC: social services for elderly in Hungary:

In 1993: Social Welfare Act – Local governments are obliged to provide basic social services

Basic:

- village caretaker and scattered farm caretaker service,
- meals,
- **home help,**
- **home help with emergency alarm system,**
- day care.

Specialised:

belonging within the frame of personal care

- institution providing nursing, care,
- rehabilitation institution,
- **residential home together: long-term residential institution,**
- institution providing temporary placement together: residential institution,
- supported housing,
- other special social institutions.

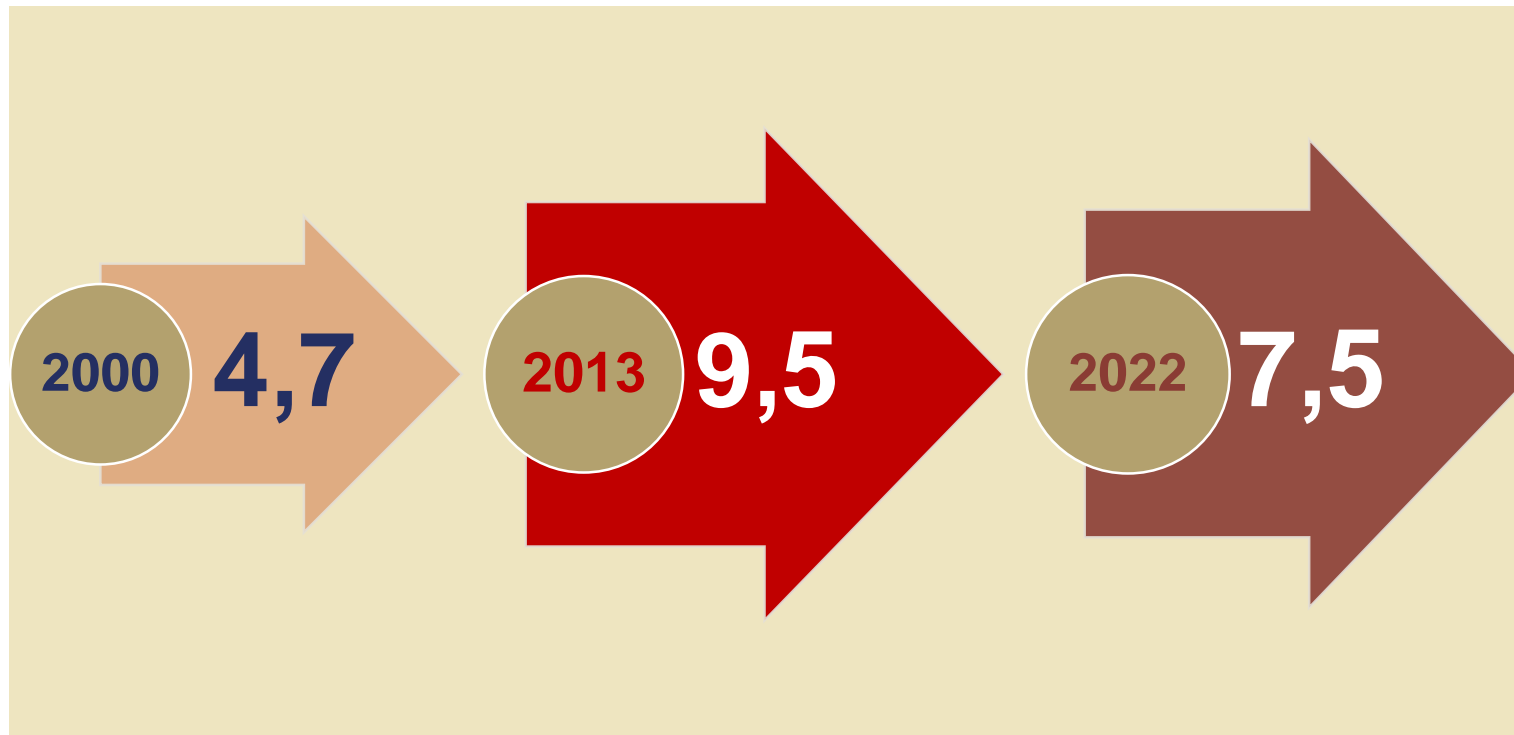
Problems with the care system



- Territorial coverage: not ensured
- Equal access: not ensured
- Long waiting lists
- Quality of care due to lack of resources
- Not meeting the needs

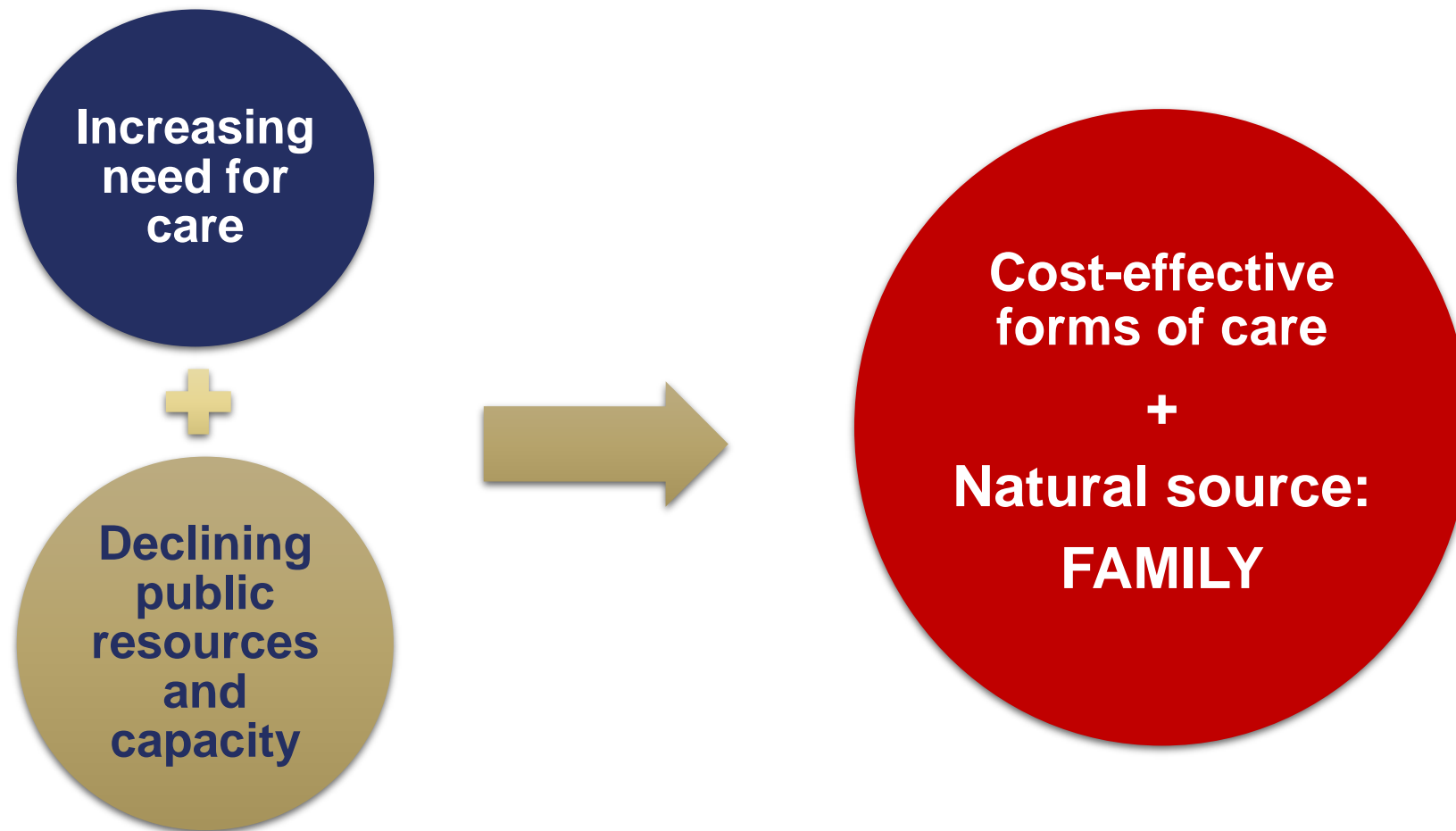
Increasing care needs - no increase in capacity

