

Care at Work

Investing in Care Leave Policies and Care Services for a More Gender-Equal World of Work

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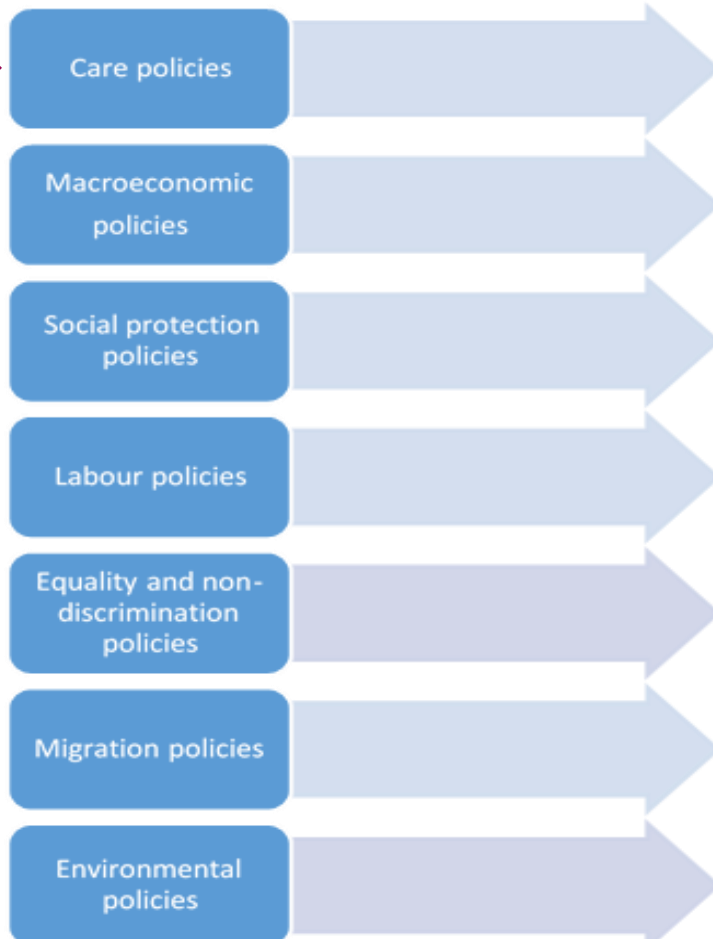
► Care at work

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

A high road to decent care work: The ILO 5R Framework

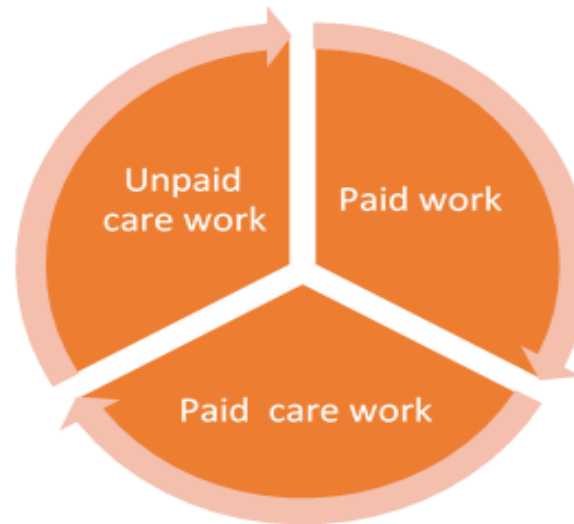
Conducive policy environment:

Main policy areas



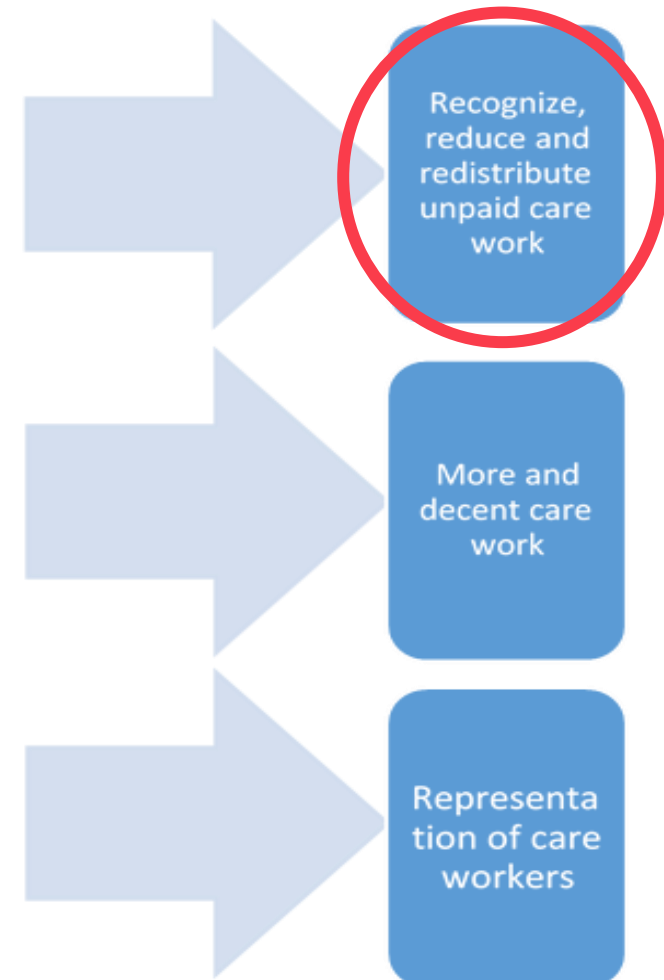
Analytical framework:

Unpaid care work–paid work–paid care work circle



Policy recommendations:

Decent care work (5Rs)



Source: Adapted from: ILO, 2018. Care work and care jobs for the future of decent work

