

Turnover intention among Belgians homecare professionals and the impact of COVID-19 crisis

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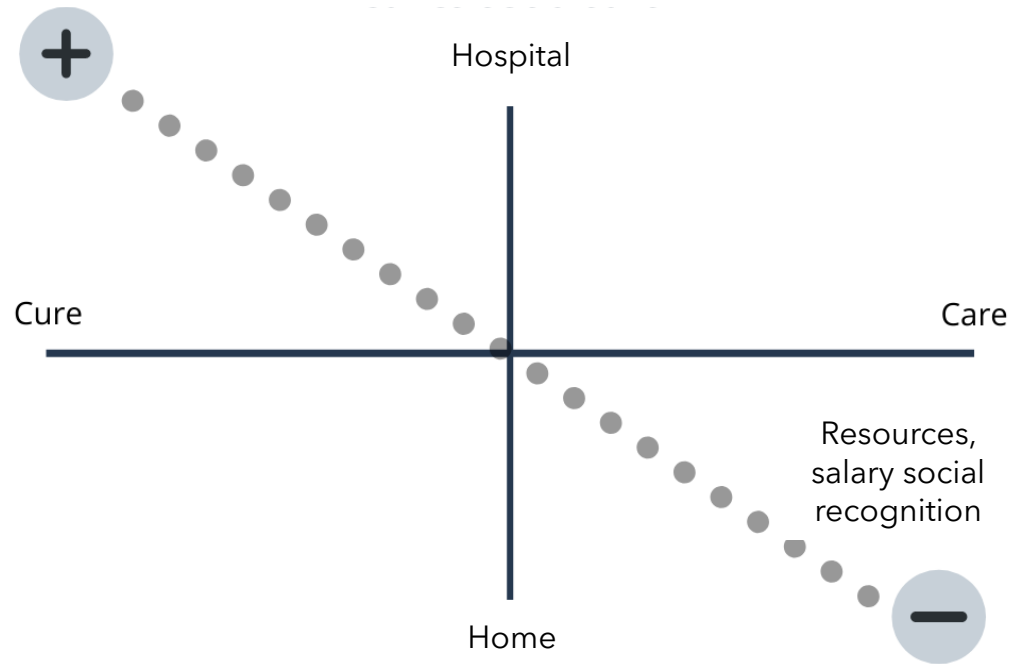


Studies in IPSY on the pandemic crisis, February, 25 2021

Homecare professionals in Belgium : context

Home Health Care Jobs: In-home day care, Home Care Aides, Home Health Aides, Nurses

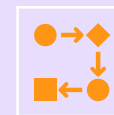
The logic of devaluation of the health and care professions



Essential element in the chain of help and care



Persistent lack of recognition



Exceptionally high turnover rate (31,7%)

Aim:

Analysing the specificities of the homecare sector

- Risk factors for intention to quit and turnover
- Factors favouring "sustainable" work for nurses working at home
- Impact of the COVID-19 crisis




Notions


- Psycho-social risk factors at work
- Workability
- Family-work/Work-Family conflict

Research: Methodologies

1 - Analysis of risk and protective factors predicting intention to quit and workability

