International Labour Organization

ILO brief

ILO Country Brief-Jordan

July 2023

Care at work in Jordan

Investing in care leave and services for a more gender equal world of work

Background and contents

The ILO report Care at Work: Investing in Care Leave Policies and Care Services for a More Gender-Equal World of Work (ILO, 2022) provides a global overview of national laws and practices regarding care policies, namely maternity protection, paternity, parental and other care-related leave policies, as well as childcare and long-term care services. The report presents findings from an ILO legal survey of 185 countries, and reviews progress made around the world over the past decade while assessing the persisting and significant legal gaps that translate into a lack of protection and support for millions of workers with family responsibilities across the world.

Drawing on ILO 2022 and the results of the ILO Care Policy Investment Simulator (ILO, 2023), this country brief: provides a review of the status and progress of legislation on care policies in Jordan and presents the investment case for a transformative package of care policies in Jordan.

Maternity leave is a universal human and labour right, and yet it remains unfulfilled

The ILO Maternity Protection Convention (No. 183) and related Recommendation (No. 191) mandate a minimum maternity leave period of 14 weeks and recommend increasing it to at least 18 weeks to ensure adequate rest and recovery time for the mother. As of June 2023, Morocco is the only Middle East and North Africa (MENA)[1] country that has ratified Convention No. 183 out of the 43 ratifications registered by the ILO. In MENA, the average duration of maternity leave is 17 weeks. Since 2011, three countries (Islamic Republic of Iran, Iraq and Kuwait) have met or exceeded the ILO 14-week standard. Currently, 12 countries do not meet the minimum 14 weeks of maternity leave, while three countries (Islamic Republic of Iran, Kuwait and Syrian Arab Republic) provide 18 weeks or more, meeting Recommendation No. 191. **The Labour Law in Jordan gives women the right to ten weeks[2] of maternity leave on the condition that not less than six weeks are taken after delivery.** [3]

ILO standards require the amount of cash benefits to be at least two-thirds (67 per cent) of the woman's previous earnings and recommend increasing it to 100 per cent, when possible. In the MENA region, 16 countries (including Algeria, Egypt, Lebanon, Qatar and Yemen) offer fully paid maternity leave, and two (Islamic Republic of Iran and Tunisia) offer maternity leave cash benefits between two-thirds and 99 per cent. Only Kuwait provides a maternity cash benefit equivalent to less

[1] According to ILO grouping and available data, MENA countries in this brief include the following: Algeria, Bahrain, Egypt, Iran (Islamic Republic of), Iraq, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Occupied Palestinian Territory, Qatar, Saudi Arabia, Syrian Arab Republic, Tunisia, United Arab Emirates and Yemen.

[2] The period of maternity leave is of 10 weeks in the private sector and 14 weeks in the public sector.

[3] ILO.2022. Assessment of the Maternity Insurance in Jordan. Available at: https://www.ilo.org/beirut/publications/WCMS_776223/lang--en/index.htm

than two-thirds of previous earnings, as the benefits do not cover the entire period of maternity leave. **Jordan is among the 16 countries with maternity leave cash benefits that cover 100 per cent of previous earnings.**

ILO standards require that employers should not be individually liable for the direct cost of maternity leave and these cash benefits shall be provided through compulsory social insurance or public funds or non-contributory social assistance to women who do not qualify for benefits out of social insurance. In MENA, maternity leave cash benefits are funded by the employer in 12 countries, paid through social insurance in six countries, including Jordan (Algeria, Egypt, Islamic Republic of Iran, Jordan, Morocco and Tunisia) and paid through mixed schemes in Libya. Since 2011, Egypt moved away from a mixed scheme to social security, and Libya moved from an employer liability scheme to a mixed scheme.

