



International
Labour
Organization

CARE WORK AND CARE JOBS

FOR THE FUTURE OF DECENT WORK



G7 Employment Task Force Meeting
Vancouver, 2-3 October 2018



Care work and care jobs for the future of decent work

- An important contribution to the Women at Work and Future of Work Centenary Initiatives
- For the first time, the nature and extent of unpaid care work and paid care work, and the relationship between them are extensively explored
- Many other “firsts” based on sex-disaggregated labour force and household survey microdata for around 100 countries

Definitions

- What is **care work**?
 - Direct *personal* care and indirect care activities (*housework*)
 - *Unpaid* and *paid* care work
 - Unpaid care work is provided without a monetary reward by *unpaid carers*
 - In 2013, land-marking international labour statistic standards set out that unpaid care is work

- Who are the **care workers**?
 - Care workers and non-care workers in care sectors:
 - Health and social work
 - Education
 - Care workers in other sectors
 - Domestic workers

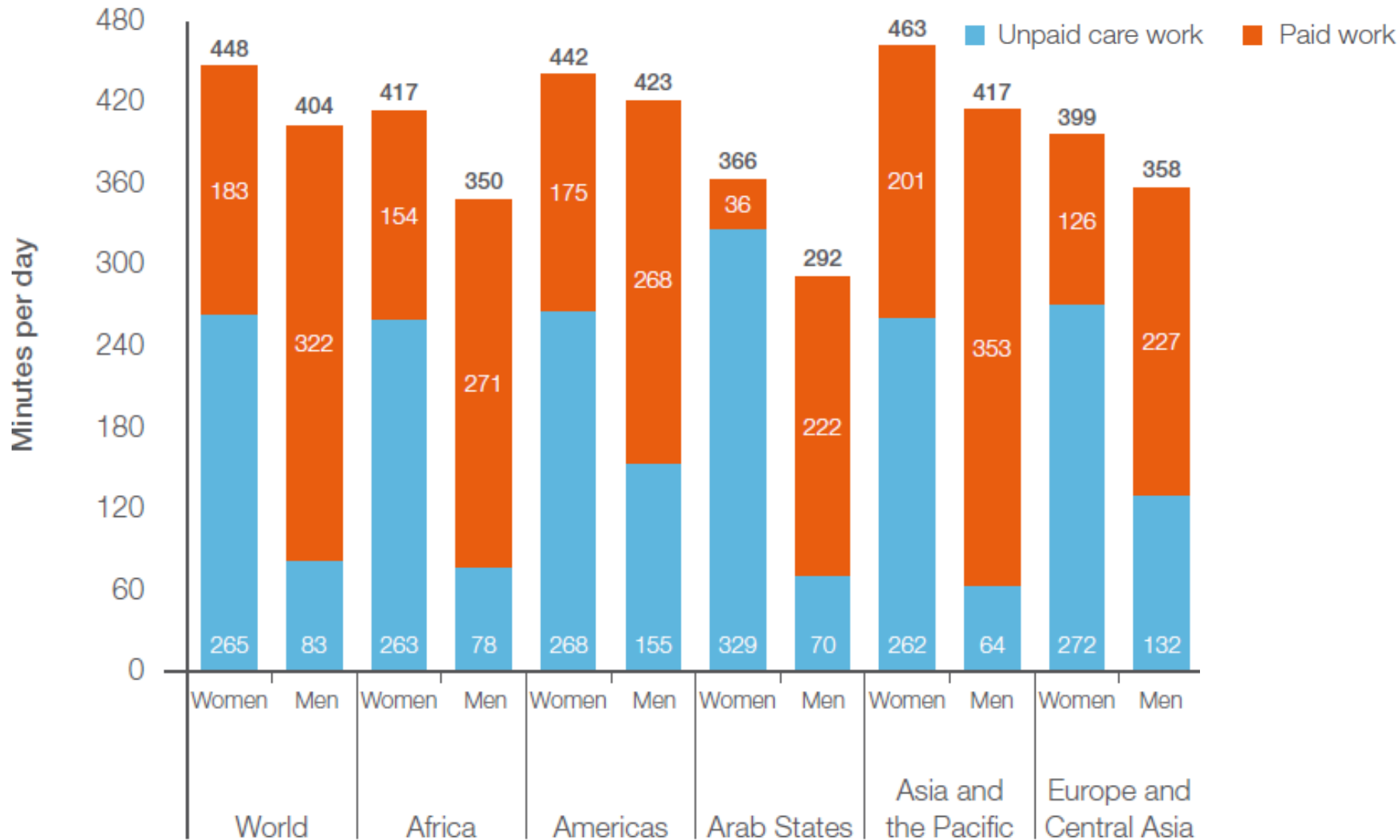
Demand for care work is rising

