

Demographic change and the implications for families, work & care: a focus on mid-life

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Our insecure society: risks across the life course
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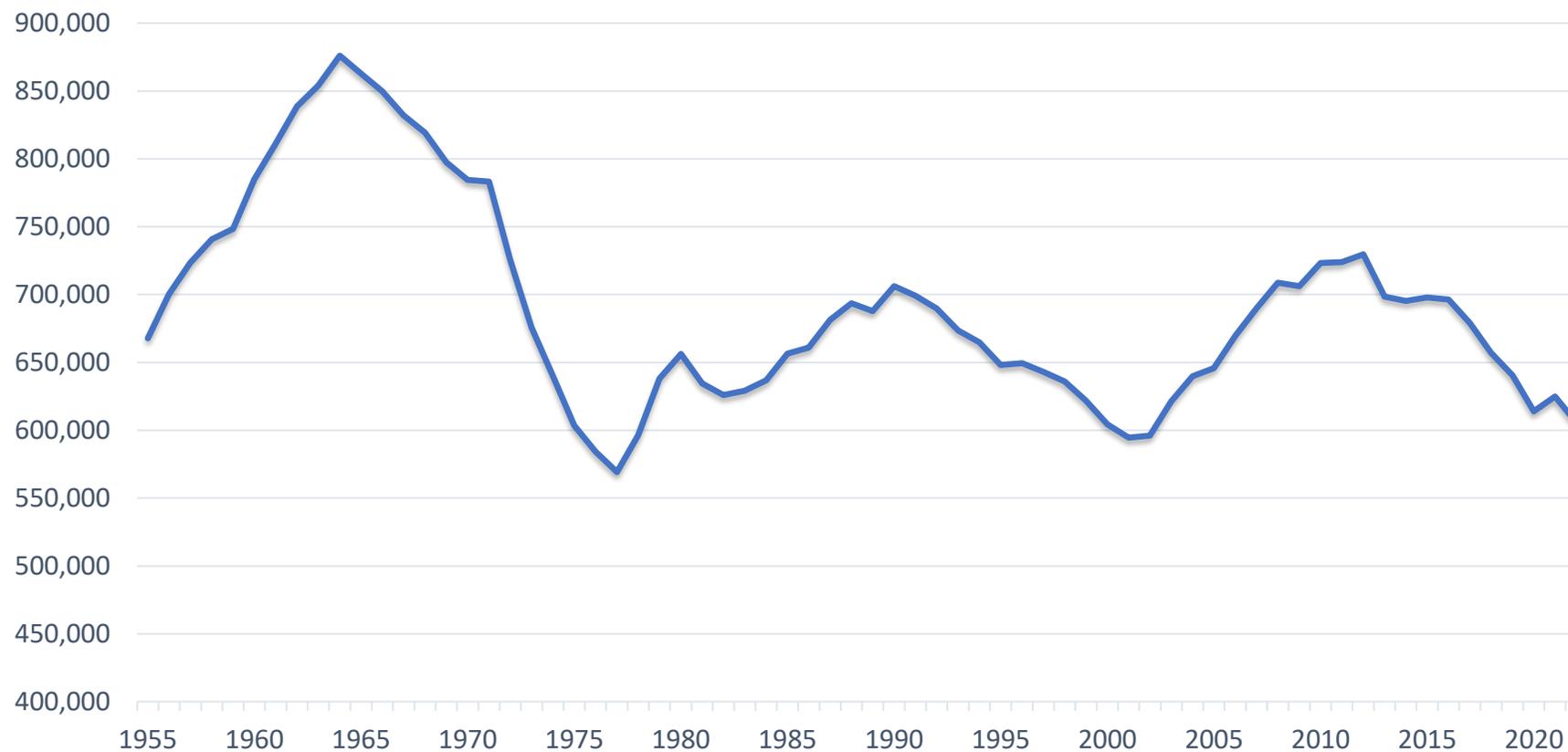
Demographic change and the implications for families, work & care: a focus on mid-life

Outline

- Recent demographic trends
 - Implications for the availability of kin
- Patterns of unpaid care across the life-course
- Combining work and care in mid-life
- A forward look
 - Demographic change and the future availability of kin to care