These statutory provisions result in a total of 4 countries (Algeria, Islamic Republic of Iran, Libya and Morocco) out of 19 in MENA being in line with the key three requirements of ILO Convention No. 183.[4] At the current pace of legal reforms, it will take at least 70 years for the remaining countries in MENA, where nearly 80 million potential mothers live, to fill the current gaps and align to ILO standards on maternity leave. **Currently, Jordan is not aligned with Convention No. 183, because the duration of maternity leave is less than 14 weeks.**

The fundamental right to paid and job-protected maternity leave should be guaranteed to all women, especially mothers from vulnerable groups and in the informal economy. Employment protection and non-discrimination is essential to make the right to maternity leave a reality. In Jordan, maternity leave cash benefits are not available for self-employed workers, and maternity leave is not available for adoptive parents. Then, the law in Jordan guarantees protection from dismissal for women during the pregnancy and leave period. However, the legislation does not guarantee the mother's right to return to the same position when returning to work after maternity leave and there are no prohibitions against pregnancy tests in employment.

Paternity leave is key to enabling men's care rights and responsibilities

In 7 out of 18 countries in MENA, fathers have the right to paternity leave, including Algeria, Morocco and Tunisia. On average, the duration of paternity leave among countries with paternity leave is around seven days. Since 2011, four countries in the region (Bahrain, Islamic Republic of Iran, Jordan and Saudi Arabia) have either introduced or increased the duration of paternity leave. **The Jordanian Labour Law was amended in 2019 to introduce three days of paternity leave for private sector workers.**

The ILO Resolution concerning the second recurrent discussion on social protection (social security)[5] calls for Member States to foster income security during maternity, paternity and parental leave as part of gender-responsive social protection systems. Paternity leave is fully paid in all seven countries with paternity leave provisions in the region. Employers are the main source of financing of paternity leave in five countries, while in only two countries (Morocco and Tunisia) this right is financed by social protection. **In Jordan, paternity leave cash benefits are paid at a rate of 100 per cent of previous earnings and are funded by the employer.**

All fathers, without discrimination, should have a right to paternity leave. Plus, employment protection and non-discrimination connected with paternity leave could improve paternity leave take-up rates. In Jordan, paternity leave is not available for adoptive parents and self-employed workers. In terms of employment protection Jordan has no explicit protection against dismissal for fathers who take up paternity leave, and employers are not required to prove that the reasons for dismissal are not related to paternity leave. Finally, fathers are not guaranteed the right to return to the same position after paternity leave.

[4] The main requirements of maternity leave legislation set out in the ILO Convention No. 183 are: (i) leave should be not less than 14 weeks; (ii) cash benefits should be not less than two-thirds of previous earnings; and (iii) maternity leave cash benefits should preferably be provided through compulsory social insurance or public funds.

[5] ILO. 2021. *Resolution concerning the second recurrent discussion on social protection (social security),* ILC.109/Resolution III.

Parental leave and other special care leave can also help balance the work and family responsibilities of mothers and fathers over their life course

ILO standards call for a period of parental leave – determined by national laws – to be available to either parent after maternity leave without their having to relinquish employment and with their employment rights being protected. Statutory parental leave is available in six countries in MENA (Bahrain, Egypt, Jordan, Morocco, Syrian Arab Republic and United Arab Emirates). The average duration of parental leave among these countries is almost 77 weeks (paid and unpaid). In the last decade, two countries in the region – Bahrain and United Arab Emirates – increased or introduced parental leave. **Jordan provides an unpaid parental leave entitlement of one year for women working in an establishment that employs ten employees or more.**

The paternity leave of three days, compared to the ten weeks provided for maternity leave in addition to the unpaid parental leave of one year results in **a "gender leave gap" in Jordan between two months and more than a year** (if mothers decide to take unpaid parental leave). This gap can reinforce societal gender norms that childcare is the responsibility of the mother, whereas the role of the father is considered supplementary.

With ageing societies, paid long-term care leave can play a key role in supporting new and increasing care needs. In MENA, one country (the Islamic Republic of Iran) provides paid long-term care leave, with the employer being fully responsible for paying long-term care leave cash benefits. **Jordan has no provision of long-term care leave.**

Emergency leave is a special leave of short duration for urgent family reasons. Eleven countries in MENA provide paid emergency leave, including Egypt, Kuwait, Oman and Yemen. All countries that provide emergency leave rely on employer liability to fund it. **Jordan has no provision of emergency leave.**

The workplace is an important entry point to promote safety and health and save lives

All workers should have the right to a safe and healthy working environment, including pregnant or nursing women. ILO standards mandate that provisions relating to the protection of persons working under dangerous or unhealthy conditions should be aimed at protecting the health and safety of both men and women at work, while taking into account gender differences in regard to specific health risks.[6,7] Moreover, time off for prenatal examinations and adequate maternal healthcare, as called for by ILO standards on maternity protection and social security, can save lives by tackling preventable maternal mortality and morbidity.