- Major global transformations are affecting the demand and supply of both paid and unpaid care work.
- If not adequately addressed, current deficits in care service provision and its quality will create a severe and unsustainable global care crisis and increase gender inequalities at work.
- In 2015, 2.1 billion people were in need of care (1.9 billion children under the age of 15, and 0.2 billion older persons). By 2030, this number is predicted to increase by 200 million, including 100 million older persons.
- The majority of working-age population live in nuclear families

Unpaid care is “work” but remains unrecognized, unvalued and unaccounted for in decision-making

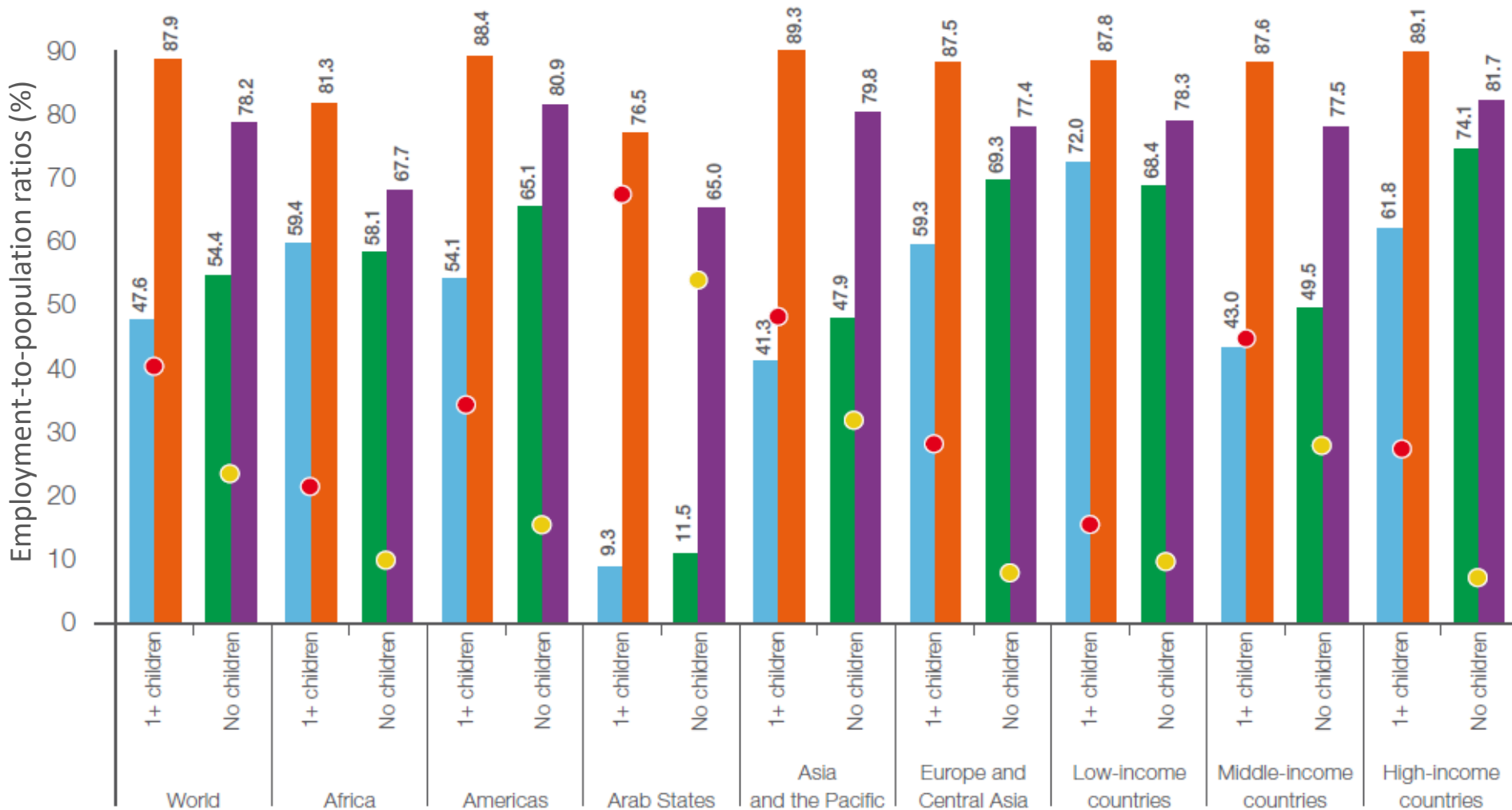
- Unpaid carers meet the large majority of care needs across the world.
- In 2018, 16.4 billion hours are spent in unpaid care work every day. This is equivalent to 2.0 billion people working eight hours per day with no remuneration.
- Were such services to be valued on the basis of an hourly minimum wage, they would amount to 9 per cent of global GDP, which corresponds to US\$11 trillion, PPP (purchasing power parity 2011) in 2016.