► 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

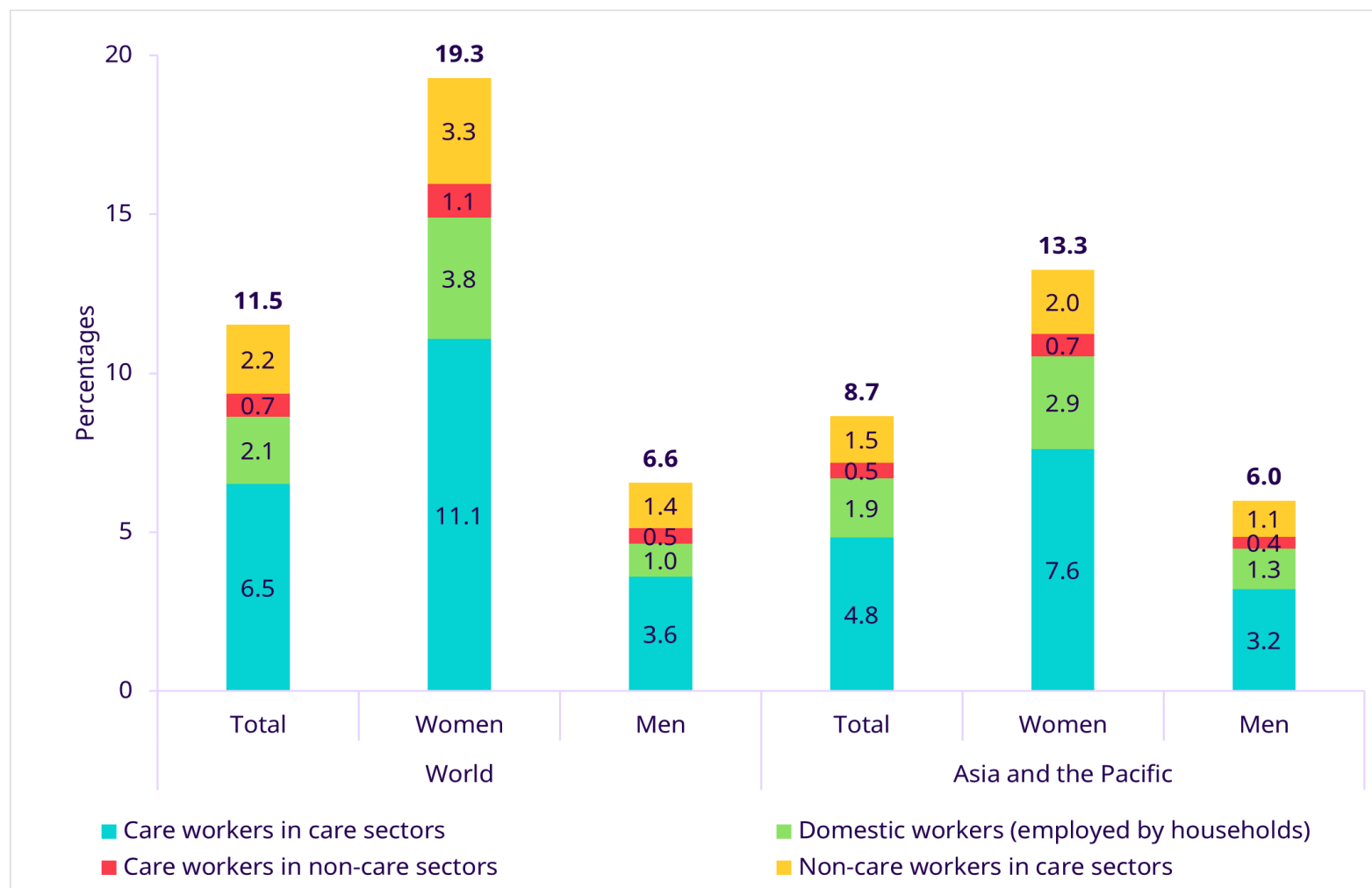
Who are the care workers?

- Workers in care sectors:
 - Health and social work (nurses, personal care workers, “kader”)
 - Education (teachers, childcare workers, UKS team, “paid teachers”)
- Care workers in other sectors (“team medis” in other sectors)
- Domestic workers (in and for households according to C189)



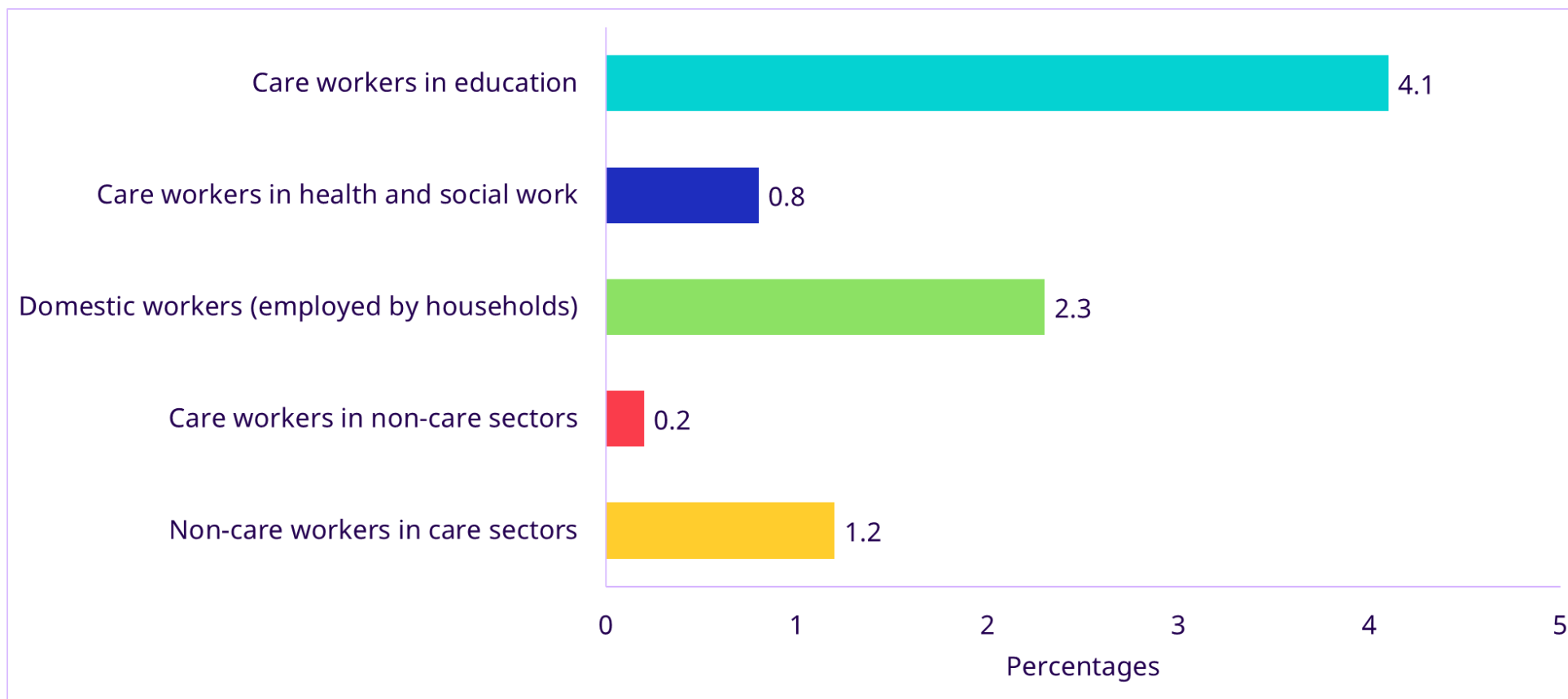
Paid care work is an important source of employment, specially for women

