

Transforming Care Book Seminar:

Unpaid Work in Nursing
Homes – Flexible Boundaries

December 2023

BODY-WORK-THAT-ISN'T: *NEGOTIATING RESIDENT AUTONOMY IN SELF-CARE*

When workers do body work, it is paid work.

When residents care for their own bodies in the nursing home, it is “unpaid work.”

But this self-care requires support. This is body-work-that-isn't.



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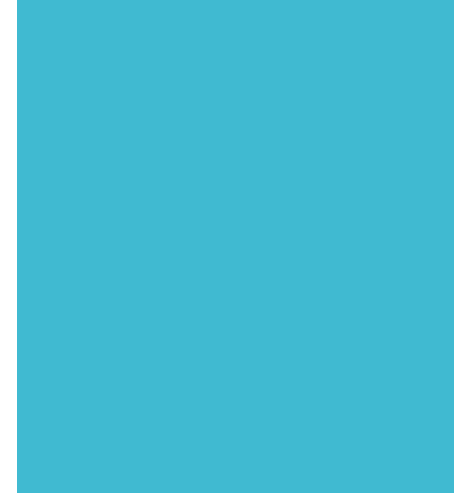
Joe Gets Dressed
in an Ontario
Non-profit
Nursing Home

Anna's Showers in a Swedish Nursing Home



Lessons for Nursing Home Futures

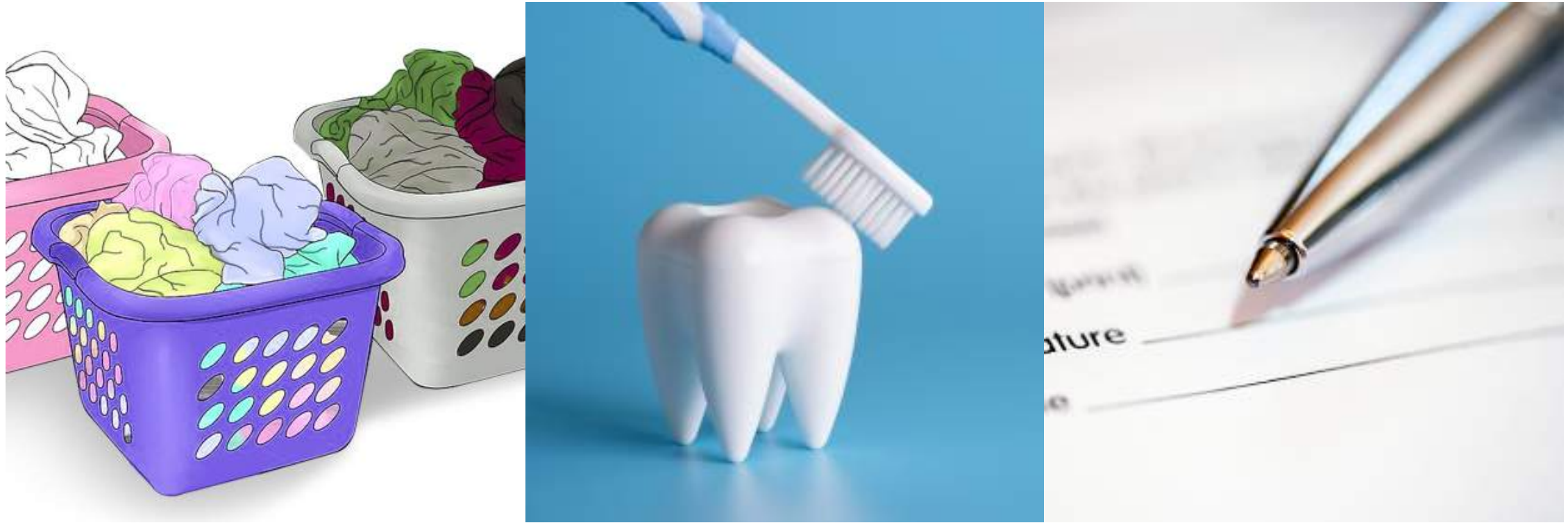
1. Consider both paid and unpaid work, attending to the relationship between them.
2. Stable, assigned teams, direct care staff skills beyond task competencies, time to care and problem-solve, supported by work organization, job descriptions, and legislation, are ways forward to support care and resident autonomy.



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FAMILY WORKERS

How do the conditions of work for families impact the quality and nature of the care they provide?



Types of unpaid work by family workers in Ontario, Canada

The ways that family workers are discussed
in organisational policies,
procedures, and processes
do not reflect their contributions.



Norwegian & Swedish contexts

Recognizing and supporting family workers involvement ultimately also helps support staff and their conditions of work, and residents and their conditions of care

