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International Comparison of Social Support Policies on Long-Term Care in Workplaces in Aging Societies

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Abstract

A decrease in the working-age population in aging societies causes a shortage of employees in workplaces due to long-term care (LTC) needs for family and relatives as well as longer working hours or overtime among those remaining in the workplace. We collected and analyzed literature and guidelines regarding social support policies on LTC in workplaces in seven countries (Canada, France, Germany, Japan, Sweden, the UK, and the USA) to propose an effective way of occupational health support for those in need. Our analysis indicated the existence of a system that necessitates the public assistance mechanism of providing occupational health to those in need. Additionally, requests of informal care priority, employees tended to request to non-family members under the current occupational health system. On the other hand, the health management of employees as

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