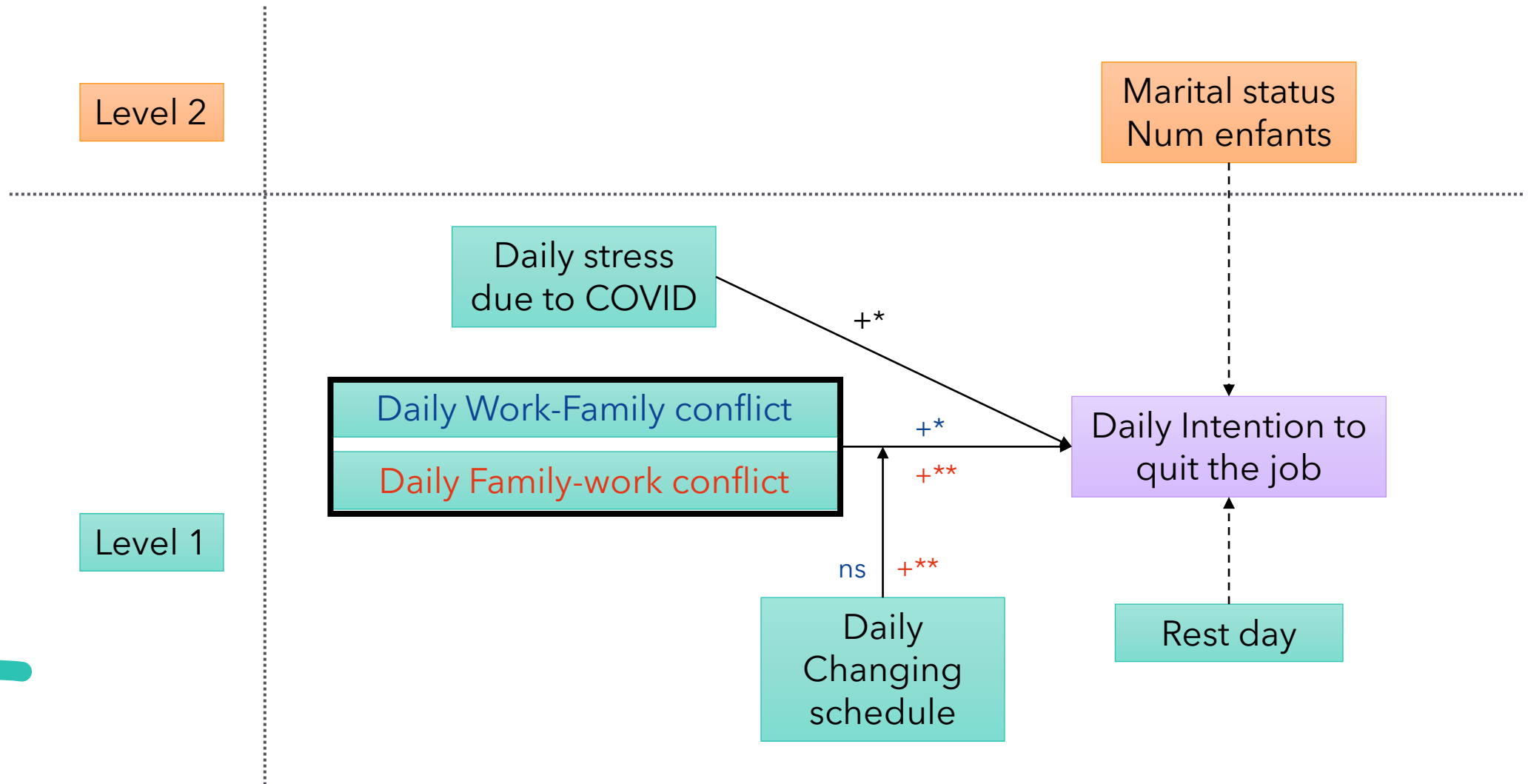
- Longitudinal
- Large questionnaire
- T1 \approx T2 (+ COVID related questions)
- T1: N = 642 (RR = 53,3%)
-  16 teal person icons and 2 orange person icons
- T2 : N = 536 (ends Feb. 28, RR > 46%)

2 - Evaluation of work-life balance activities and their impact on the intention to quit

- Diary study
- Baseline + 7 days
- Short questionnaire
- $N_p = 37$ participants (RR = 77,1%)
-  16 teal person icons and 4 orange person icons
- $N_q = 258$ questionnaires

Preliminary and partial results (Diary study)

Mixed-effects ML regression (STATA)
Level 1: days, nested in:
Level 2: participants



Research impact

Applied:

Recommendations for

- Organisations
- Trade unions
- Homecare professionals

→ Improving working conditions and the effectiveness of care and support, also learning lessons from the crisis

Fundamental:

- Occupational health with gender & intersectional perspective



Thank you for your attention!



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