Care employment as a proportion of total employment

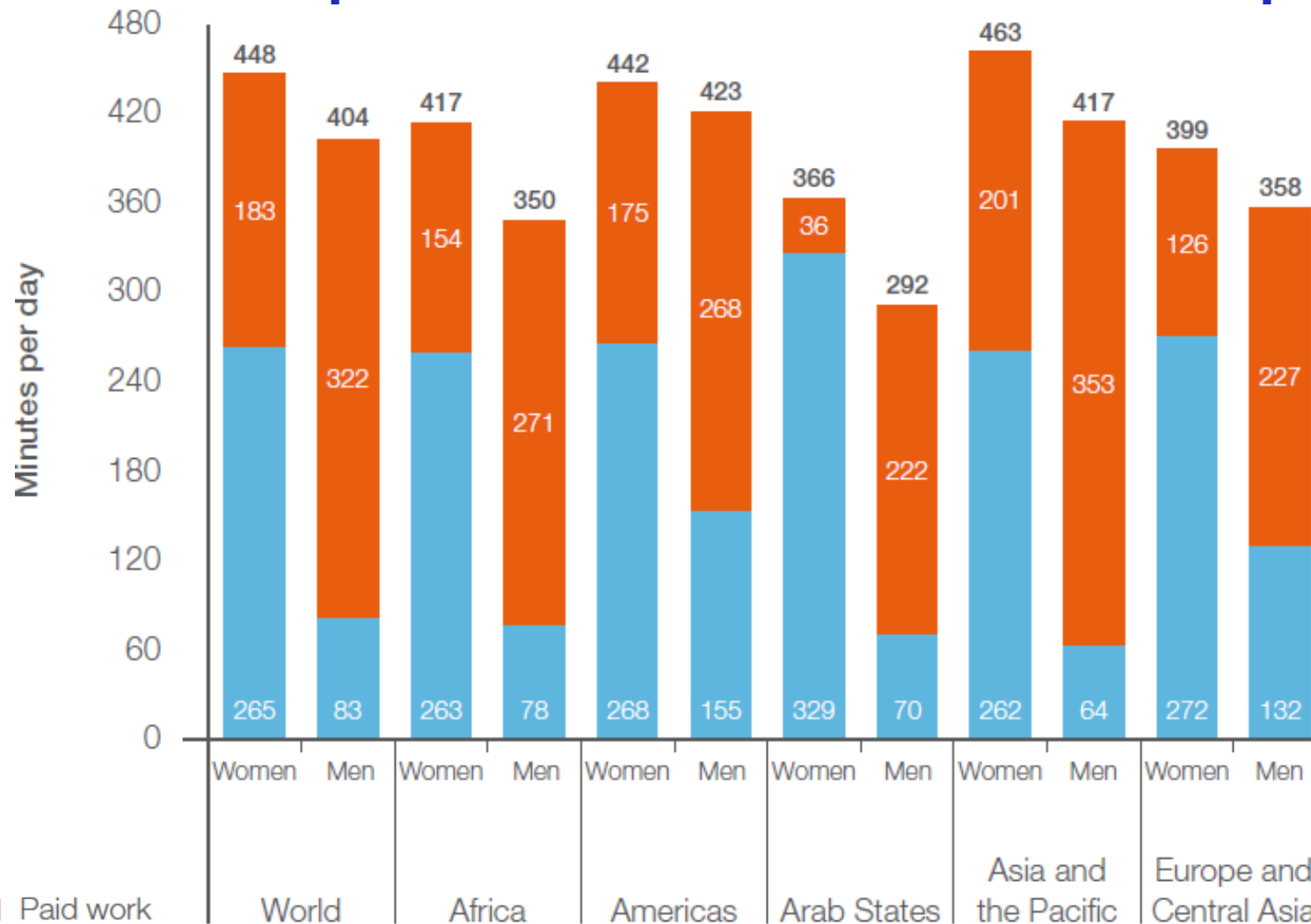


The care workforce in Indonesia represents more than 8 per cent of total employed, about 12 million workers

Care workers as a share of total employed (percentages)



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



► Social norms on the gender division of unpaid care work play a role

► In Indonesia...

- **79 per cent** of respondents agree with the statement “Men now have greater responsibility for the home and childcare than ever before”
- **76 per cent** of respondents agreed with the statement “The role of women in society is to be good mothers and wives”

Note: Survey conducted in 22 high- and middle-income countries (mainly urban areas) in 2016 with over 17,000 women and men aged between 16 and 64 years (Ipsos MORI, 2017)

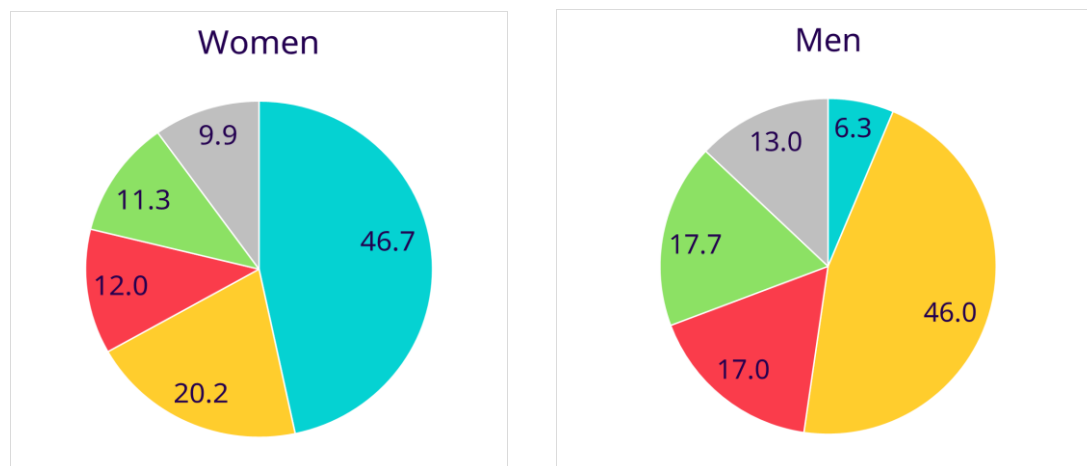


Young girls riding bicycles in front of a construction site near Banda Aceh
© Falise T. / ILO

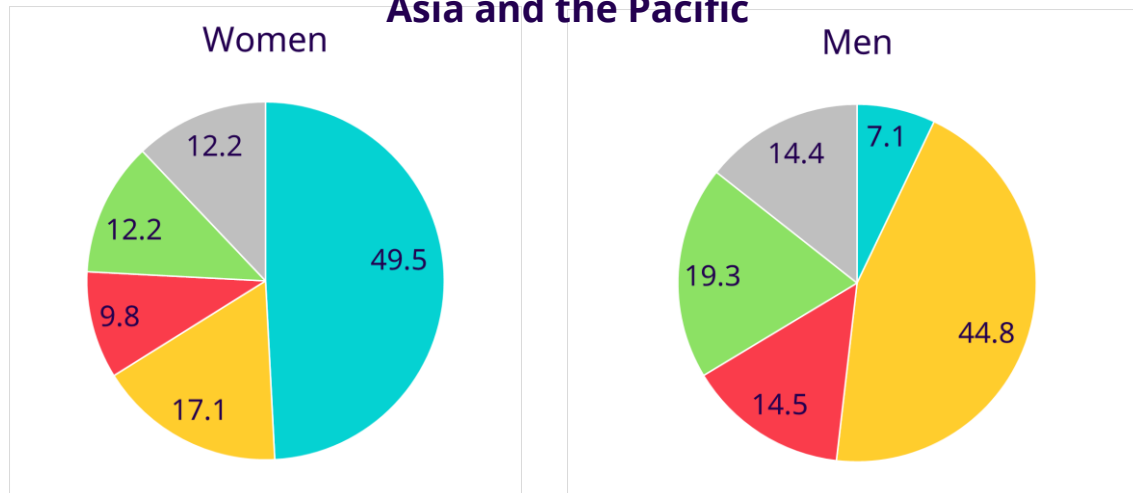
The unequal share of unpaid care work limits women's participation in the labour market

Percentage of inactive persons, by sex and main reasons for being outside the labour force, latest year