Number of old care recipient / carer in home care /day (HCSO)



https://www.ksh.hu/stadat_files/szo/hu/szo0025.html

Increasing importance of the role of family carers

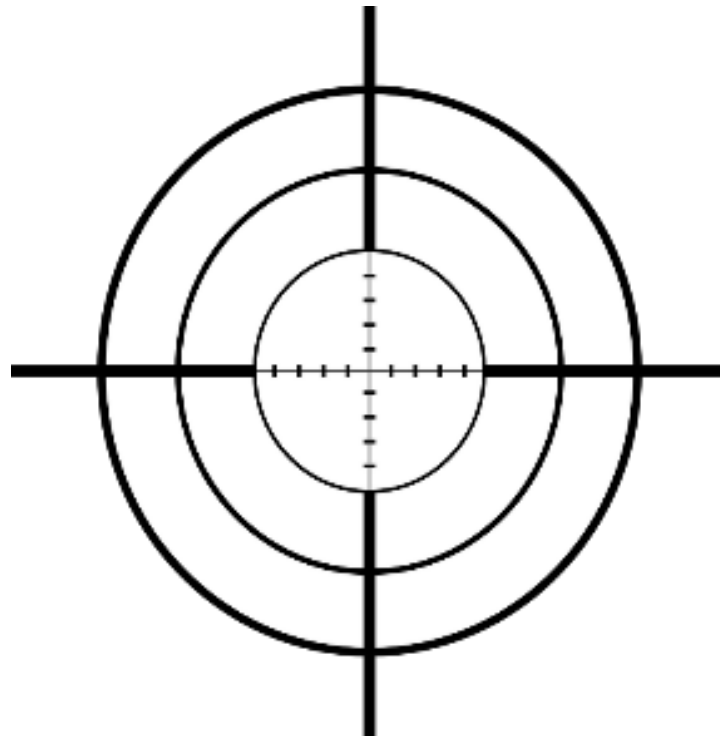


Family carers in Hungary



- **Invisible social group:**
- Few FC use social services
- Care services are not available everywhere
- **Growing number:**
currently 400,000-500,000 in Hungary

The objectives of the research



„Preventing burnout and keeping family carers in the labour market during pandemics and post-pandemic”



- Examining the relationship between **burden and burnout at work**
- Examining the relationship between **burden, burnout and COVID-19 pandemic**
- Analysing the **labour market participation** of family carers
- **Survey employers** on what **workplace measures** exist **to support** family carers

Methodology



Research background

Burden on carers of elderly relatives
2015-2018 (Tróbert)

Burden on carers of elderly relatives during COVID-19 pandemic
2020 (Tróbert – Bagyura – Széman)

Preventing burnout and keeping family carers in the labour market during pandemics and post-pandemic
2022-2024 (Tróbert – Bagyura – Széman)

Methods and samples

Mixed methods: quantitative and qualitative analysis in **3 research phases**



1. Online questionnaire



2. In-depth interview



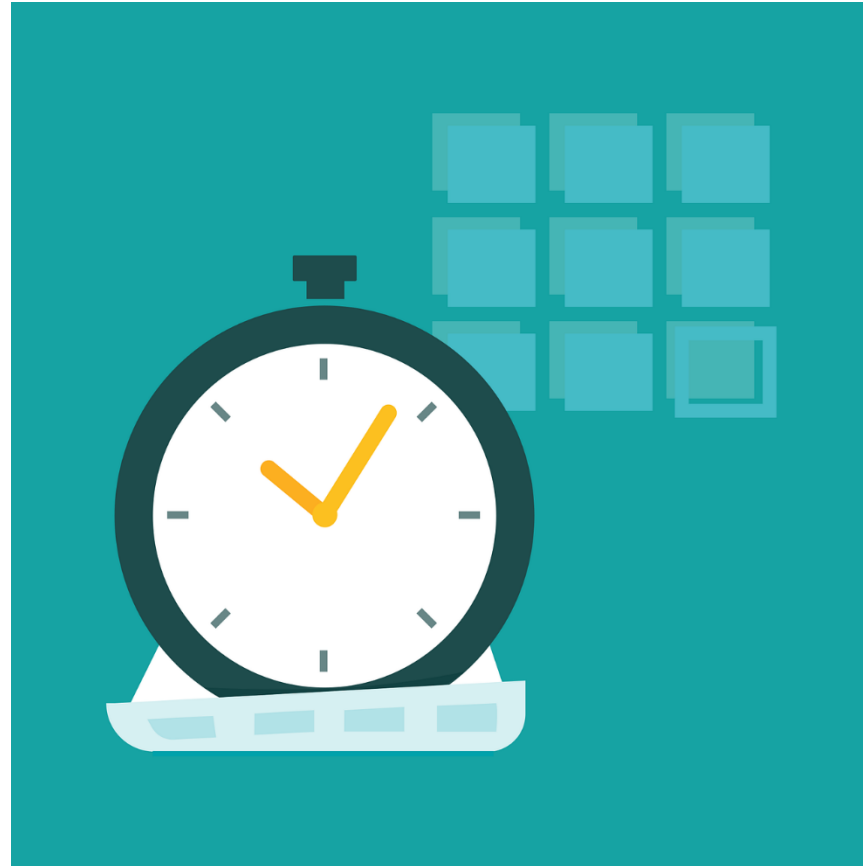
3. Focus group

Research phases	1. Online questionnaire survey with family carers	2. In-depth interviews with family carers	3. Focus group interviews with employers
Topics	<i>burden, burnout, caring conditions, demographic characteristics, Covid-19, workplace support</i>	<i>care process; workload; covid-specific problems; labour market participation; reconciling care and work; perceptions about support services.</i>	<i>existing workplace supports for family carers; support proposals, difficulties of employing family carers, assessment of risks of workplace supports</i>
Surfaces for data collection	Facebook, mailing lists, websites	those who completed the online questionnaire could apply - of them random selection	employers from all sectors - public, civil, private recruitment by phone and informal channels
Data collection	<i>17/06/2022 – 30/09/2022</i>	<i>11/2022 – 12/2022</i>	<i>10/2022 – 03/2023</i>
Cases	<i>N=1760</i>	<i>N=20</i>	<i>N=90 (15 focus groups)</i>