In MENA, all countries except Egypt and United Arab Emirates provide pregnant or breastfeeding workers protective measures that prohibit performing dangerous or unhealthy work in their laws. Only in Algeria, pregnant or breastfeeding workers cannot be obliged to perform dangerous or unhealthy work, which is in line with ILO standards. Blanket prohibitions forbidding all women from working under certain conditions classed as dangerous or unhealthy are in place in 12 countries, including Jordan. Additionally, all women in Jordan are prohibited from performing night work. Jordan, like all other countries in the MENA region, does not provide a statutory right to paid time off for prenatal medical examinations.

Breastfeeding-friendly workplaces provide time, income security and space to enable positive nutrition and health outcomes

All women should have the right to paid working time for breastfeeding, as called for by ILO Convention No. 183. Additionally, workplace nursing facilities are a key ingredient of breastfeeding-friendly workplaces. In MENA, nursing

[6] ILO. 2012. Giving Globalization a Human Face: General survey on the fundamental conventions concerning rights at work in the light of the ILO Declaration on Social Justice for a Fair Globalization, 2008, ILC.

[7] Convention No. 183 (Art. 3) sets out the right of pregnant or nursing women not to be obliged to perform work that is prejudicial to their health or that of their unborn or newborn child. Recommendation No. 191 (Para. 6(3)) promotes the assessment of workplace risks related to safety and health, especially where conditions involve arduous manual work; exposure to hazardous biological, chemical or physical agents; situations requiring special equilibrium; or situations requiring standing or sitting for prolonged periods, particularly in extreme temperatures or close to vibration. In addition, in a significant number of countries the legislation still forbids all women from working under certain conditions considered as dangerous or unhealthy. The ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) considers these blanket bans on dangerous work (as well as on night work and overtime) to be: a) based on stereotypes regarding women's professional abilities and role in society; b) contrary to the principle of equality of opportunity and treatment in employment and occupation; and c) contributing to gender-based discrimination at work.

mothers in 15 countries have an entitlement to paid nursing breaks, including Iraq, Lebanon, Morocco and Yemen. The Labour Law in Jordan establishes that women can take up to one paid hour off per day to breastfeed their babies during the first year after giving birth. Then, the Labour Law amendment in 2019 included a few changes regarding the provision of workplace nursing facilities. Currently, it is obligatory for companies to establish a suitable on-site nursery, regardless of the number of employees, if the company's employees have at least 15 children below the age of five years old.[8] Additionally, there are alternatives to institutional nurseries instructions with some flexibility for employers if they are incapable of providing a place for childcare, allowing them to contract with one or more nurseries in multiple geographical areas. [9]

Childcare services are vital to child development, women's employment and job creation

A continuum of care leave policies and care services is essential to guarantee the best early start for children and income security for families, enabling women to maintain employment participation and helping to prevent them from falling into poverty. ECCE services offer many benefits by promoting child development, creating jobs, reducing parents' unpaid care work and promoting women's employment and income over the life course. Still, there is no presence of a statutory early childhood educational development (ECED) programmes for children aged zero to two years in MENA countries.

Legal provisions on pre-primary education services for children between three years and the start of primary education are more available. In 2021, there were only four counties in the MENA region – Egypt, Kuwait, Lebanon and United Arab Emirates – that had a statutory pre-primary education service system for children between the age of three years and the start of primary education. Pre-primary education services are universal and free in two of these countries (Kuwait and Lebanon). Due to the lack of a statutory national ECCE service system and very short childcare-related leave for parents, the resulting childcare policy gap in the region is almost six years. Over this extensive period care needs are solely covered by unpaid care work or family paid care solutions, such as domestic workers. **In Jordan, the lack a universal childcare service results in a childcare policy gap of almost six years.**

Long-term care services are essential to ensure the right to healthy ageing in dignity

The demand for long-term care services for older persons and persons with disabilities who need care or support has been rising steeply due to increased life expectancy. In addition, the COVID-19 pandemic has disproportionally impacted people who rely on long-term care and those who provide it (both paid and unpaid care work), predominantly women. ILO international labour standards on social security call for the overall and primary responsibility for care service provision to lie with the State. Funding mechanisms for long-term care services should ensure the principles of universality, adequacy, solidarity and non-discrimination, among others.