Middle-income countries

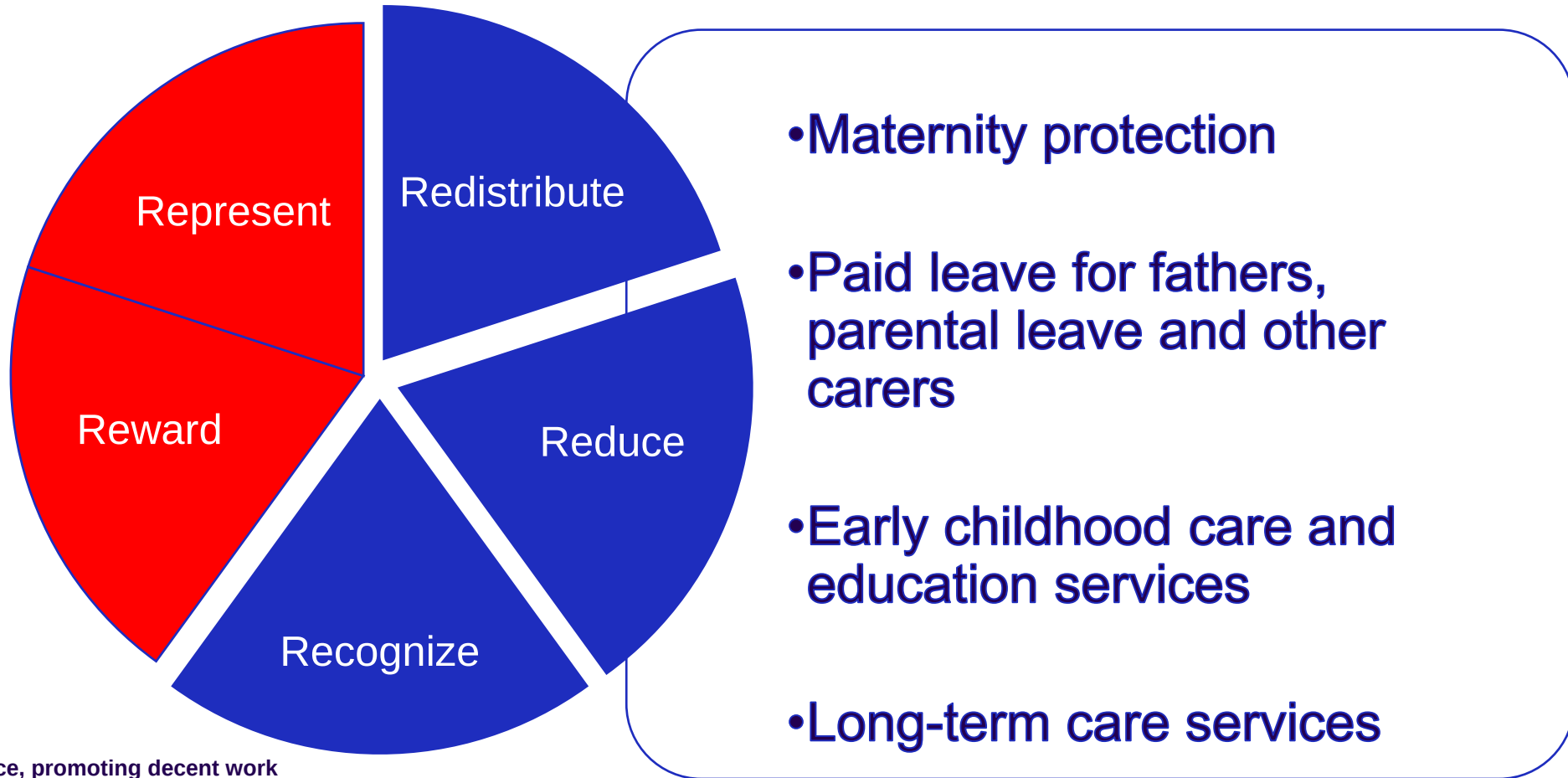


Asia and the Pacific

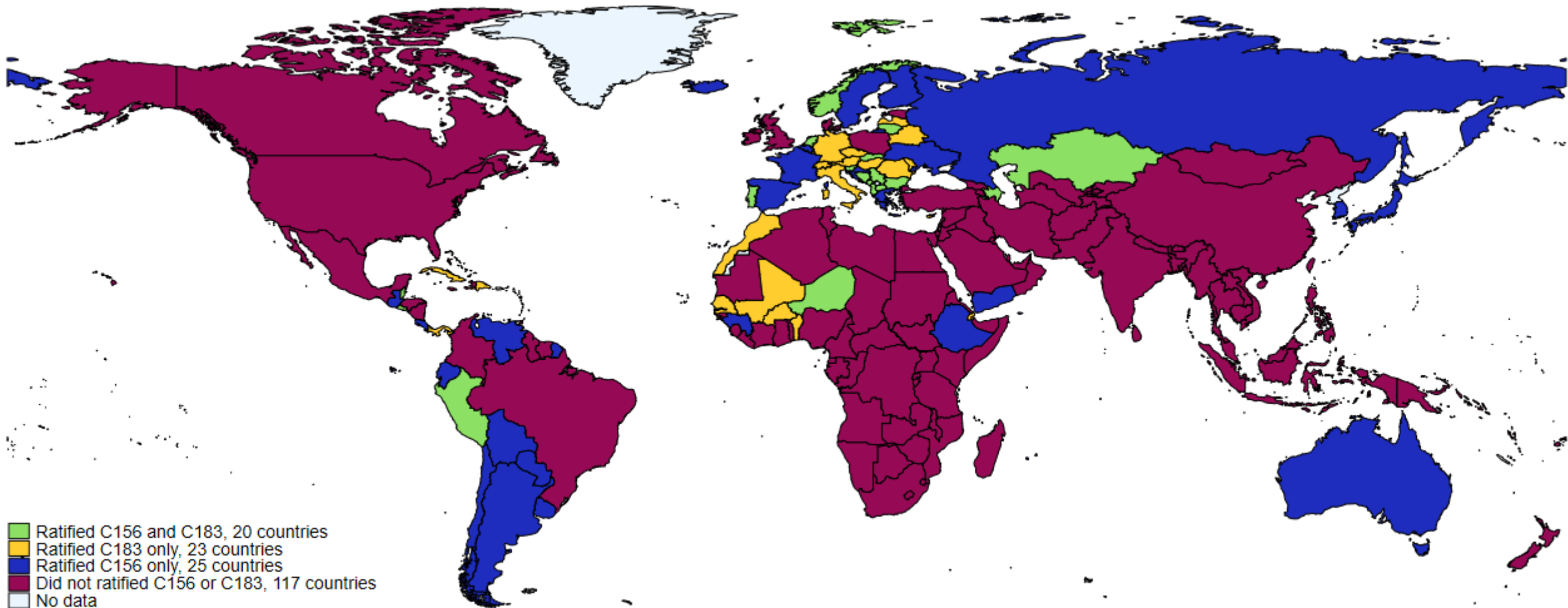


- Unpaid care work
- Personal (in education, sick or disabled)
- Reasons related to the labour market
- Other sources of income
- Other

Care policies to recognize, reduce and redistribute unpaid care work



Ratification status of Maternity Protection Convention, 2000 (No. 183) and Workers with Family Responsibilities Convention, 1981 (No. 156)



Leave policies: Progress and remaining challenges for maternity

Convention No. 183

- 14 weeks of maternity leave and recommended to be increased to 18 weeks in Recommendation No. 191
- Leave benefits shall not be less than two-thirds of the woman's previous earnings
- Provided through compulsory social insurance or public funds

In Indonesia...