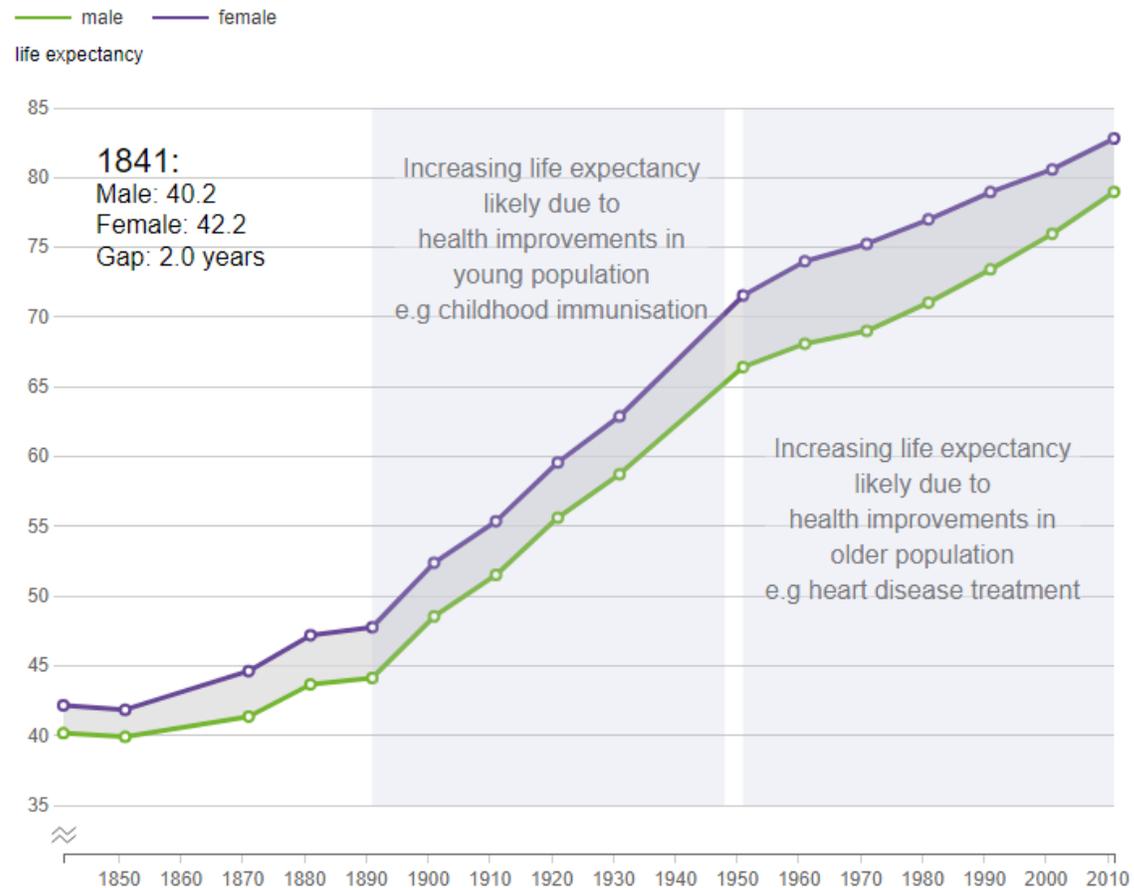
Recent demographic trends

Total births, England and Wales, 1955-2022



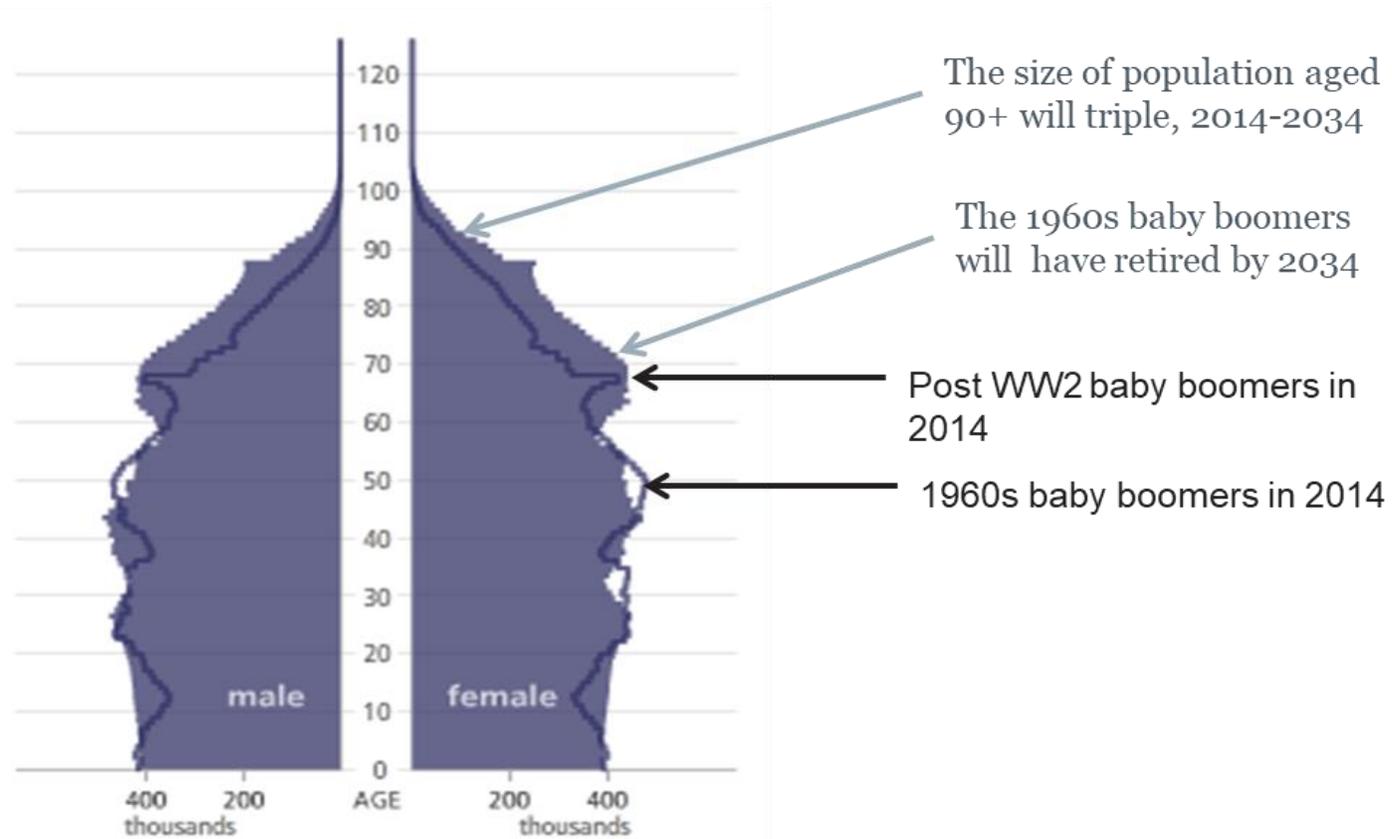
In 2011 life expectancy at birth is almost double what it was in 1841

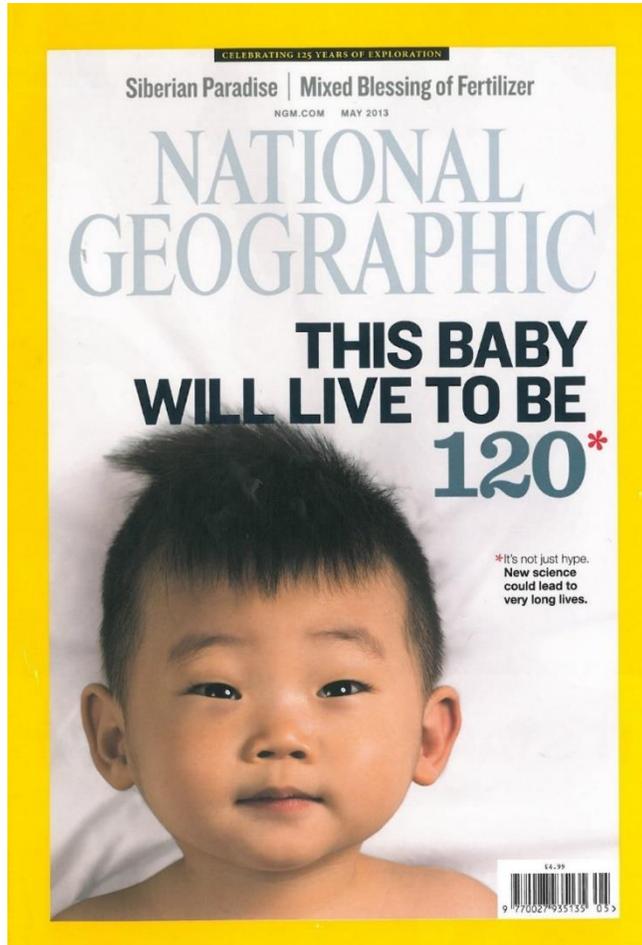
Life expectancy at birth, England and Wales, 1841 to 2011



An ageing population

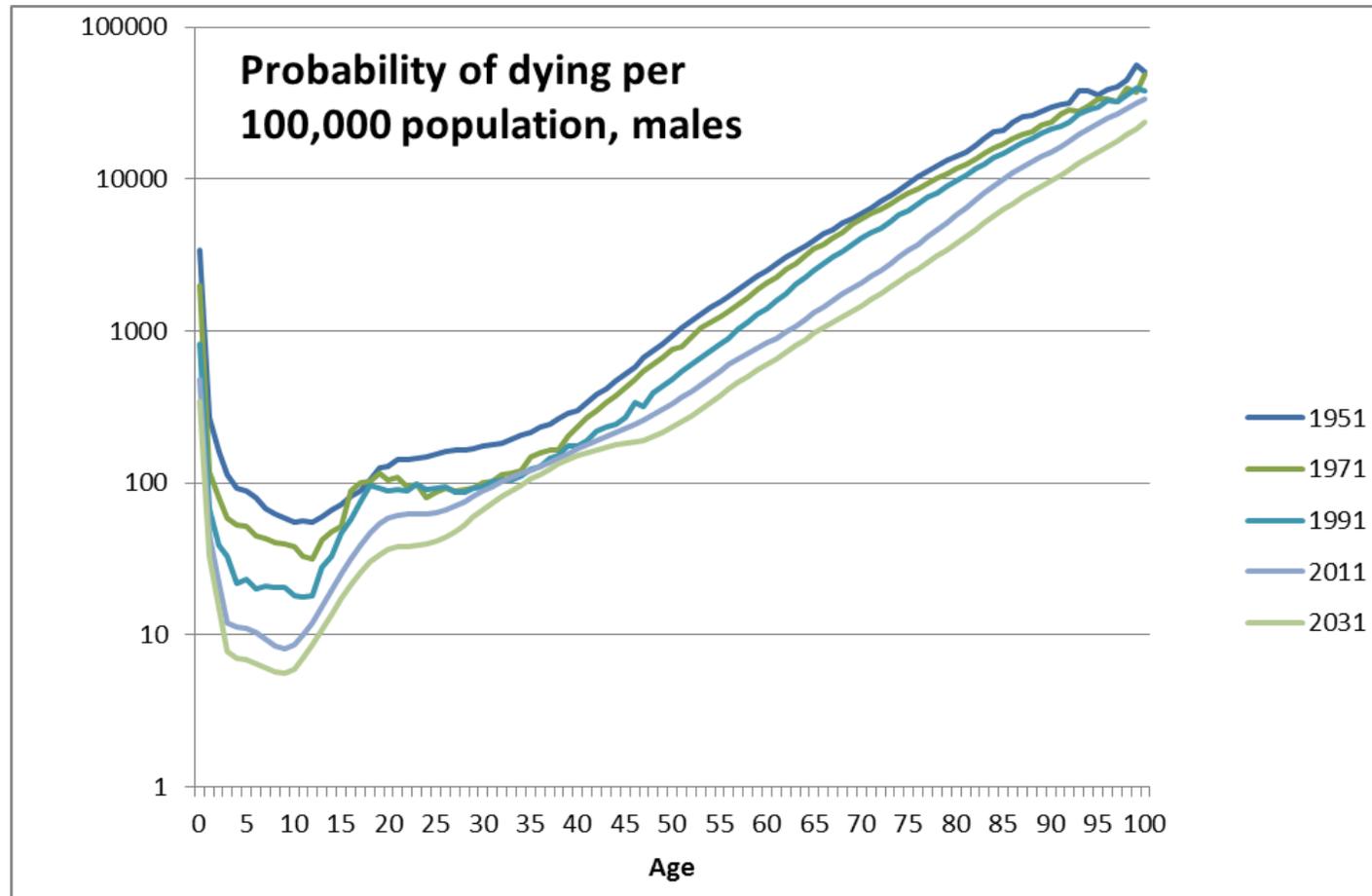
UK Age, sex pyramid 2014 (line) & 2034 (shaded)