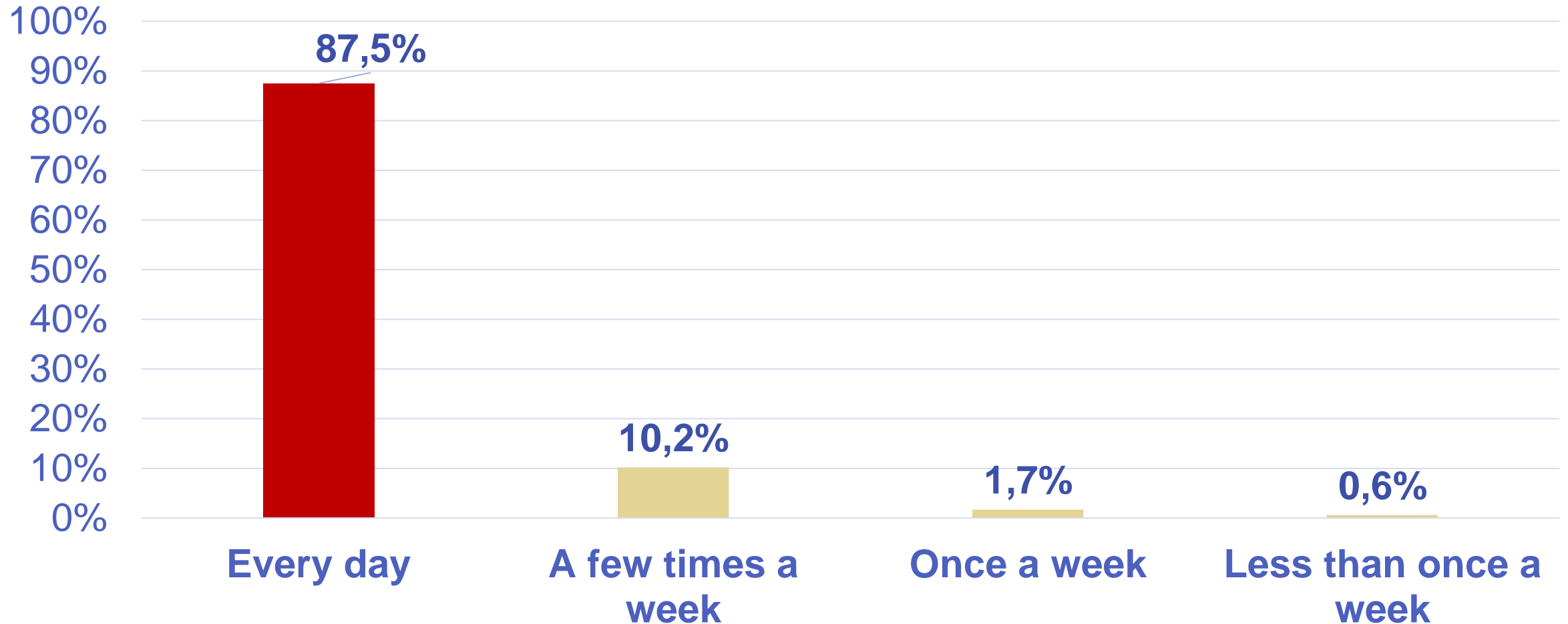
Key elements of the care burden



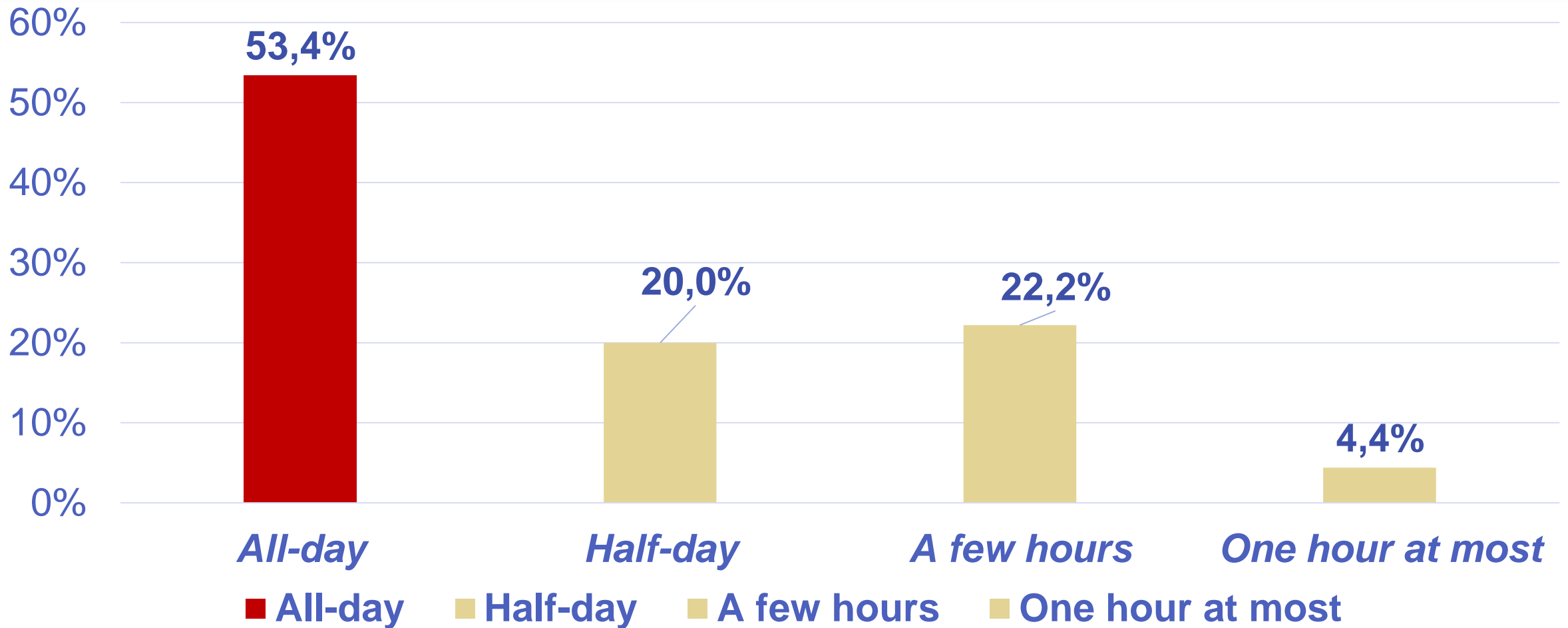
Objective burdens