Women perform 76.2 per cent of the total amount of unpaid care work



A “motherhood employment penalty” is found globally and consistently across regions

■ Mothers ■ Non-mothers ● Non-parents employment gap
■ Fathers ■ Non-fathers ● Parenthood employment gap



Unpaid care work is hampering women's job quality

- Unpaid care work is one of the main obstacles to women moving into better quality jobs.
- It affects the number of hours spent by women in work for pay or profit, impacting their earnings.
- Women with care responsibilities are also more likely to be self-employed, to work in the informal economy and to be less likely to contribute to social security than other women and men.

Investment in care policies makes sense

Care policies allocate resources to recognize, reduce and redistribute unpaid care work in the form of money, services and time.

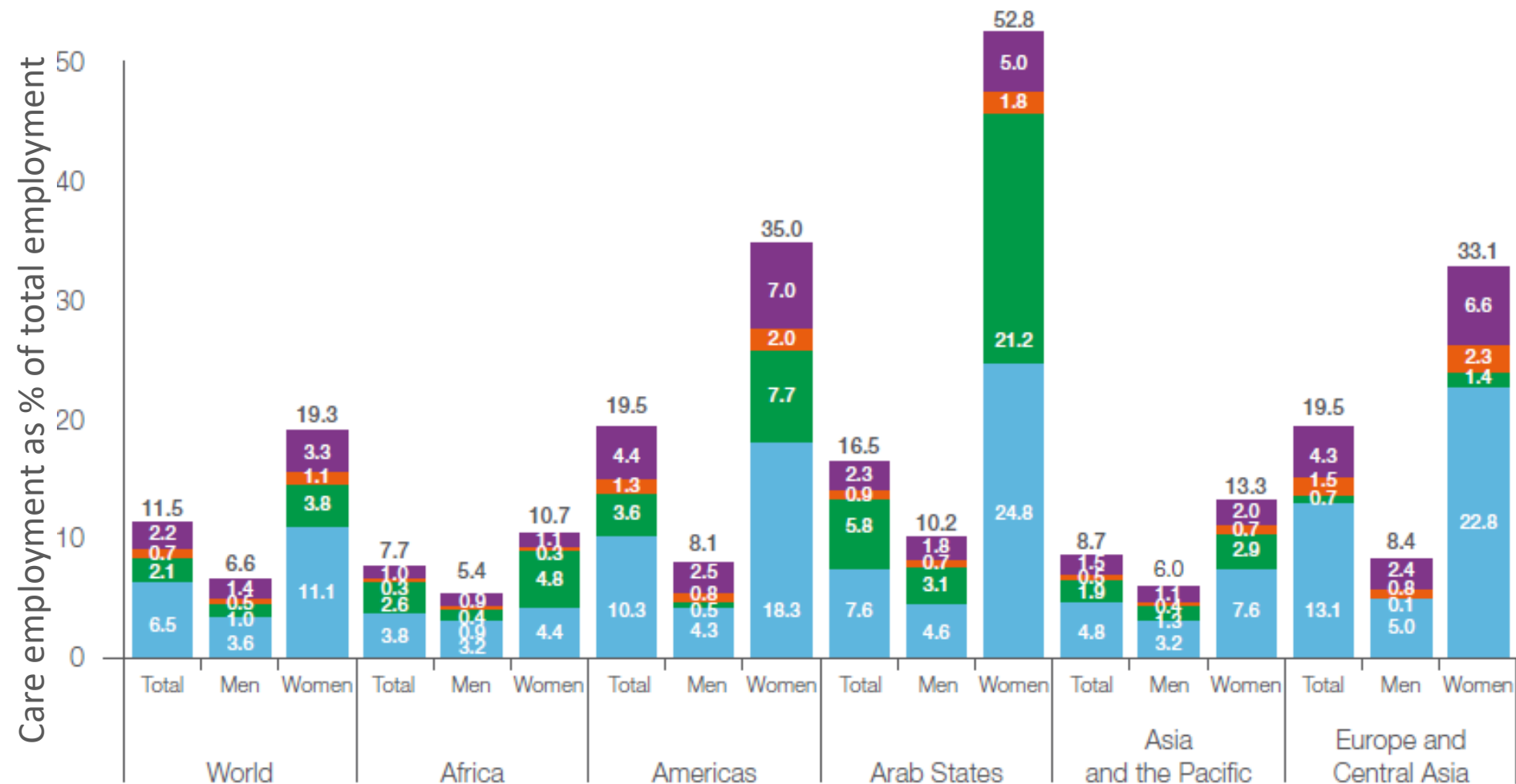
- **Care services**
 - Early childhood care and education, including childcare services
 - Long-term care services
- **Care-related social protection transfers and benefits**
- **Labour regulations**
 - Leave policies
 - Family-friendly working arrangements
- **Care-relevant infrastructure** to reduce women's drudgery work

But still few transformative policies exist

- In 2016, only 77 out of 184 countries (42 per cent) met the minimum standards on paid maternity leave set out in the ILO Maternity Protection Convention, 2000 (No. 183).
- 57 out of 167 countries (39 per cent) did not have any statutory leave provision for fathers.
- Universal access to quality childcare services is far from being realised, especially in low- and middle-income countries.
- Globally, gross enrolment ratios in early childhood education services for children under 3 was only 18.3 per cent in 2015.
- Only in a few high-income countries does the State take a leading role in funding long-term care services. Long-term care services are close to non-existent in most African, Latin American and Asian countries.

Care work is a significant source of employment globally, particularly for women

- Care workers in care sectors
- Care workers in non-care sectors
- Domestic workers (employed by households)
- Non-care workers in care sectors



A low road to care work is the prevalent care employment model around the world

- Care workers are frequently migrants and working in the informal economy under inadequate working conditions and for low pay.
- Many care workers experience a “care pay penalty”, ranging from 4 to 40 per cent of hourly wages.
- Nurses and midwives constitute the biggest occupational group in the most feminized health-care occupations. Their wages are frequently low.
- Personal care workers – most of them home-based – are confronted by low wages and dire working conditions, and are likely to be exposed to discriminatory practices.
- Across country’s income groups, the status, pay and benefits of early childhood personnel are less favourable than those of primary teachers, which can lead to low levels of job satisfaction and low retention rates.
- Domestic workers experience some of the worst working conditions across the care workforce and are particularly vulnerable to exploitation.