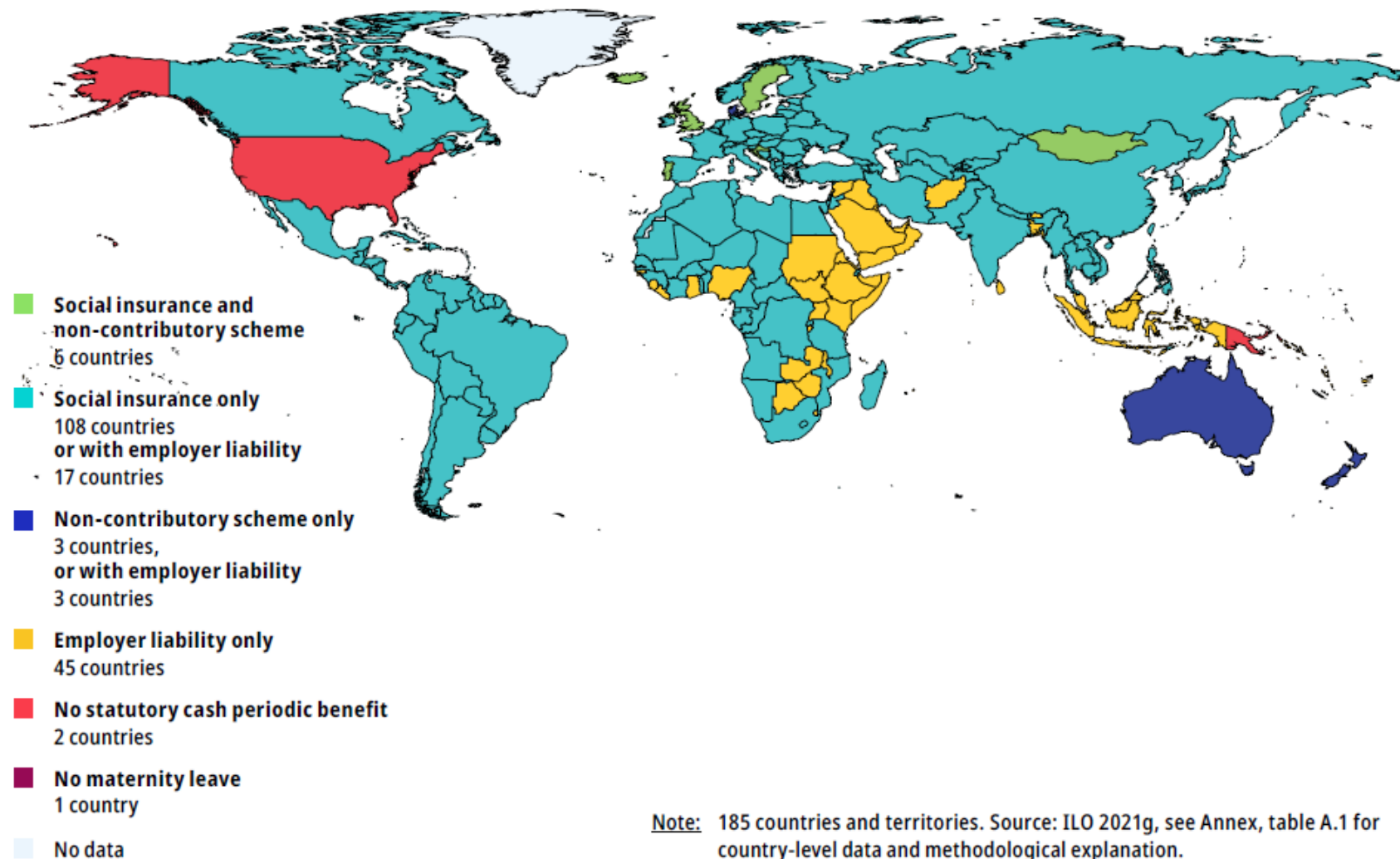
- ▶ 13 weeks of maternity leave (3 months)
- ▶ Amount of maternity leave cash benefits equivalent to 100% of previous earnings
- ▶ Cash benefits financed by the employer
- ▶ Self-employers and adoptive parents are not entitled to maternity leave



98 out of 185 countries with maternity leave schemes in line with C183

But 649 million potential women live in countries that do not meet the ILO standards

Source of funding of maternity leave cash benefits, 2021



C183 → cash benefits should be provided through compulsory social insurance or public funds and employers should not be individually liable for the direct cost of maternity leave

Leave policies: Progress and remaining challenges for paternity

2009 and 2021 ILC Resolution

In Indonesia...

- ▶ 2 days of paternity leave
- ▶ Gender parental leave gap: 12.6 weeks
- ▶ Amount of paternity leave cash benefits equivalent to 100% of previous earnings
- ▶ Cash benefits financed by the employer
- ▶ Paternity leave is not available to self-employed workers, adoptive parents or same-sex parents