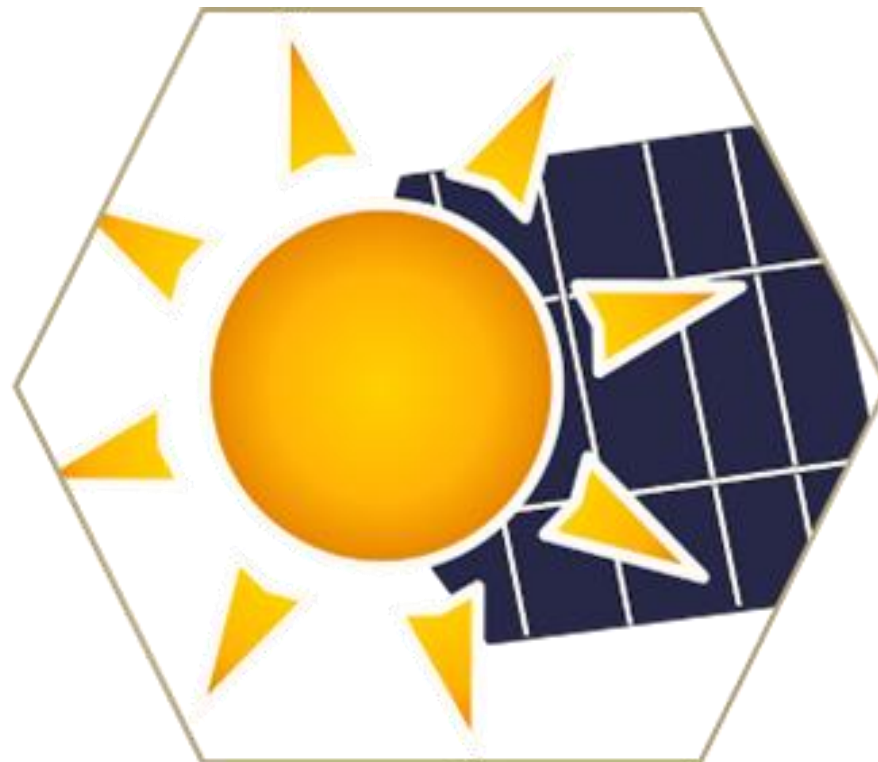
Frequency of caregiving (2022, n=1740)



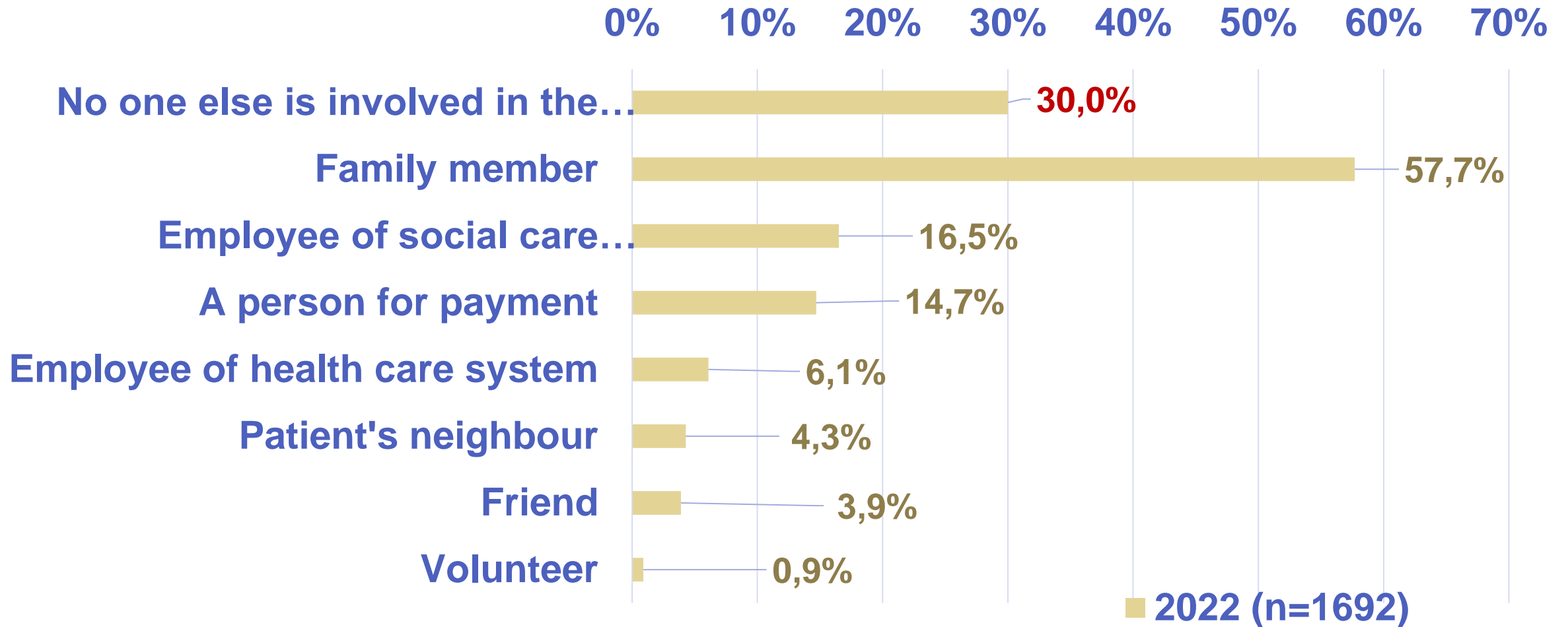
Time spent with the cared-for (2022, n=1736)