The changing meaning of age

Changes in the age at which there is a 1% and 10% probability of dying, 1951-2031



Longer lives: rethinking the meaning of age

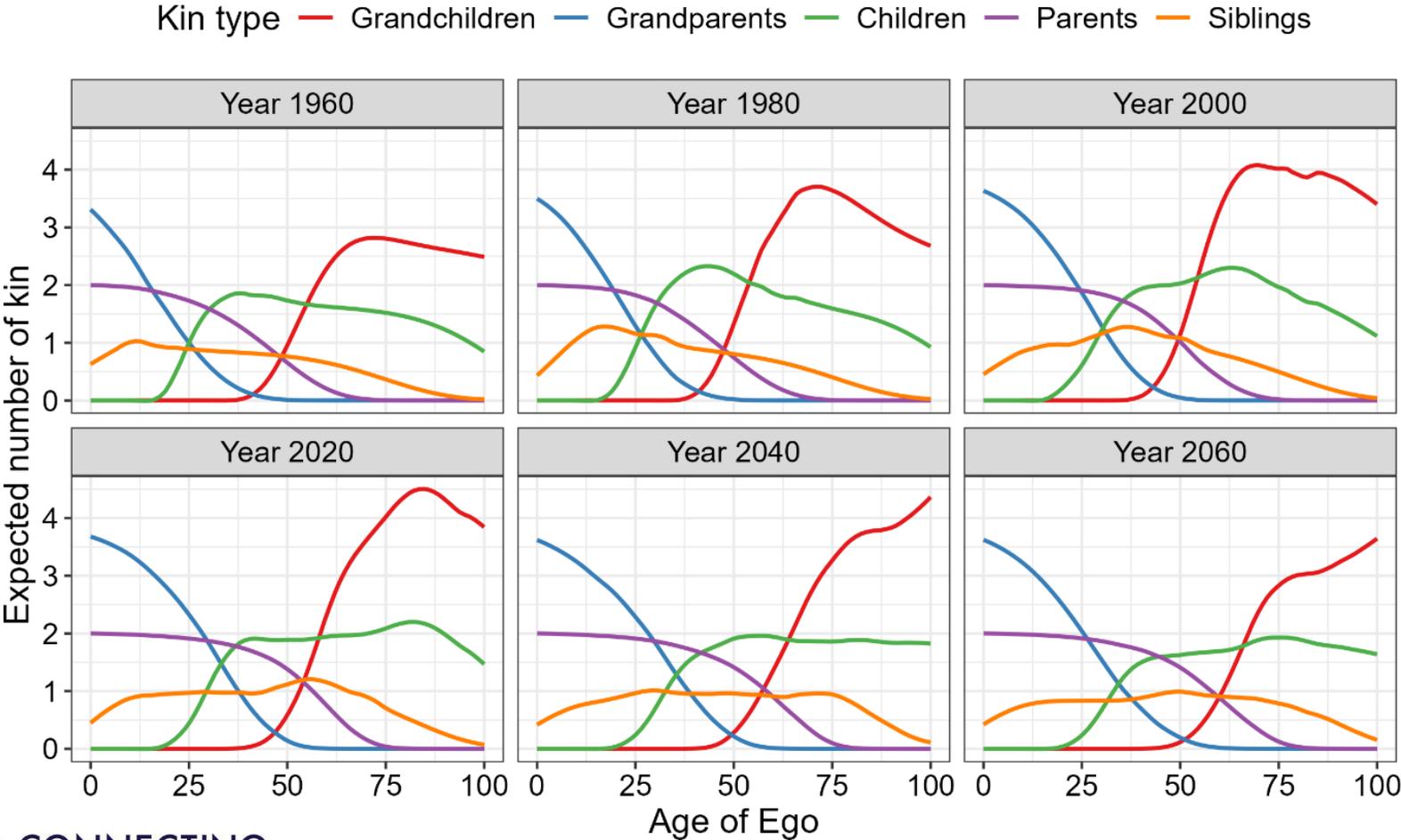
	Age at which there is 1% chance of dying	Age at which there is 10% chance of dying
Men 1951	50	75
Men 2011	62	84
Men 2021	65	87
Women 1951	56	78
Women 2011	67	87
Women 2021	69	88

For men, 65 is the new 50; and 87 is the new 75!

But big differences in life expectancy by region still remain

- In 2018-2020 lowest life expectancy at birth was in Glasgow city, 73.14 years for men and 78.28 years for women
- Highest life expectancy at birth for men was 87.74 in Westminster and for women was 87.86 years in Kensington & Chelsea
- Gap of 11.6 years for men and 9.58 years for women
- And, although life expectancy has generally been improving (except last 24 months) the gap has been widening

Changes in kinship: More years with multiple kin – longer family lives



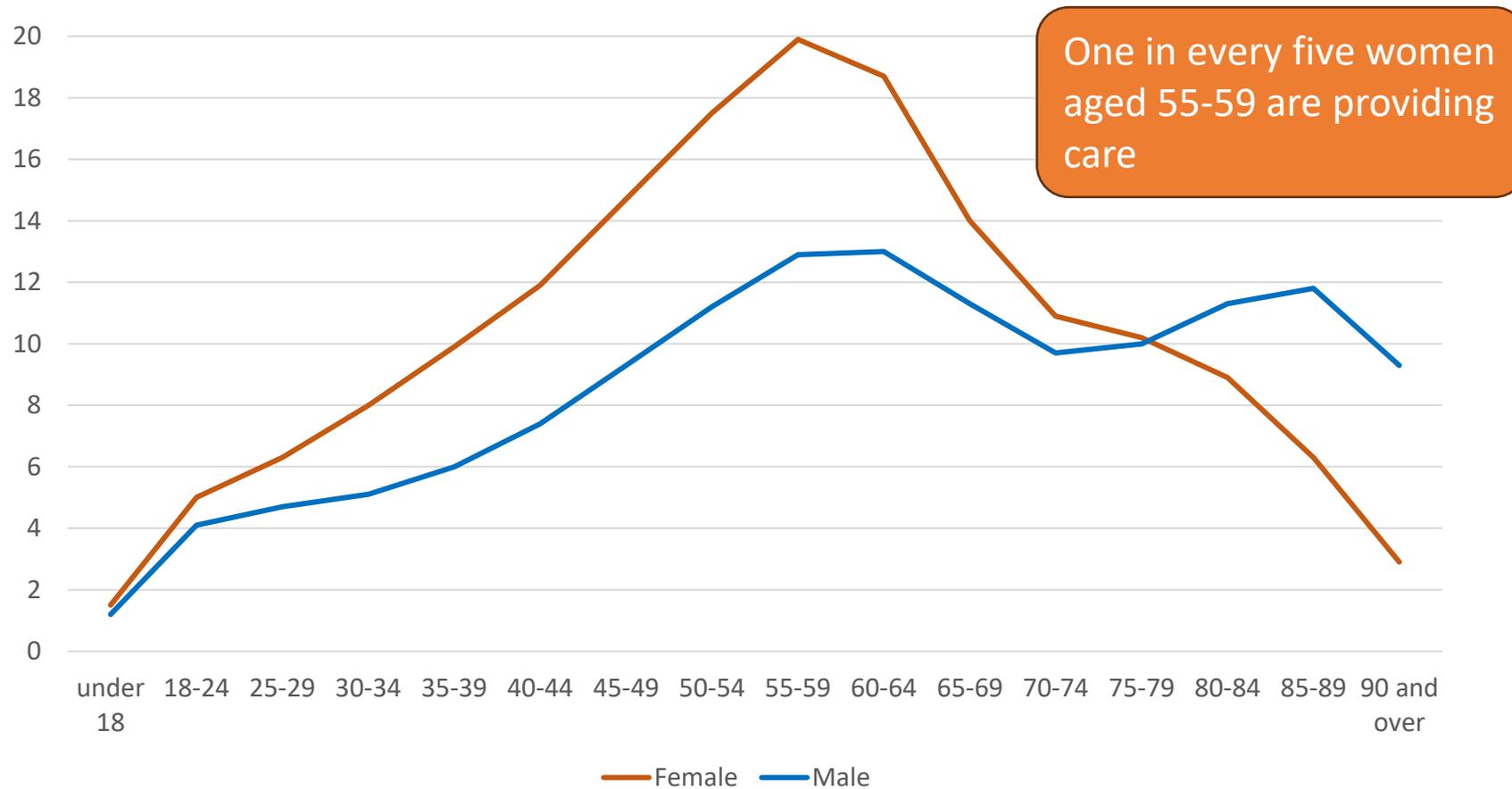
Caught in the middle - the emergence of the “double sandwich” generation.