In MENA, five countries (Algeria, Bahrain, Jordan, Occupied Palestinian Territory and Saudi Arabia) have a public long-term care system for older persons, although in most cases the provision may be considered sporadic or of limited availability. **The statutory public long-term care service system for older persons in Jordan is funded through taxation, though the provision is limited. At the same time, the law in Jordan obliges family member to care for older relatives.**

The way forward is investing in transformative care policy packages

There is a strong investment case for progressively achieving universal access to such transformative and nationally designed care policy packages. **The ILO estimates that investing in universal childcare and long-term care services in Jordan could generate more than 536,000 jobs by 2035, corresponding to more than 169,000 direct jobs in childcare, almost 167,000 direct jobs in long-term care, and 200,000 indirect jobs in non-care sectors**.

Closing these large policy gaps in Jordan would require a progressive and sustainable annual investment of more than US$5 billion (8.2 per cent of GDP before taxes) by 2035, which translates into a potential annual incremental investment of 0.6 per cent of GDP to reach the annual investment requirement by 2035. Tax revenue from increased earnings and

[8] Before the amendment, article 72 of the Labour Law required institutions with over 20 married women to offer daycare services if there are at least ten children of the working women who are younger than four.

[9] ILO and Better Work. 2022. Assess Access to Child Care Services and Facilities for Jordanian And Syrian Garment Workers in Al-Hassan Industrial Estate / Irbid. Available at: https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_863507.pdf

employment would rise as well, reducing the funding requirement for all policies to a net 7.5 per cent of GDP (after taxes) by 2035.

These transformative investments would result in important economic and social benefits. Of the total net employment creation in 2035, 55 per cent of new jobs will go to women and 79 per cent will be formal employment. Additionally, the investment in a universal and comprehensive care policy package could reduce the gender gap in employment rates by 1.7 percentage points. This would increase women's employment rate from 11 per cent in 2019 to 19 per cent by 2035.

As to earnings, investing in care will result in a new gender gap in monthly earnings of -4 per cent in 2035, a reduction from 1.8 per cent in 2019. A negative gender wage gap would result in women earning more than men due to their access to better paid jobs in care sectors and the current labour market and earning characteristics of the workforce in Jordan. Because the backbone of the default policy parameters for the 2035 macrosimulation (see ILO 2023c and De Henau 2022) rests in ensuring decent care jobs, and with most of the unpaid care work being done by women, the macrosimulation assumes that many women will take up those care jobs, with higher wages than average which translates into the reduction of the gender wage gap.

The return on investment in Jordan will be positive. Every dollar spent in a care package that extends adequately paid childcare-related leave as well as early childhood care and education services would result in US$2.5 of GDP increase.

Legal indicators on Care Policies in Jordan

Maternity leave

Duration of maternity leave in national legislation	Transfer of the maternity leave period to fathers	Amount of maternity leave cash benefits (% of previous earnings)	Source of funding of maternity leave cash benefits	Ratification of Convention 183	Alignment with requirement of C183	Maternity leave cash benefits coverage for self-employed workers	Maternity leave availability for adoptive parents	Maternity leave length of protection against dismissal	Burden of proving the reasons for dismissal are not related to maternity leave	Right to return to the same or equivalent position	Prohibitions against pregnancy test in employment
10 weeks	No	100	Social insurance only	-	Not aligned	No	No	Pregnancy, leave	No information found	Not guaranteed	No prohibition

Paternity leave

Duration of paternity leave in national legislation	Amount of paternity leave cash benefits (% of previous earnings)	Source of funding of paternity leave cash benefits	Legal coverage of paternity leave for self-employed workers	Paternity leave availability for adoptive parents	Paternity length of protection against dismissal	Burden of proving the reasons for dismissal are not related to paternity leave	Right to return to the same or equivalent position
3 days	100	Employer liability	No	No	No explicit protection	Employer not required to prove	Not guaranteed