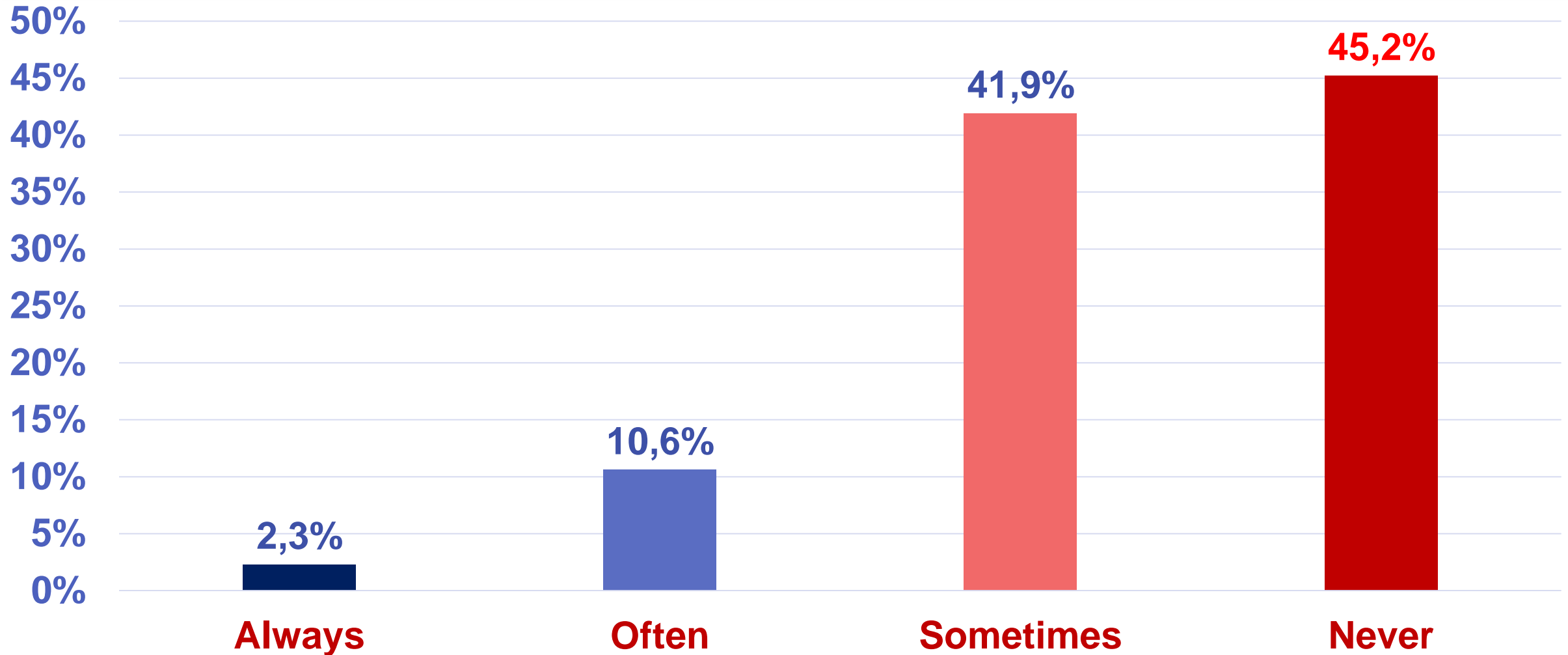
Resources



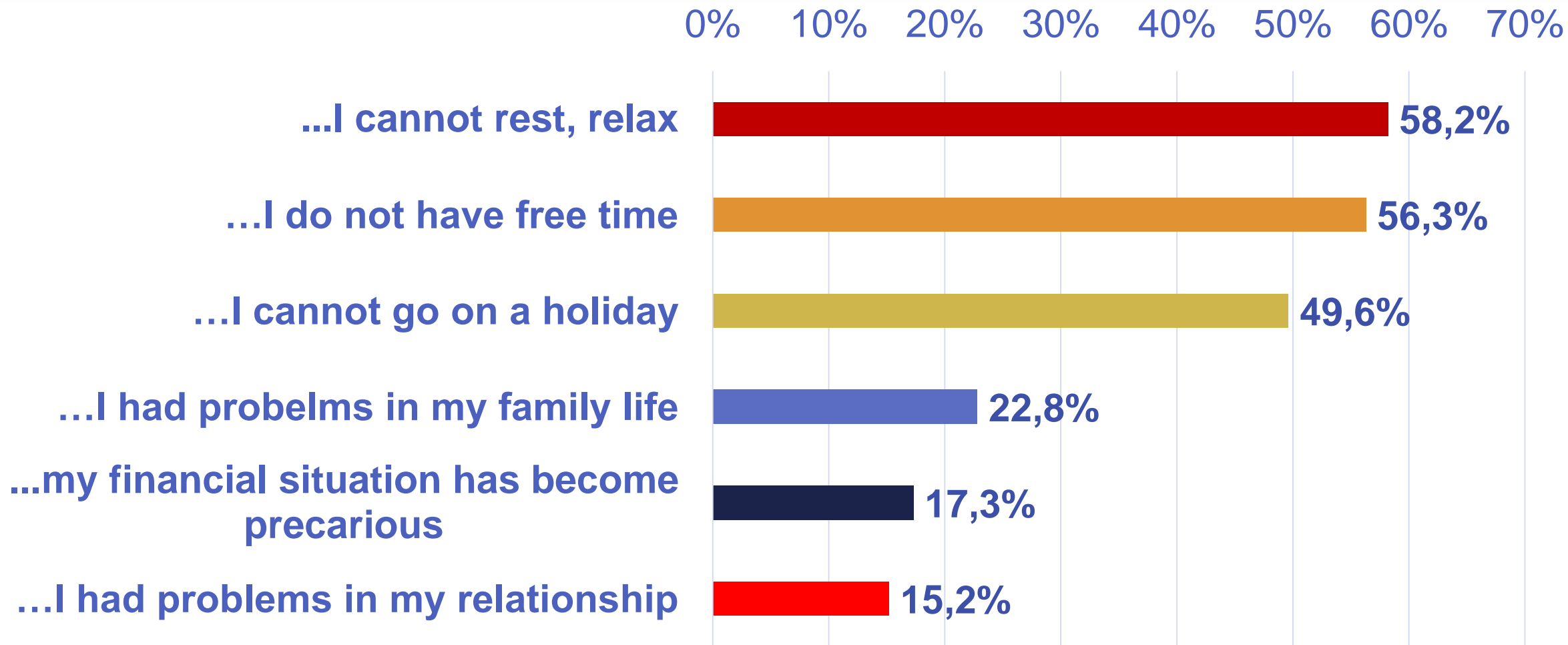
Other people involved in the care of the patient



„Do you feel well supported by health and social services?” (2022, n=1693)



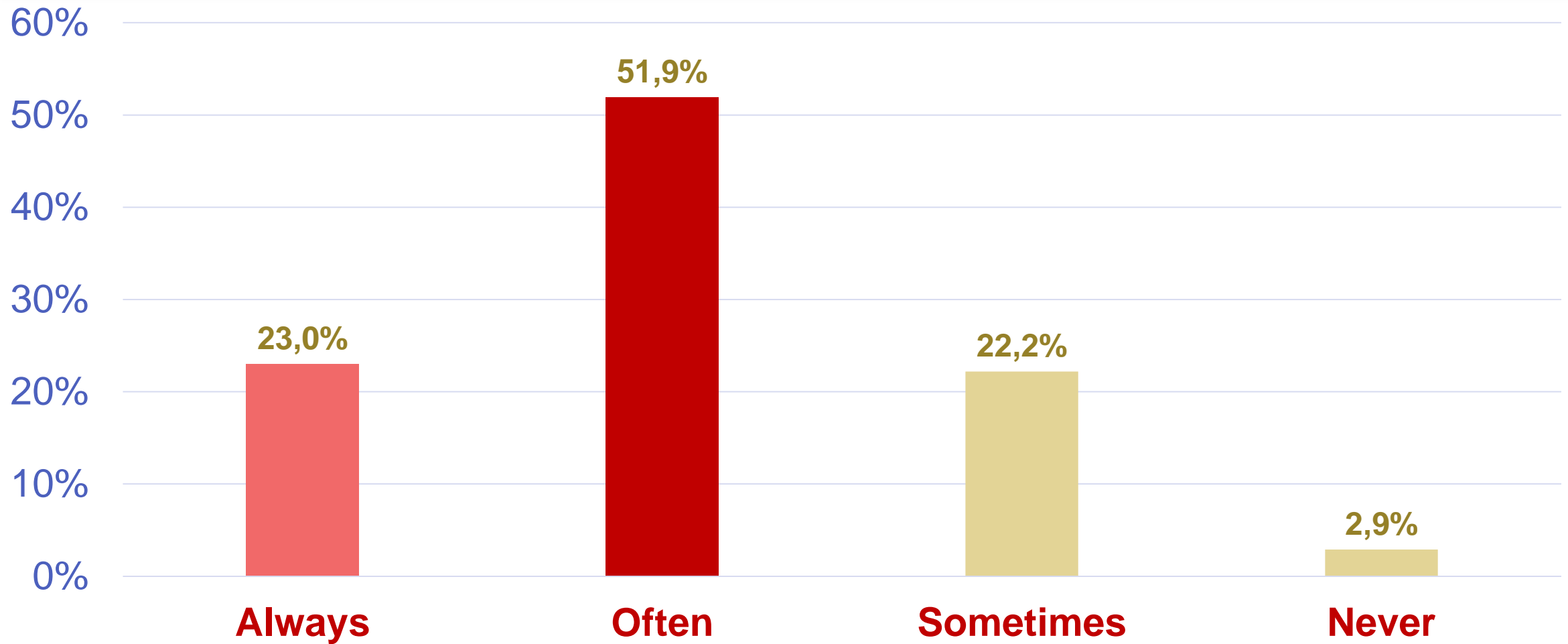
Impact of carer responsibilities: Because of the care responsibilities... (2022, n=1446)