A high road scenario requires doubling investment in education, health and social work by 2030

- Meeting the SDGs in education, health, gender equality and decent work, so as to close the care deficits would result in total public and private expenditures on care service provision of US\$18.4 trillion, corresponding to about **18.3 per cent of total projected GDP** of the 45 countries in 2030.
- This job creation potential (**269 million additional jobs**) will be driven by **66 million jobs in health and social work** and **54 million jobs in education** compared with 2015 levels. These additional 120 million jobs in the care sectors will in turn generate 149 million indirect jobs.
- Closing the large coverage gaps in early childhood care and education and in long-term care can become the main driver of the expansion of future employment in care services.
- If investment in care service provision does not increase by at least 6 percentage points of GDP by 2030 from the **current 8.7 per cent of GDP (as of 2015)**, deficits in coverage will increase and the working conditions of care workers will deteriorate.

The 5R Framework for Decent Care Work: A high road to care work with gender equality

Main policy areas	Policy recommendations	Policy measures
Care policies	Recognize, reduce and redistribute unpaid care work	<ul style="list-style-type: none"> ■ Measure all forms of care work and take unpaid care work into account in decision-making ■ Invest in quality care services, care policies and care-relevant infrastructure ■ Promote active labour market policies that support the attachment, reintegration and progress of unpaid carers into the labour force ■ Enact and implement family-friendly working arrangements for all workers ■ Promote information and education for more gender-equal households, workplaces and societies ■ Guarantee the right to universal access to quality care services ■ Ensure care-friendly and gender-responsive social protection systems, including floors ■ Implement gender-responsive and publicly funded leave policies for all women and men
Macroeconomic policies		
Social protection policies		
Labour policies	Reward: More and decent work for care workers	<ul style="list-style-type: none"> ■ Regulate and implement decent terms and conditions of employment and achieve equal pay for work of equal value for all care workers ■ Ensure a safe, attractive and stimulating work environment for both women and men care workers ■ Enact laws and implement measures to protect migrant care workers
Migration policies	Representation, social dialogue and collective bargaining for care workers	<ul style="list-style-type: none"> ■ Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life ■ Promote freedom of association for care workers and employers ■ Promote social dialogue and strengthen the right to collective bargaining in care sectors ■ Promote the building of alliances between trade unions representing care workers and civil society organizations representing care recipients and unpaid carers

Find out more about the ILO report

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www.ilo.org/care_economy

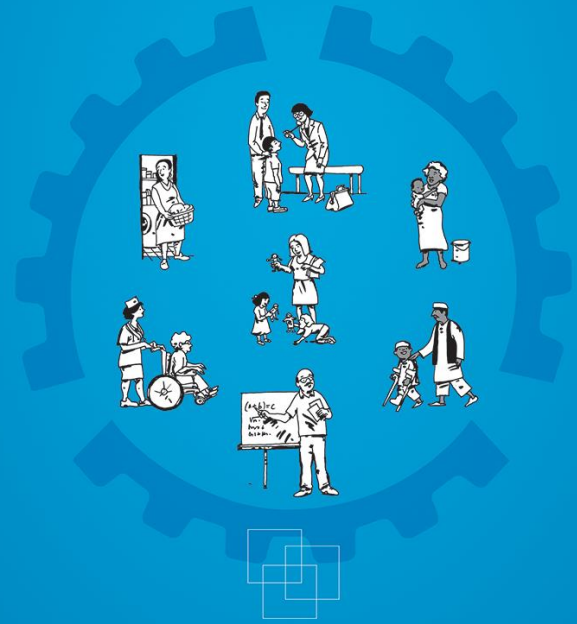
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