Parental leave

Duration of parental leave in national legislation	Amount of parental leave cash benefits (% of previous earnings)	Source of funding of parental leave cash benefits	Legal coverage of parental leave for self-employed workers	Parental leave availability for adoptive parents	Parental leave length of protection against dismissal	Burden of proving the reasons for dismissal are not related to parental leave	Right to return to the same or equivalent position
52 weeks (not exceeding 12 months)	0	n/a	No	No	No	Employer not required to prove	Same position

Long-term care leave

Presence of long-term care leave	Source of funding of long-term care leave cash benefits	Legal coverage of long-term care leave for self-employed workers
No	-	-

Emergency leave

Presence of emergency leave in weeks	Source of funding of emergency leave cash benefits	Legal coverage of emergency leave for self-employed workers
No	-	-

Health and nursing

Night work protection	Time off for prenatal medical examinations	Provisions on dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Prohibition (w)	Not provided	Prohibition(w)	No alternative

Breastfeeding

Entitlement to paid nursing breaks	Number of daily nursing breaks	Total daily nursing break duration	Months during which nursing breaks are allowed by law	Statutory provisions of working nursing facilities
Paid	Not specified	60	12 months	15 or more children under 5 years of age among employees

Childcare service system (children aged 0-2 years)

Presence of a national childcare service system	Government support	Starting age	Guaranteed hours
No	-	-	-

Pre-primary education system (children aged 3 years and above)

Presence of national pre-primary education system	Government support	Starting age	Guaranteed hours
No	-	-	-

Long-term care

Presence of long-term care service system	Family obligations to care for relatives in law	Statutory provision of in-home personal care services	Statutory provision of community day centre services	Statutory provision of residential care services	Source of funding of long-term care services	Government support for long-term care services
Yes	Yes	No	No	Yes	Taxation	Targeted or means-tested

Childcare policy gap

Starting age of free ECCE or primary education (months)	Starting age of free ECCE or primary education (years)	Childcare related paid leave reserved to households (months)	Childcare related paid leave reserved to households (years)	Childcare policy gap (months)	Childcare policy gap (years)	Childcare policy gap - full rate equivalent (months)	Childcare policy gap - full rate equivalent (years)
72.0	6.0	2.4	0.2	69.6	5.8	72.0	6.0

Note: Prohibition (w) = all women are prohibited from doing night work and performing dangerous or unhealthy work. Sources: ILO 2022 and ILO 2023a.

ILO Care policy investment simulator

Policy parameters

Projection year - ILO scenario	2019	2035
Childcare-related paid leave (maternity, paternity and parental leave)		
Formal employees		
Paid weeks maternity leave (100% average wage equivalent)	0.0	18.0
Paid weeks paternity leave (100% average wage equivalent)	0.0	1.3
Paid weeks parental leave mother (at rate)	0.0	16.3
Rate of parental leave payment (mother - % average wage)	0%	67%
Paid weeks parental leave father (at rate)	0.0	16.3
Rate of parental leave payment (father - % average wage)	0%	67%
Formal self-employed		
Paid weeks maternity leave (100% average wage equivalent)	0.0	18.0
Paid weeks paternity leave (100% average wage equivalent)	0.0	1.3
Paid weeks parental leave mother (at rate)	0.0	16.3
Rate of parental leave payment (mother - % average wage)	0%	67%
Paid weeks parental leave father (at rate)	0.0	16.3
Rate of parental leave payment (father - % average wage)	0%	67%
Informally employed		
Paid weeks maternity leave (% minimum wage equivalent)	0.0	14.0
Paid weeks paternity leave (% minimum wage equivalent)	0.0	1.3
Paid weeks parental leave mother (% minimum wage equivalent)	0.0	0.0
Paid weeks parental leave father (% minimum wage equivalent)	0%	0.0
Rate of (any) leave payment (% minimum wage)	0.0	100%
Breastfeeding breaks		
Minutes per day (100% average wage) - formal	0	60
Minutes per day (% minimum wage equivalent) - informal	0	60
Rate of payment (% minimum wage) - informal	0%	100%
Early childhood care and education (ECCE)		
% children in ECED	0%	60%
% children in pre-primary	27%	100%
Hours per week per child in ECED	n/a	40
Hours per week per child in pre-primary	n/a	40
Child/staff ratio (ECED)	0.0	5.0
Child/staff ratio (pre-primary)	16.5	15.0
Pay level of early childhood educators (% primary teachers' wage)	n/a	100%
Pay level of early childhood assistant educators (% minimum wage)	n/a	120%
Share of early childhood educators in ECED	n/a	67%
Share of early childhood educators in pre-primary	n/a	92%
Other staff (in % of children)	n/a	4%
		60%
Long-term care (LTC)		
Recipient-to-carer ratio 15-64y	n/a	4
Recipient-to-carer ratio 65y+	n/a	3.00
Share of personal care workers (% of LTC workers)	n/a	67%
Pay level of personal care workers (% nurses' wage)	n/a	75%
Pay level of other LTC workers (% minimum wage)	n/a	120%