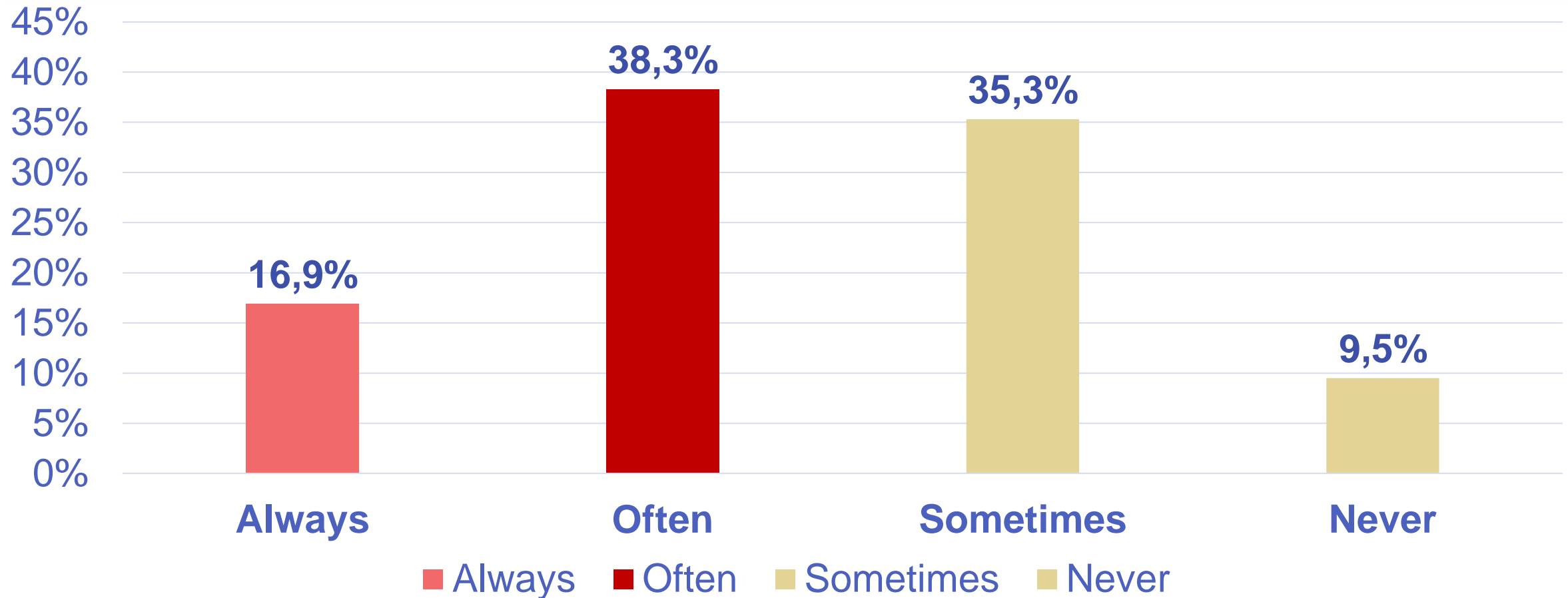
Subjective burden - internal experience of the care situation



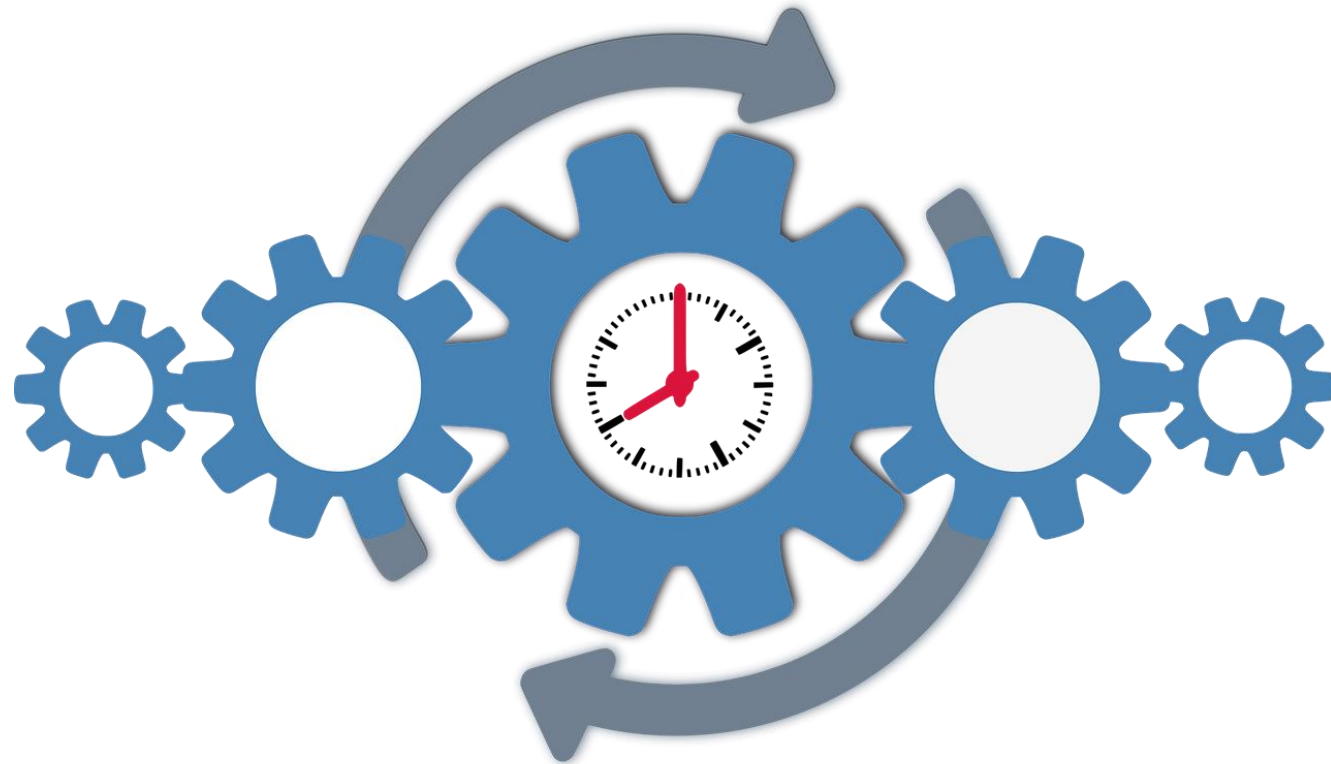
Carers find caregiving too demanding (2022, n=1720)