Mean expected number of surviving kin at age 50 by birth cohort.

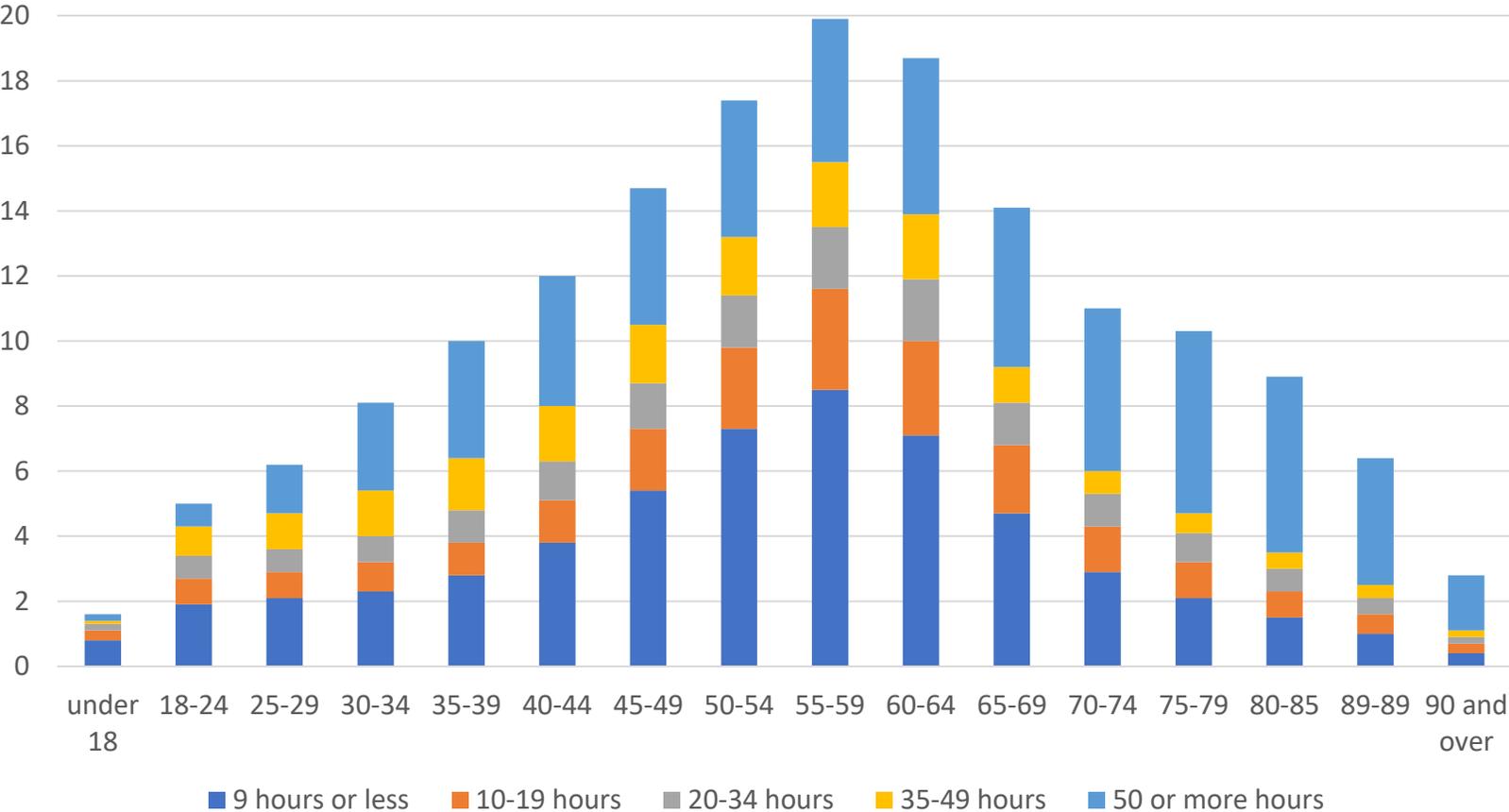
Kin type	Cohort (year of birth)		
	1938	1946	1964
Grandparents	-	0.04	0.1
Parents	-	0.9	1.3
Siblings	0.9	1.0	1.2
Children	2.3	2.1	1.9
Grandchildren	1.4	1.3	0.7

Patterns of unpaid care across the life-course

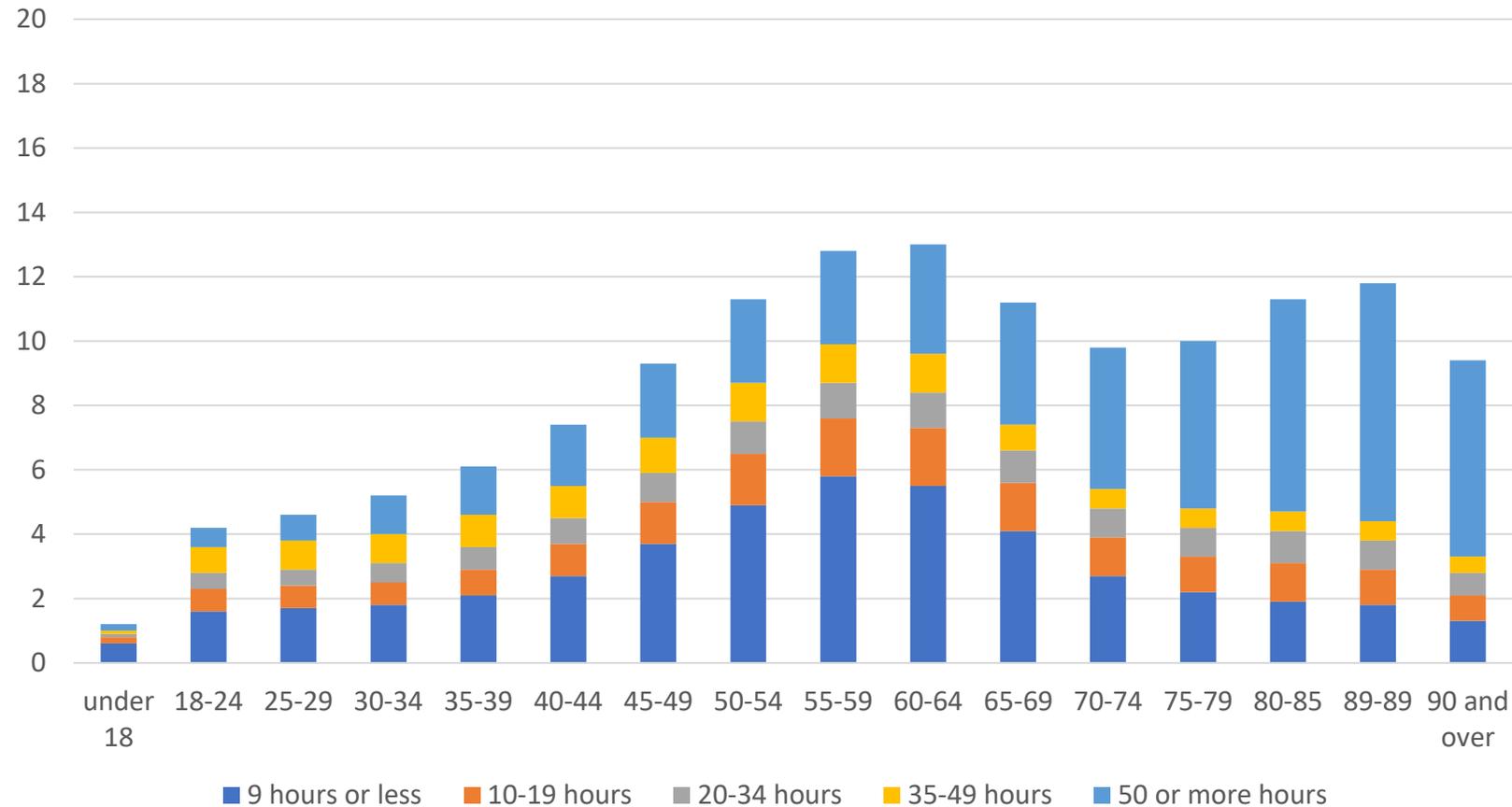
Percentage of people providing unpaid care by age and sex, 2021, England