Results

Projection year		2019	2035
Key results			
Required gross additional annual investment - All care policies (% GDP)		-	8.24%
Net total employment generated - ECCE and LTC (without induced effects)		-	536,128
% point change in gender employment gap (without induced effects)		-	-1.7
% point change in gender gap in monthly wages (without induced effects)		-	-5.9
ROI (ECCE and Leave): US$ GDP increase per US$ spent		-	2.51
Total - all care policies			
Investment requirements	Baseline public spending ECCE and LTC (% GDP)	0.01%	0.01%
	Baseline public spending health and primary and secondary education (% GDP)	6.60%	-
	Gross additional annual investment (NCUm)	-	3,746
	Gross additional annual investment (US$m)	-	5,277
	Gross additional annual investment (% GDP)	-	8.24%
	Annual incremental investment to projected year (% GDP)	-	0.63%
	% Gross investment recouped in tax revenue	-	9%
	Net additional annual investment (% GDP)	-	7.49%
	Net additional annual investment (with induced effects) (% GDP)	-	6.96%
Return on Investment (ROI)	ROI (ECCE and Leave): US$ GDP increase per US$ spent	-	2.51
Job generation	Net total employment generated (without induced effects)	-	536,128
	% direct	-	63%
	% women	-	55%
	% formal (all)	-	79%
	% formal (women)	-	95%
	Net total employment generated (with induced effects)	-	877,028
	% direct	-	38%
	% women	-	40%
	% formal (all)	-	63%
	% formal (women)	-	87%
	Net direct employment generated (all formal)	-	336,090
	% women	-	80%
	Net indirect employment generated	-	200,038
	% women	-	13%
	% formal (all)	-	44%
	% formal (women)	-	44%
Gender equality in employment and wages	Employment rate (all) (without induced effects)	35.0%	42.2%
	Employment rate (women) (without induced effects)	11.0%	19.1%
	Employment rate (men) (without induced effects)	55.3%	61.7%
	Employment rate (all) (with induced effects)	35.0%	46.8%
	Employment rate (women) (with induced effects)	11.0%	20.5%
	Employment rate (men) (with induced effects)	55.3%	69.3%
	Maternal employment rate (25-54y)	15.7%	15.7%
	Gender gap in monthly wages (without induced effects)	1.8%	-4.0%
	Gender gap in monthly wages (with induced effects)	1.8%	-3.7%

Projection year		2019	2035
Childcare-related paid leave (maternity, paternity and parental leave)			
Investment requirements	Gross additional annual investment - all employed (NCUm)	-	736
	Gross additional annual investment - all employed (US$m)	-	1,037
	Gross additional annual investment - all employed (% GDP)	-	1.620%
	Maternity leave - all employed	-	0.254%
	Paternity leave - all employed	-	0.150%
	Parental leave (mothers) - all employed	-	0.289%
	Parental leave (fathers) - all employed	-	0.927%
	Gross additional annual investment - informally employed (% GDP)	-	0.078%
	Maternity leave - informally employed	-	0.040%
	Paternity leave - informally employed	-	0.038%
	Parental leave (mothers) - informally employed	-	0.000%
	Parental leave (fathers) - informally employed	-	0.000%
	Annual incremental investment to projected year (% GDP)	-	0.125%
Return on Investment (ROI)	ROI (ECCE and Leave): US$ GDP increase per US$ spent	-	2.51
Job generation	Net induced employment generated	-	36,171
	% women	-	16%
	% formal	-	40%
Breastfeeding breaks			
Investment requirements	Gross additional annual investment (NCUm)	-	43
	Gross additional annual investment (US$m)	-	61
	Gross additional annual investment (% GDP)	-	0.095%
	Annual incremental investment to projected year (% GDP)	-	0.007%