Caregiving has a negative effect on the emotional well-being

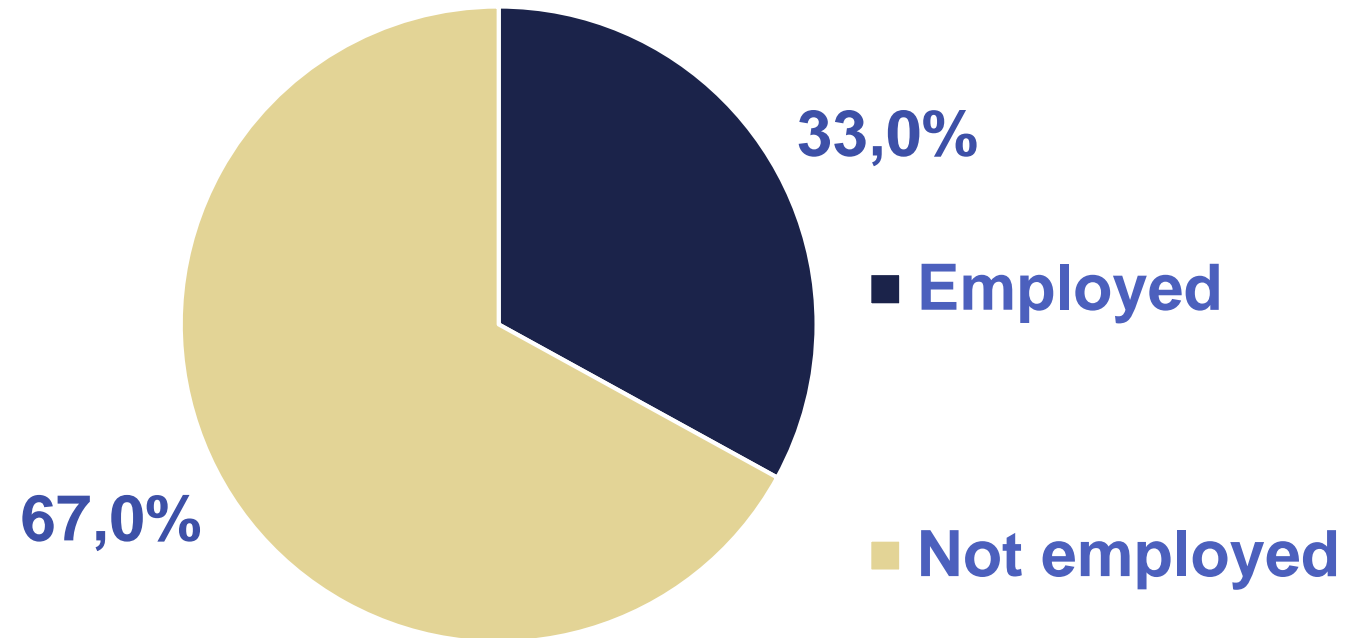


Caring and working



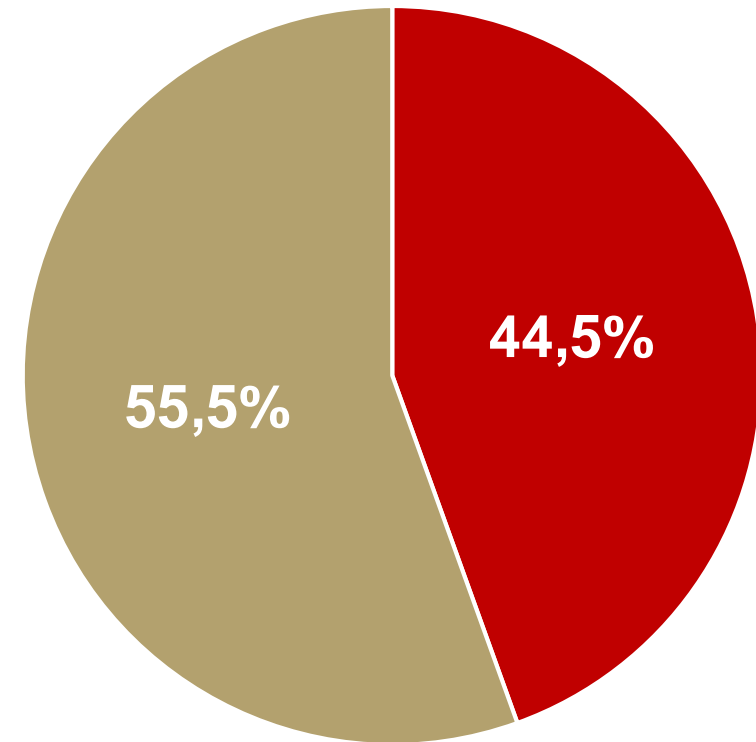
Employment (2022, n=1353)