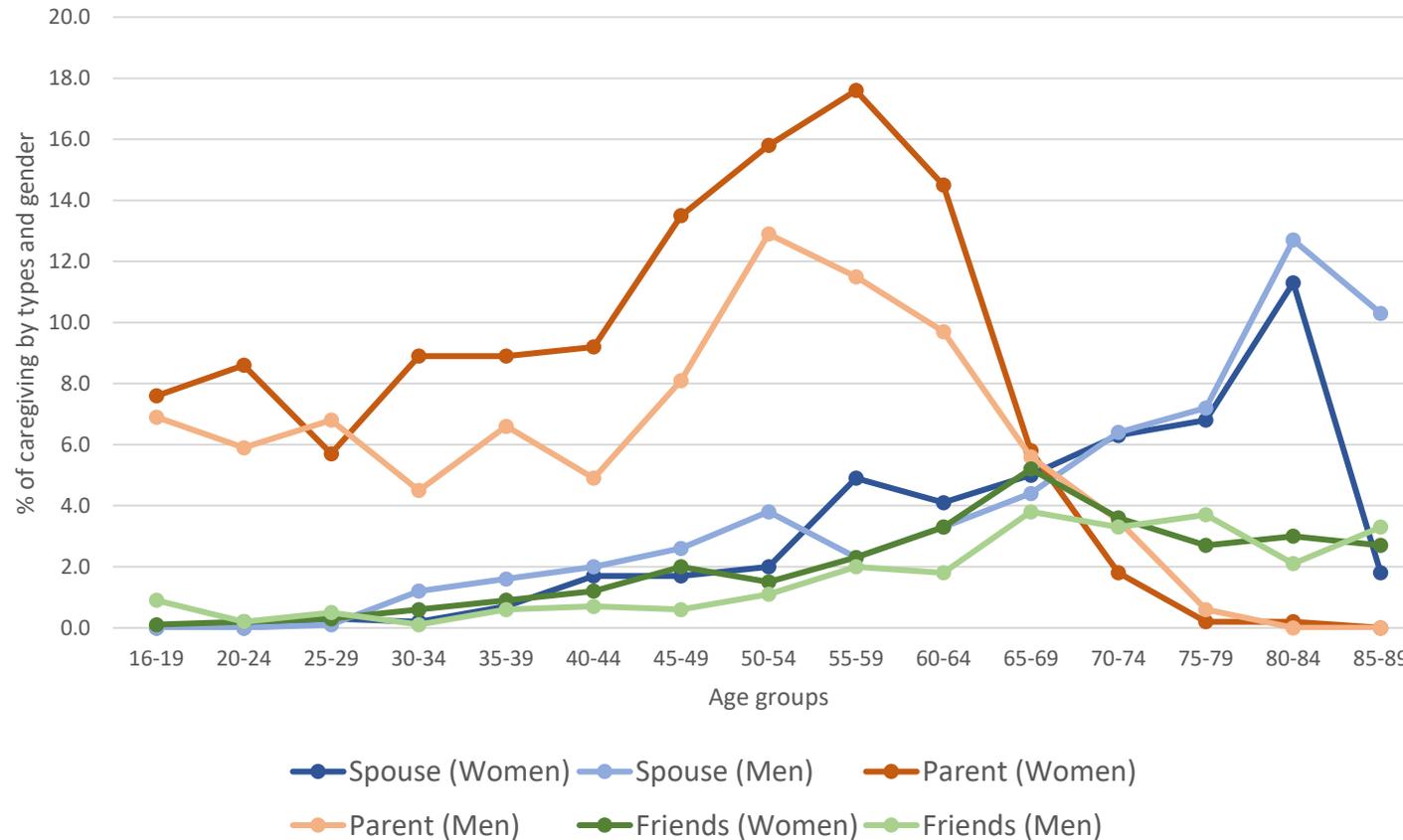
Percentage of **females** providing unpaid care by age and hours of care provided per week, England, 2021



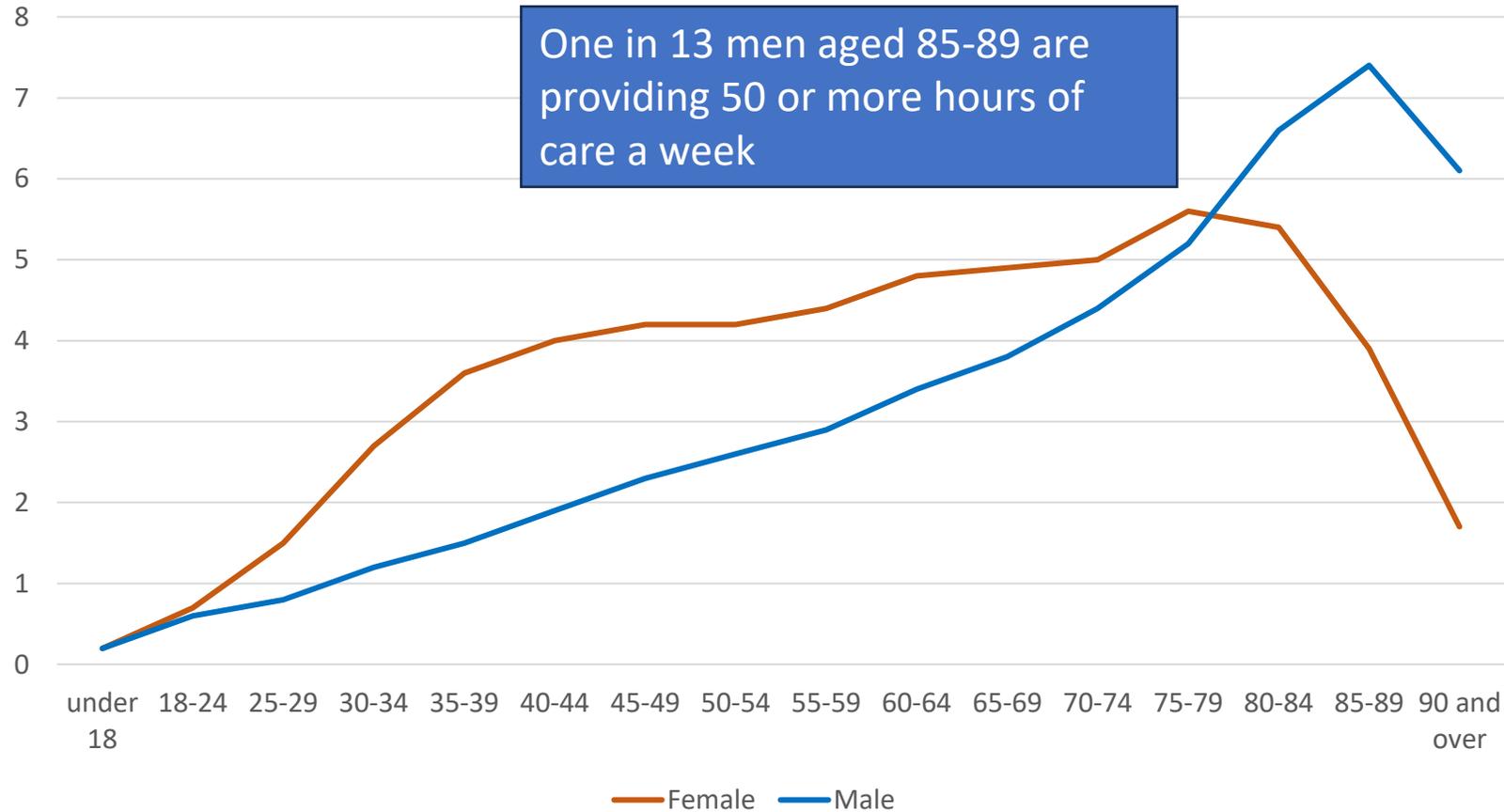
Percentage of **males** providing unpaid care by age and hours of care provided per week, England, 2021