Projection year		2019	2035
Early childhood care and education (ECCE)			
Investment requirements	Baseline spending ECCE (% GDP)	0.01%	0.01%
	Baseline spending primary and secondary education (% GDP)	2.72%	-
	Gross additional annual investment (NCUm)	-	1,655
	Gross additional annual investment (US$m)	-	2,330
	Gross additional annual investment (% GDP)	-	3.64%
	Annual incremental investment to projected year (% GDP)	-	0.28%
	Net additional annual investment (% GDP)	-	3.22%
	Net additional annual investment (with induced effects) (% GDP)	-	2.92%
Return on Investment (ROI)	ROI (ECCE and Leave): US$ GDP increase per US$ spent	-	2.51
Job generation	Net total employment generated (without induced effects)	-	263,706
	% direct	-	64%
	% women	-	69%
	% formal (all)	-	80%
	% formal (women)	-	96%
	Net total employment generated (with induced effects)	-	420,114
	% direct	-	40%
	% women	-	49%
	% formal (all)	-	64%
	% formal (women)	-	89%
	Net direct employment generated (all formal)	-	169,487
	% women	-	100%
	Net indirect employment generated	-	94,219
	% women	-	13%
	% formal (all)	-	45%
	% formal (women)	-	45%
Gender equality in employment and wages	Employment rate (all) (without induced effects)	35.0%	38.6%
	Employment rate (women) (without induced effects)	11.0%	15.9%
	Employment rate (men) (without induced effects)	55.3%	57.5%
	Employment rate (all) (with induced effects)	35.0%	40.7%
	Employment rate (women) (with induced effects)	11.0%	16.6%
	Employment rate (men) (with induced effects)	55.3%	61.0%

Projection year		**2019**	**2035**
Long-term care (LTC)			
Investment requirements	Baseline spending LTC (%GDP)	0.00%	0.00%
	Baseline spending health (%GDP)	3.88%	-
	Gross additional annual investment (NCUm)	-	1,312
	Gross additional annual investment (US$m)	-	1,849
	Gross additional annual investment (% GDP)	-	2.89%
	Annual incremental investment to projected year (% GDP)	-	0.22%
	Net additional annual investment (% GDP)	-	2.55%
	Net additional annual investment (with induced effects) (% GDP)	-	2.32%
Job generation	Net total employment generated (without induced effects)	-	272,422
	% direct	-	61%
	% women	-	42%
	% formal (all)	-	78%
	% formal (women)	-	93%
	Net total employment generated (with induced effects)	-	420,742
	% direct	-	40%
	% women	-	33%
	% formal (all)	-	64%
	% formal (women)	-	84%
	Net direct employment generated (all formal)	-	166,602
	% women	-	60%
	Net indirect employment generated	-	105,820
	% women	-	12%
	% formal (all)	-	43%
	% formal (women)	-	43%
Gender equality in employment and wages	Employment rate (all) (without induced effects)	35.0%	38.7%
	Employment rate (women) (without induced effects)	11.0%	14.1%
	Employment rate (men) (without induced effects)	55.3%	59.5%
	Employment rate (all) (with induced effects)	35.0%	40.7%
	Employment rate (women) (with induced effects)	11.0%	14.7%
	Employment rate (men) (with induced effects)	55.3%	62.8%

Source: ILO 2023b.

Sources

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This note was funded by the Swedish International Development Cooperation Agency (SIDA) and the ILO Care Policy Investment Simulator funded by the Bill & Melinda Gates Foundation. Its contents do not necessarily reflect the positions or policies of the foundation.

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DOI: https://doi.org/10.54394/EYTW6677