Advancing social justice, promoting decent work

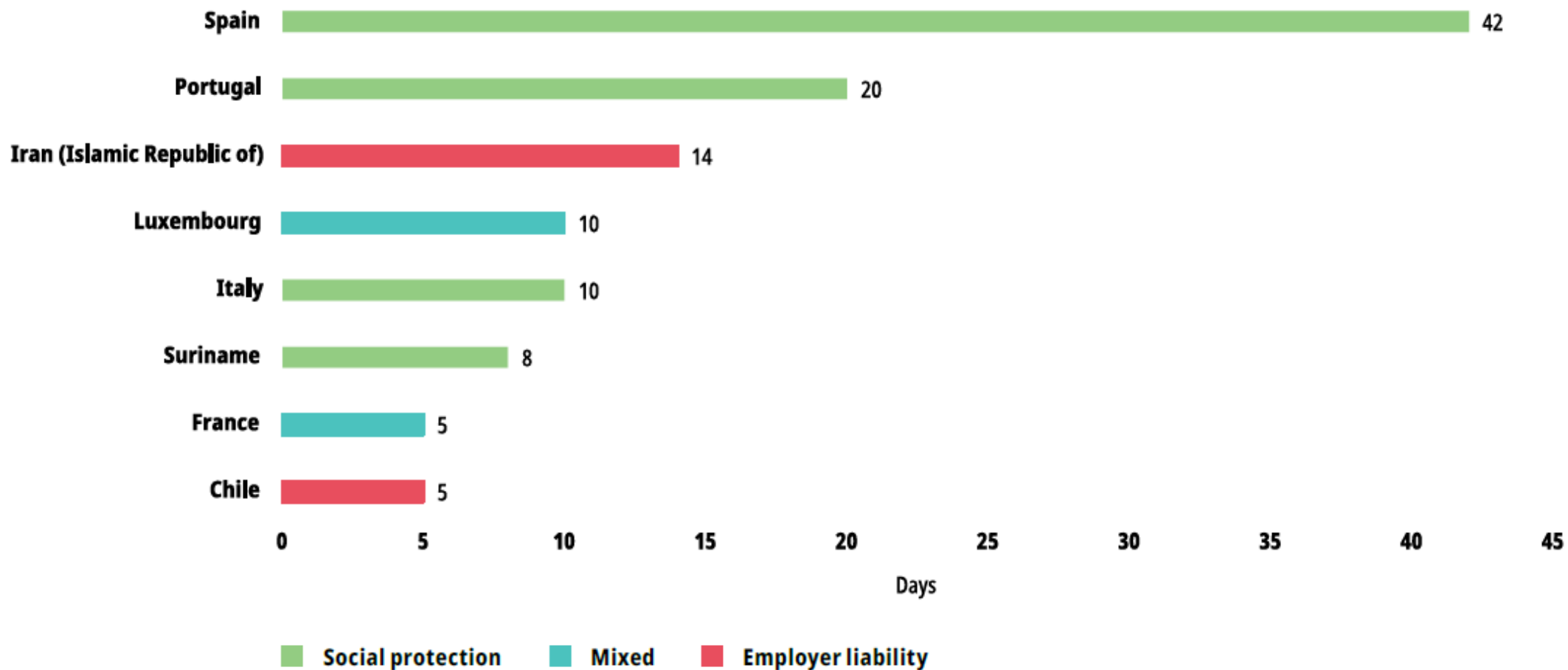


Paternity leave laws are on the rise: 115 countries provide paternity leave, 33 new countries since 2011

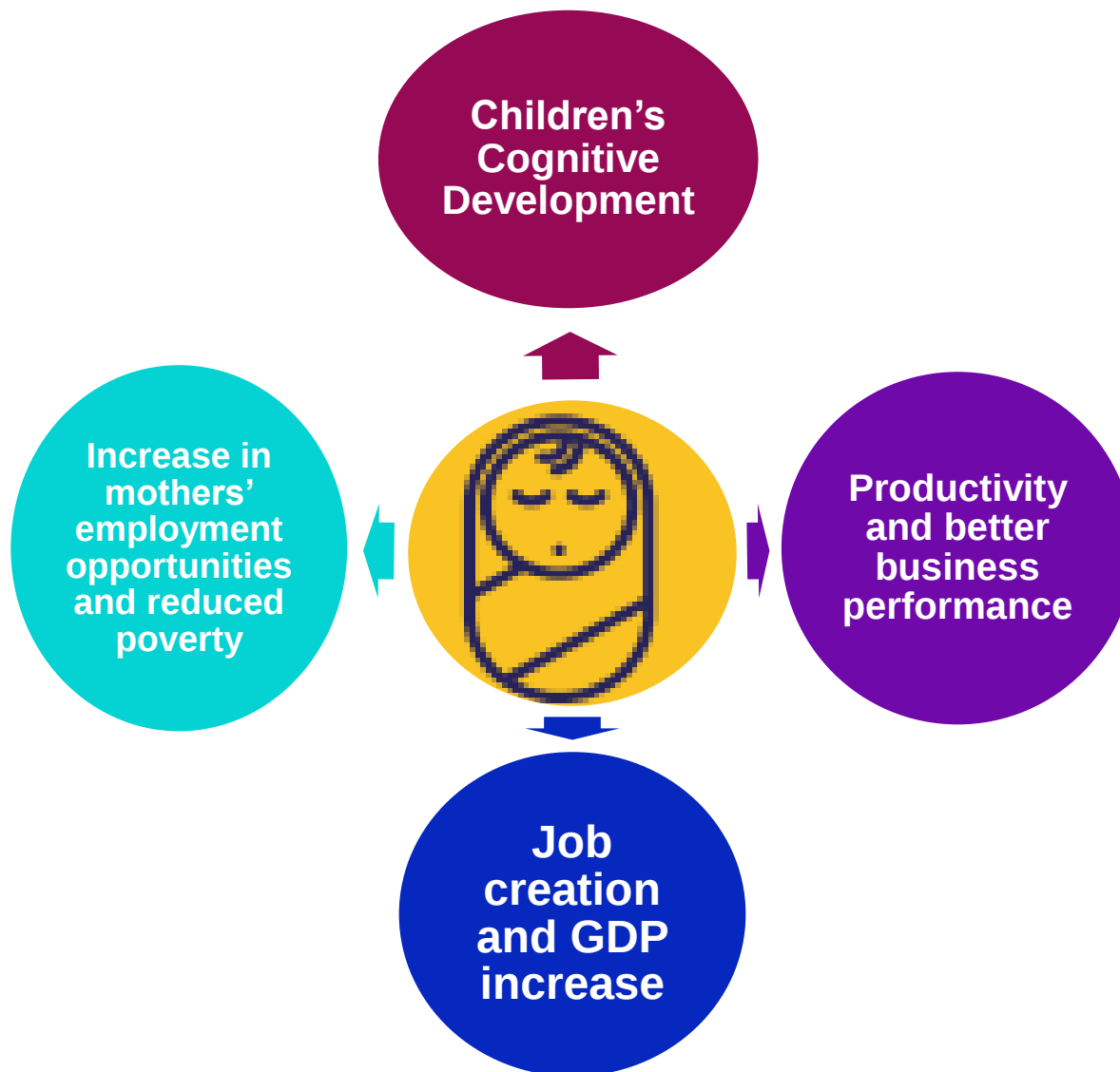
But 1.26 billion potential fathers around the world live in countries with no entitlements to paternity leave

Improving paternity leave take-up rates

Length of obligatory paternity leave and source of funding in relevant countries, 2021