Percentage providing unpaid care by relationship to recipient, age and sex, 2020, UK



Percentage of people providing unpaid care of 50 or more hours per week by age and sex, 2021, England



Combining work & care in mid-life

In mid-life people can hold multiple roles

- Partner
- Parent
- Grandparent
- Daughter/son
- Worker
- Carer
- Volunteer

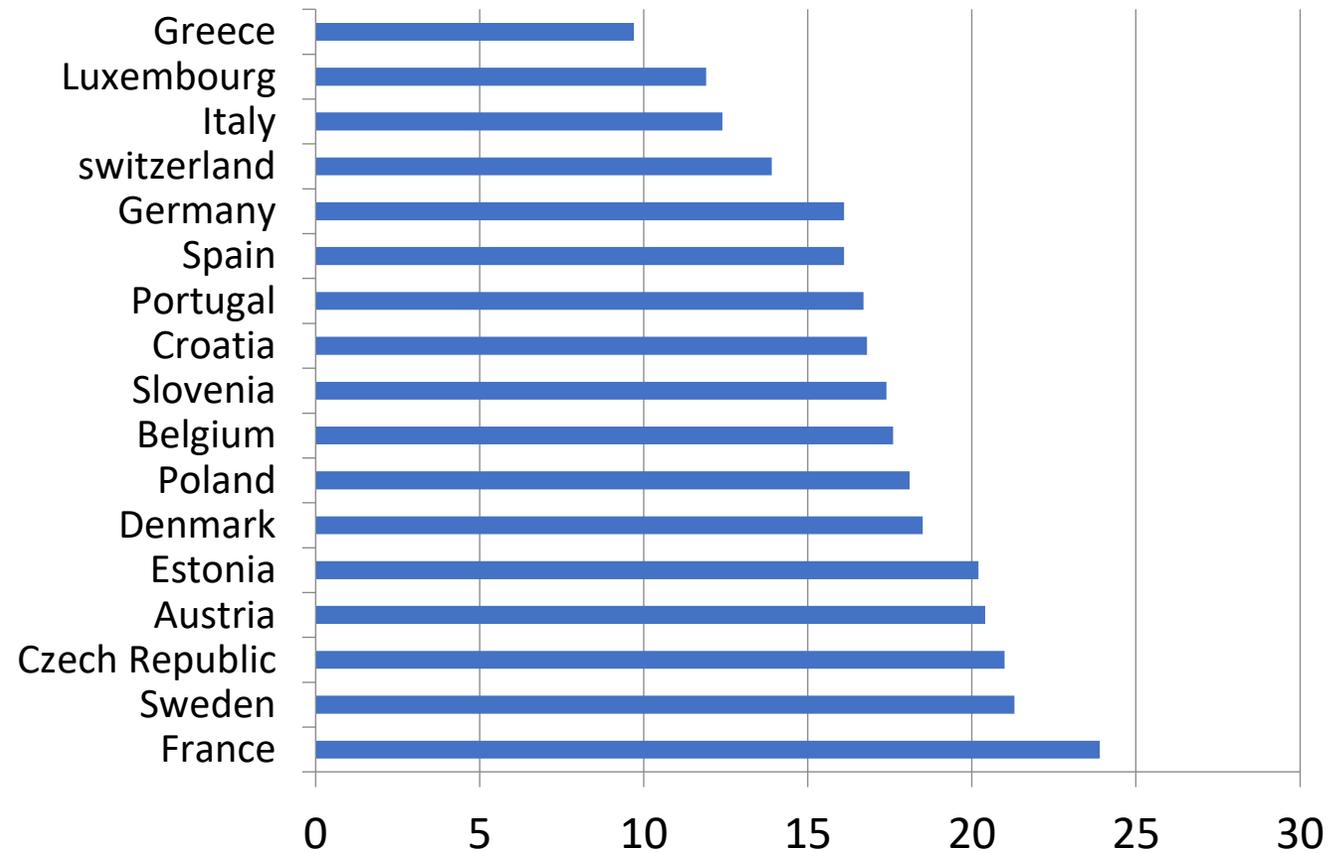
The 'squeezed middle'

Using data from NCDS at age 55 in Britain:

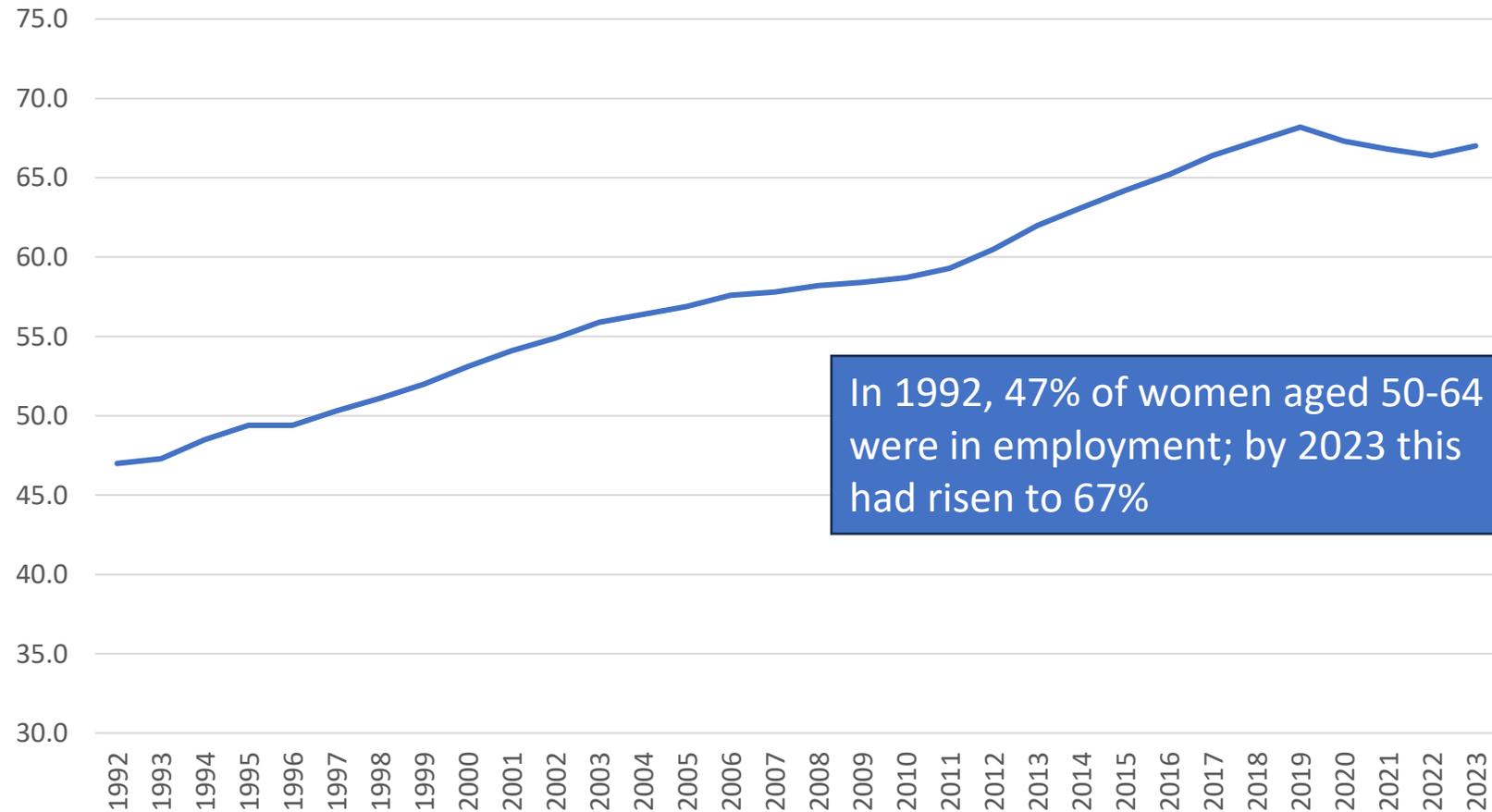
- 80% had at least one parent/parent-in-law alive
- 29% had at least one parent/parent-in-law **and** one grandchild alive, of whom:
 - 88% of men and 74% of women were in paid work
 - around half were providing care to **both** generations, and
 - one person in 20 was providing 10+ hours of care p/wk upwards **and** 10+ hours of care p/wk downwards