Current employment, n=1353

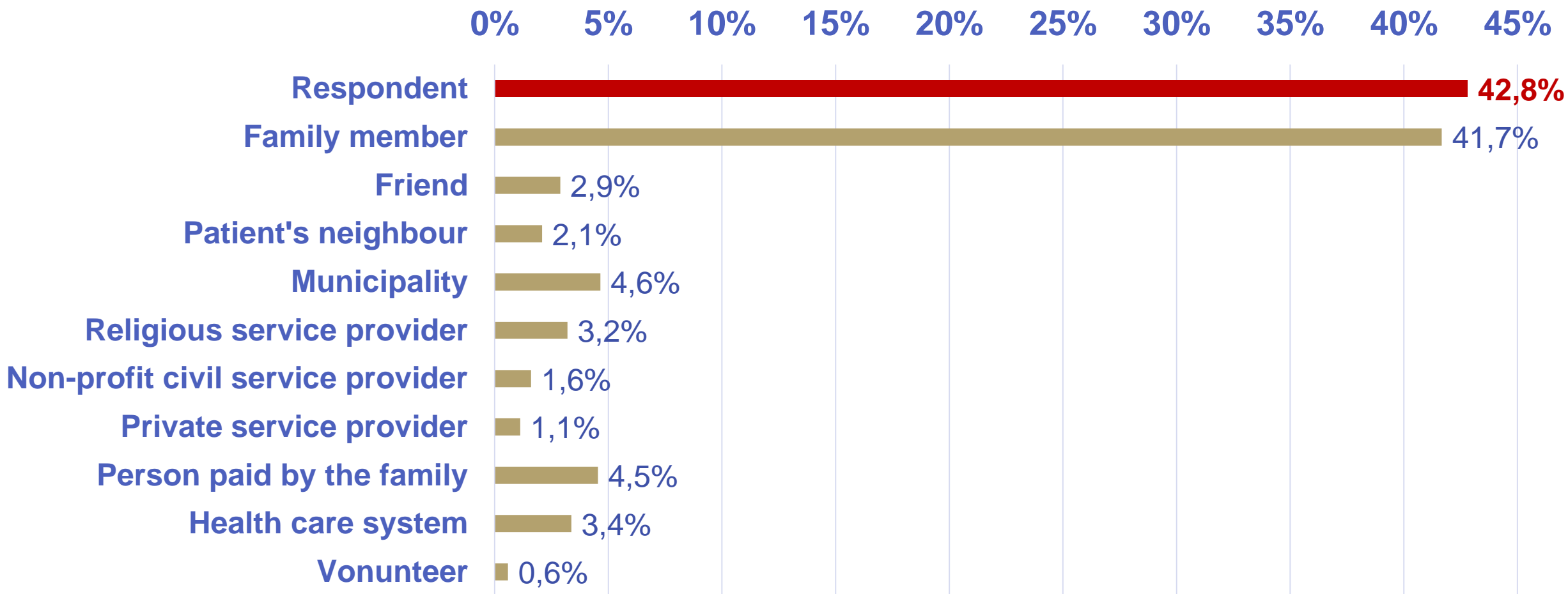


Has the respondent undergone a coronavirus infection? (2022, n=1219)

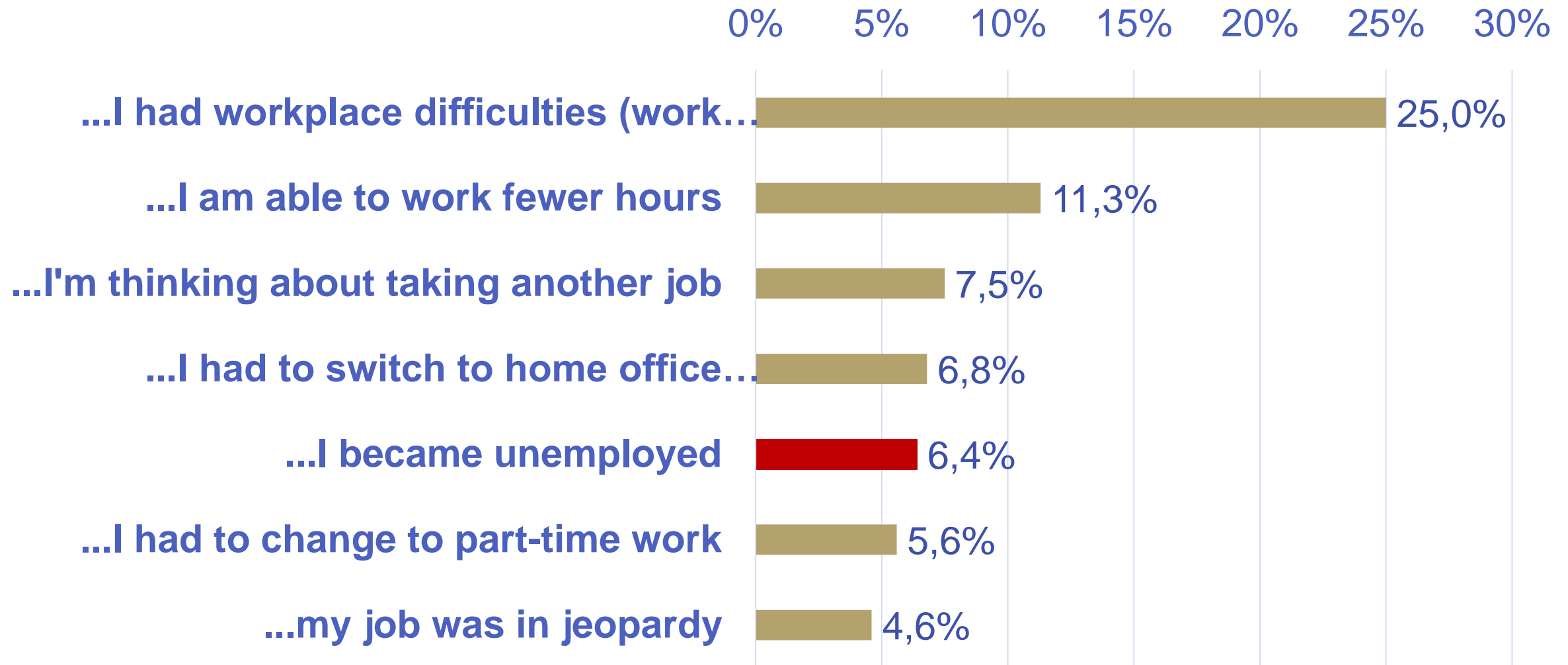
- Underwent a coronavirus infection
- He has not had a coronavirus infection



Who was providing the care at the time of the respondent's coronavirus infection? (multiple choice, responses n=682)



Because of the care responsibilities...(2022, n=1446)



Employer's support

- **Only 35%** of respondents **found their employer's attitude toward the caregiving process to be rather supportive**
- **Those who receive more employer support in the caregiving process are less likely to experience negative emotional and physical impacts of caregiving**
- **Employers mentioned two areas most often as possible interventions to support family elderly caregiver-employees:**
 - **optimising the work environment**
 - **the need for internal resources.**

- **Optimising the working environment** includes measures such as: home office, possibility to change jobs in certain areas, flexible working hours or more time off.
- **The workplace was mentioned as an internal resource**, as a caring environment, including solidarity, mutuality, trust, and support for psychological well-being.
- They also **mentioned the expansion and development of the long-term care system for the care of the elderly**.
- **To a lesser extent, the measures directly concerned benefits for family elderly caregivers**, such as employer packages (cafeteria) contributing to various health and private health care benefits or even direct medical care.
- **To a lesser extent than the above, direct benefits in kind and material allowances or relief from burdens were included**, whereby the employer provides a material allowance or time off for the family elderly caregiver's employee within the limits provided by law.
- **The provision of information, on-the-job training, and legal regulation were the least frequently mentioned in the focus group surveys**.

Summary



Summary

- In the sample examined, the **level of burden is significant.**
- **COVID-19: experience of increase of burden** and increase in caregiving time and the experience of negative effects of caregiving
- **More than 45% feel: never receive adequate support from social and health care systems.**
- **Just over a quarter of the sample had claimed home help.**
- **Service improvement is a priority in the area of prevention: a stronger perceived support reduces the negative effects of care.**
- **Possible interventions to support family elderly caregiver-employees: optimising the work environment and the need for internal resources.**

Current research and our plans

Opportunities for cooperation

Ongoing research: Burnout (all profession) – more than 3500 respondents

Future researches (2025):

- Relationship of formal and informal carers
- Network of family caregivers
- Carer-friendly workplaces - Employers' attitudes toward family caregiver
- ICT - Innovations in care

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Thank you for your attention!

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