The vital role of childcare in societies and economies: The quadruple dividend

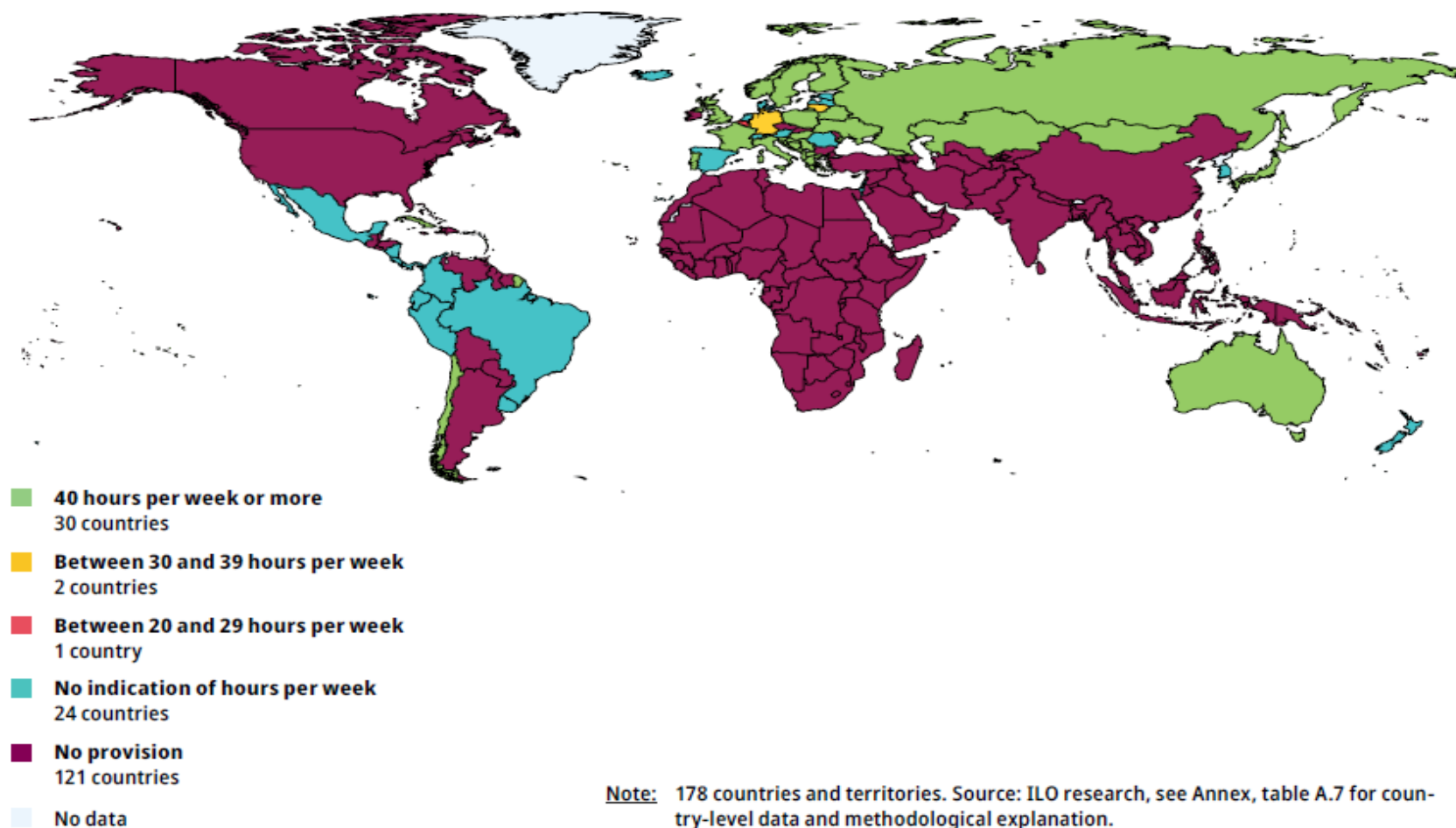


Broad gaps in the provision of statutory childcare services

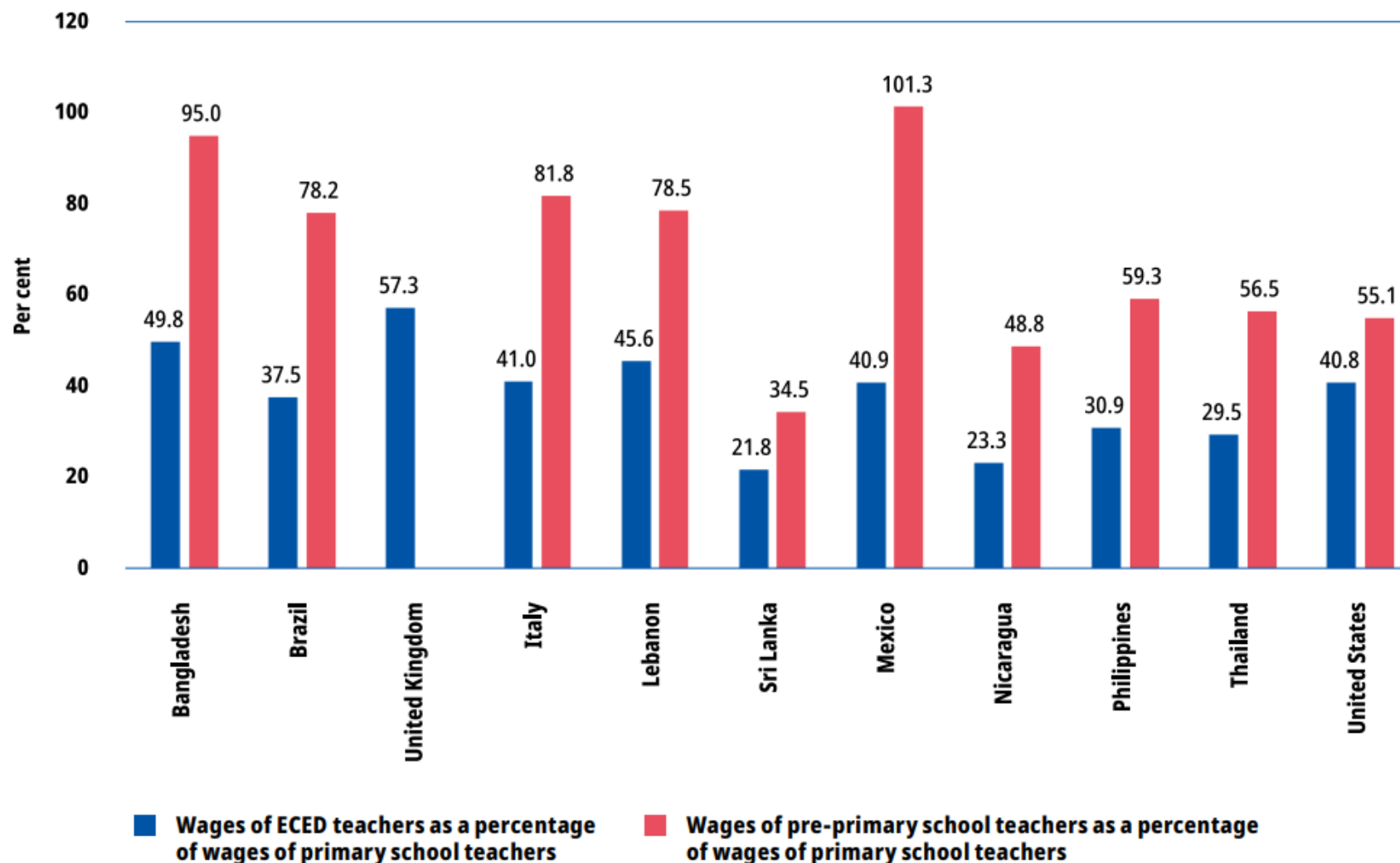


Only 1 in 10
potential parents
have access to free
or affordable
childcare services