Many mid-lifers are “caught in the middle”

Percent of those aged 50-69 with at least one parent and grandchild alive



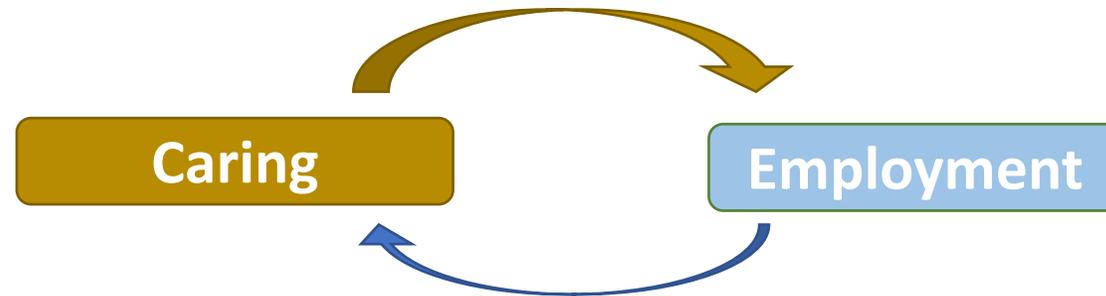
Employment rate for females aged 50-64, 1992-2023, UK



In 1992, 47% of women aged 50-64 were in employment; by 2023 this had risen to 67%

Exploring the dynamics of social care and paid work in mid-life

- Our research examined the relationship between care and work using data collected from the same people at age 50 and 55



- We investigated the effect of caring for one's parents/parents-in-law on the probability of changing status/hours in employment or stopping work altogether between age 50 and 55 and whether this varied by the **type** of support provided and the **intensity** of that support.

Exploring the dynamics of social care and paid work in mid-life

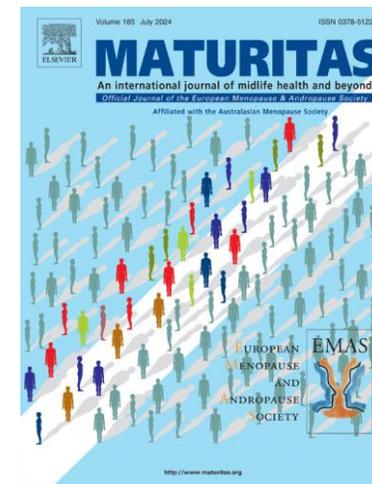
- Women providing personal care were 1.79 times more likely to stop working than those not providing care
- Men who increased their caring hours were 1.65 times more likely to stop working and increasing the intensity of care almost doubled the risk of leaving employment among women.
- Facilitating women and men to combine paid work and parental care in mid-life will be increasingly important in the context of rising longevity.
- If you want to read more see GOMEZ-LEON M, EVANDROU M, FALKINGHAM J, VLACHANTONI A. The dynamics of social care and employment in mid-life. *Ageing and Society*. 2019;39(2):381-408. doi:10.1017/S0144686X17000964



Other factors may also influence work-life balance in mid-life

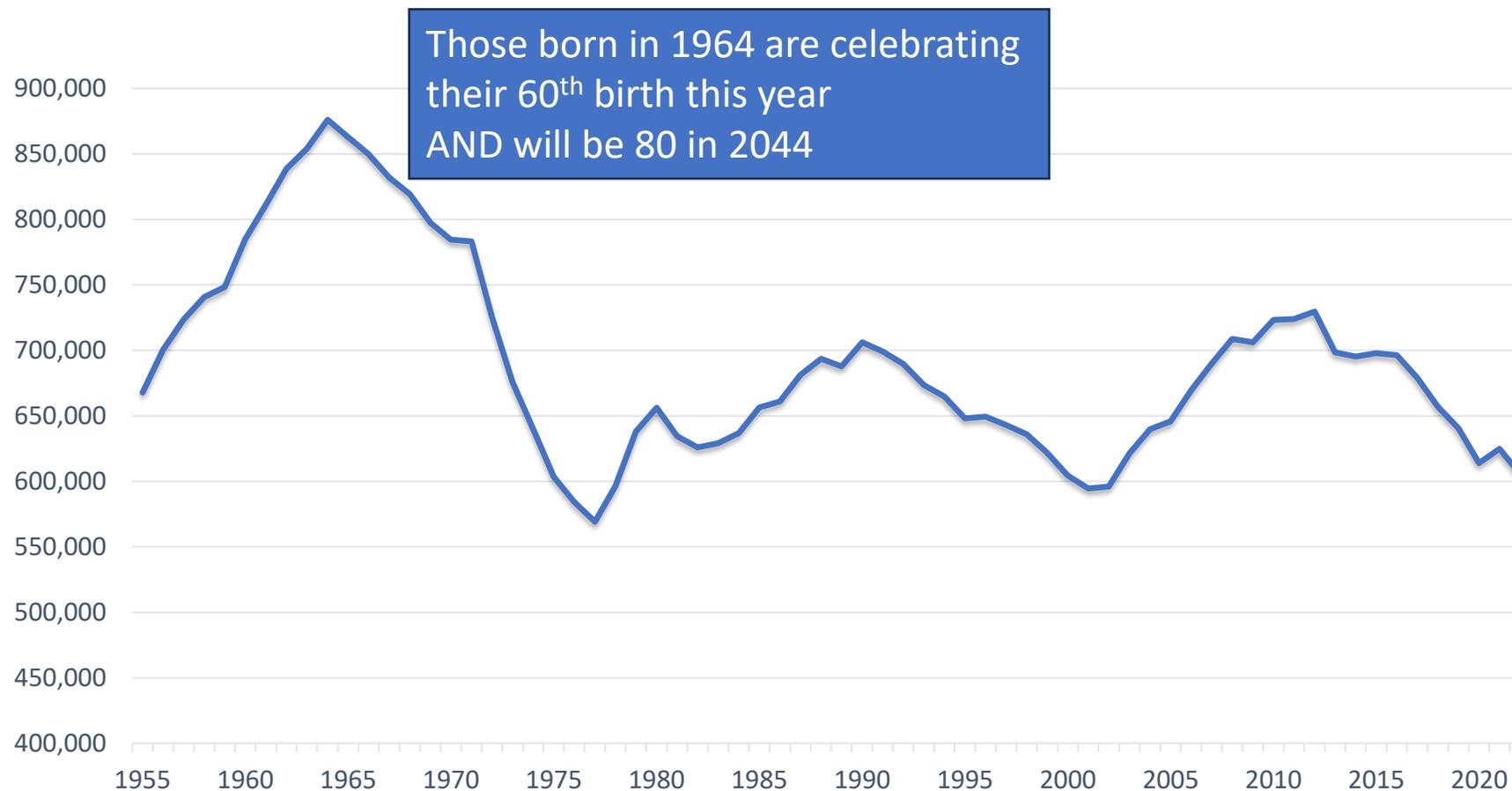
Menopausal Transition and change in employment