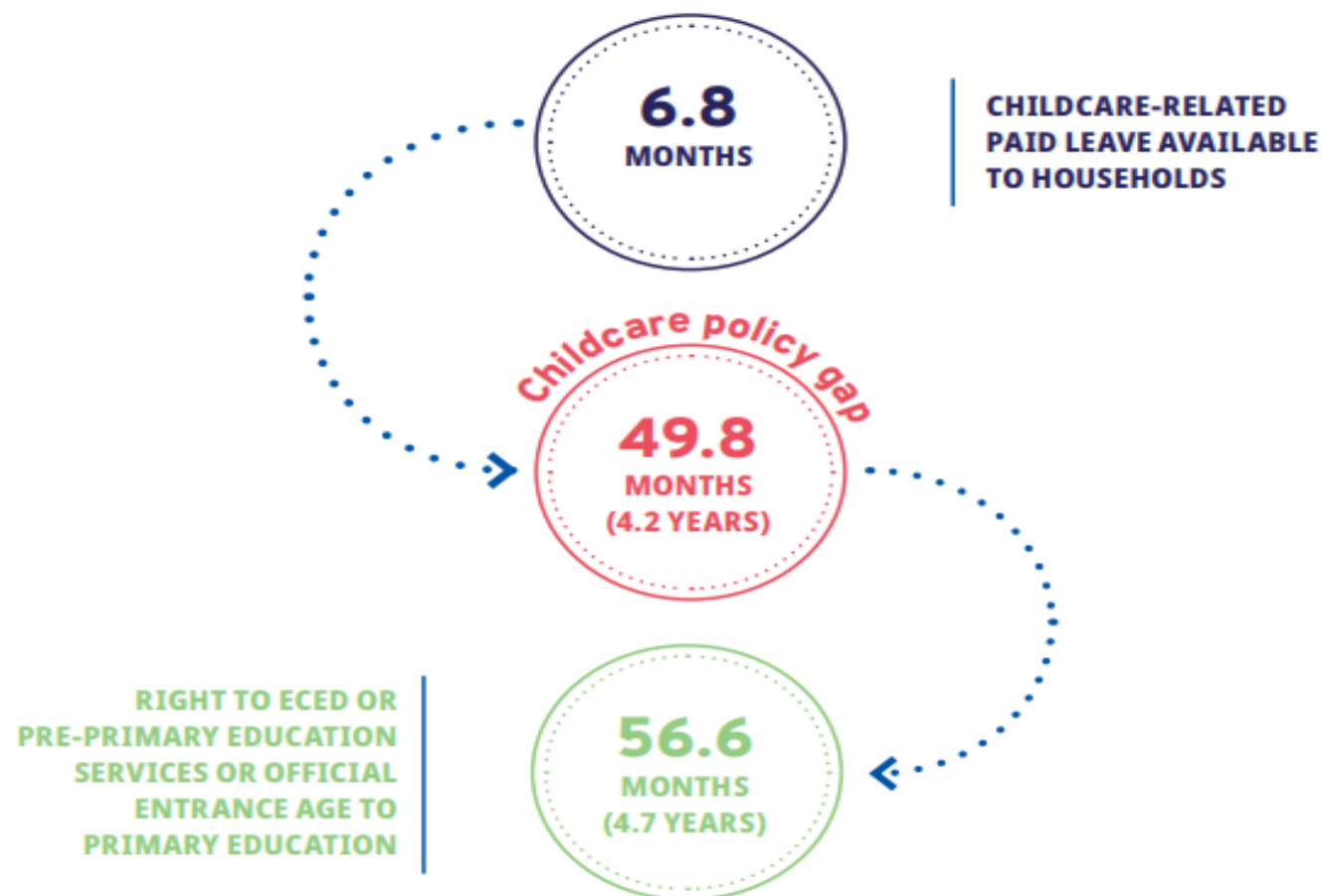
Hours per week for statutory childcare services for children aged 0–2 years, 2021



Undervaluation of wages of ECED and pre-primary school teachers

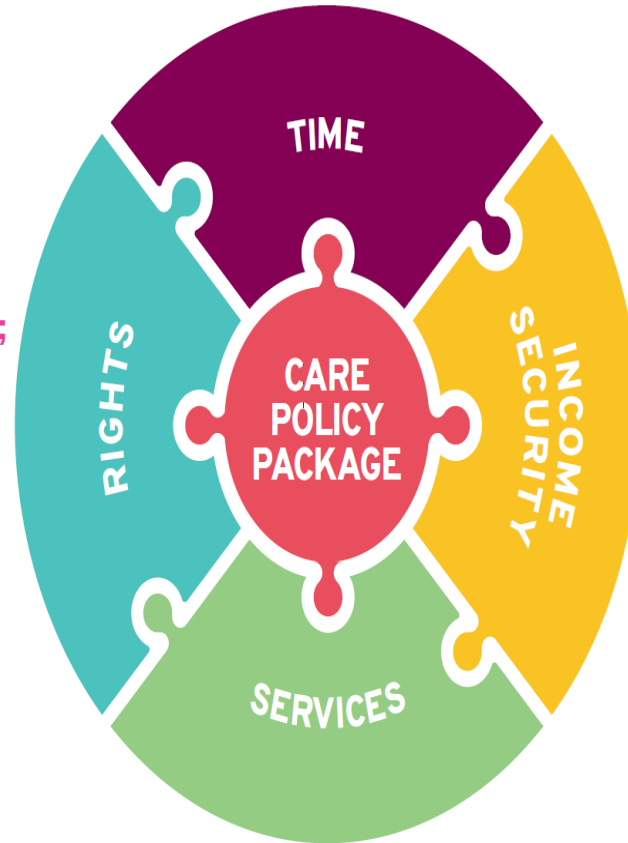


A large childcare policy gap: the mismatch between the end of care leave and the entitlement to childcare services



Transformative and nationally designed “care policy packages” in line with international labour standards

- Care leave for parents: maternity, paternity, parental leave
- Breastfeeding breaks
- Other care-related leave: long-term care leave; emergency leave
- Time off for antenatal healthcare
- Non-discrimination, freedom from violence & harassment, and
- Employment protection
- Right to decent working time



- Maternity, paternity and parental leave cash benefits
- Income security for breastfeeding
- Long-term care cash benefits
- Maternal and child health care services
- Childcare services (in-home, community and centre-based)
- Primary and secondary education and out-of-school services
- Nursing facilities
- Long-term care services (in-home, respite and residential)

A strong investment case for transformative and nationally designed care policy packages



- ▶ **0.25 % of GDP**
Or US\$269 billion, to expand adequately paid childcare related leave and breastfeeding breaks by 2030
- ▶ **1.45 % of GDP**
Or US\$1.6 trillion, to expand early childhood care and education provision by 2030
- ▶ **2.3 % of GDP**
Or US\$2.5 trillion, to expand long-term care provision by 2030
- ▶ **280 million jobs**
Job generation from investing in care policy packages by 2030
- ▶ **Gender- transformative**
78 per cent of jobs will go to women and 84 per cent of the jobs would be formal and reduction of gender pay gaps
- ▶ **High returns on investment**
Tax revenue and \$ GDP increase per \$ invested from higher maternal employment and earnings

The way forward is investing in transformative care policy packages in Indonesia

- ▶ The ILO estimates that investing in universal childcare and long-term care services could **generate almost 10.4 million jobs by 2035**
 - 4.3 million direct jobs in childcare
 - 4.3 million direct jobs in long-term care
 - 1.7 million indirect jobs in non-care sectors
- ▶ Closing these large policy gaps would require a **progressive and sustainable annual investment of 2.5 per cent of GDP after taxes** by 2035
- ▶ The investment in a universal and comprehensive care policy package **could improve the gender gap in employment rates and wages**
 - women's employment rate **from 49% in 2019 to 56.8% by 2035**
 - gender gap in monthly wages **from 20.6% in 2019 to 10% by 2035**
- ▶ It is estimated that a care package that extends adequately paid childcare-related leave as well as early childhood care and education services would result in **2.5 dollars of GDP increase per dollar spent**.

Concluding considerations

- Implement the 5Rs Decent Care Work Framework
- Consider ratifying and implementing C183 and 156
- Equalize parental leave rights and create incentives for fathers to share the care
- Close the childcare policy gap by providing a continuum of parental leave and childcare services
- Fund care policies through social protection so all can be covered
- Increase investments in quality care services with decent jobs
- Rely on national social dialogues, multi-stakeholder consultations and representation of care provider and receivers

Make a more caring and gender equal world of work a reality for all

For more information: [ILO Care Economy portal: The care economy \(ilo.org\)](https://ilo.org/care-economy)

Contact: GEDI@ilo.org