- 53.5 % of employed women at age 50 reported at least one severe menopausal symptom.
- Women with severe symptoms had a significantly higher chance of exiting employment (1.43, 95 % CI = 1.11–1.84) or reducing their working hours (1.23, 95 % CI = 1.02–1.48) by age 55 than those with no symptoms at age 50
- The strength of the associations varied according to the women's HRT usage and their partner's economic activity.
- Menopausal symptoms can pose obstacles to some middle-aged women in terms of remaining in employment or maintaining their number of working hours.
- If you want to read more see EVANDROU M, FALKINGHAM J, QIN, M and VLACHANTONI A. Menopausal transition and change in employment: Evidence from the National Child Development Study, *Maturitas* 143:96-104 <https://doi.org/10.1016/j.maturitas.2020.09.010>

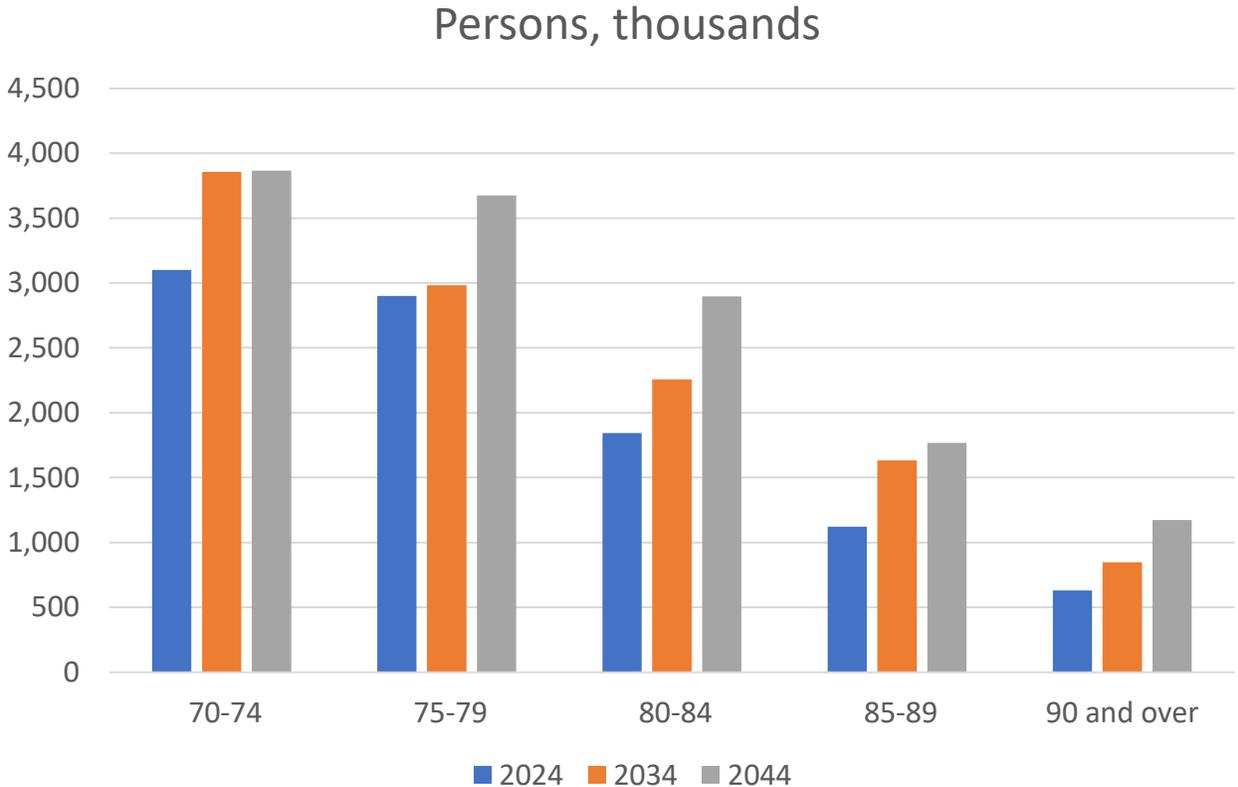


A forward look ?

Total births, England and Wales, 1955-2022



People aged 70 and over, by age, UK, 2024-2044



Availability of kin in later life

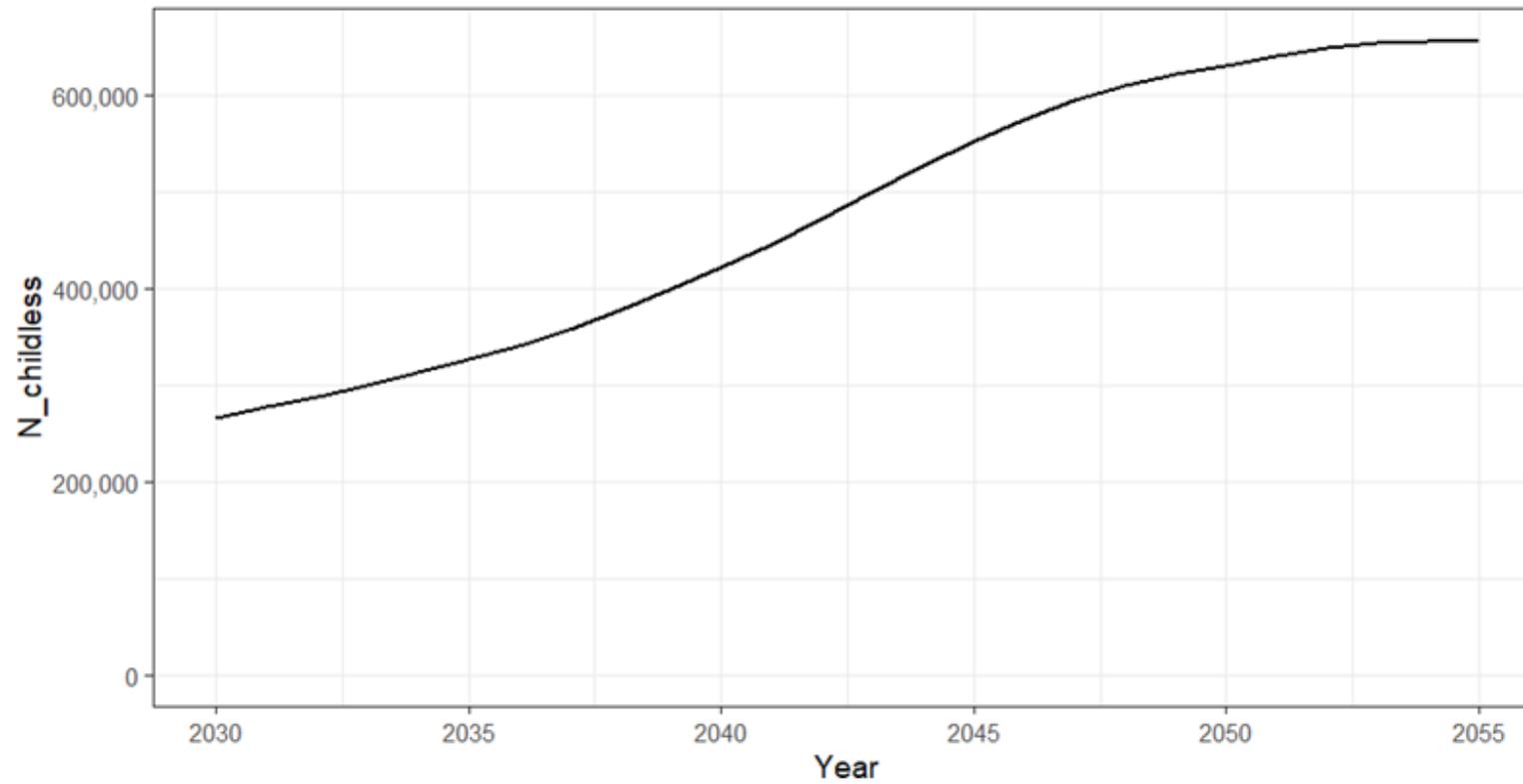
Mean expected number of surviving kin at age 80 by birth cohort.

Kin type	Cohort (year of birth)		
	1938	1946	1964
Grandparents	-	0	0
Parents	-	0.008	0.02
Siblings	0.5	0.6	0.8
Children	2.2	2.0	1.8
Grandchildren	4.4	4.0	3.4
% childless	11%	9%	20%

Ageing without children

Projected Childless Female Population at age 80+

Source: Calculations based on ONS Interim NPP 2021 and Fertility Rates by Parity 1938-2020



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