

11<sup>TH</sup> ILO MEETING OF CARIBBEAN MINISTERS OF LABOUR



# CARE WORK AND CARE JOBS FOR THE FUTURE OF DECENT WORK

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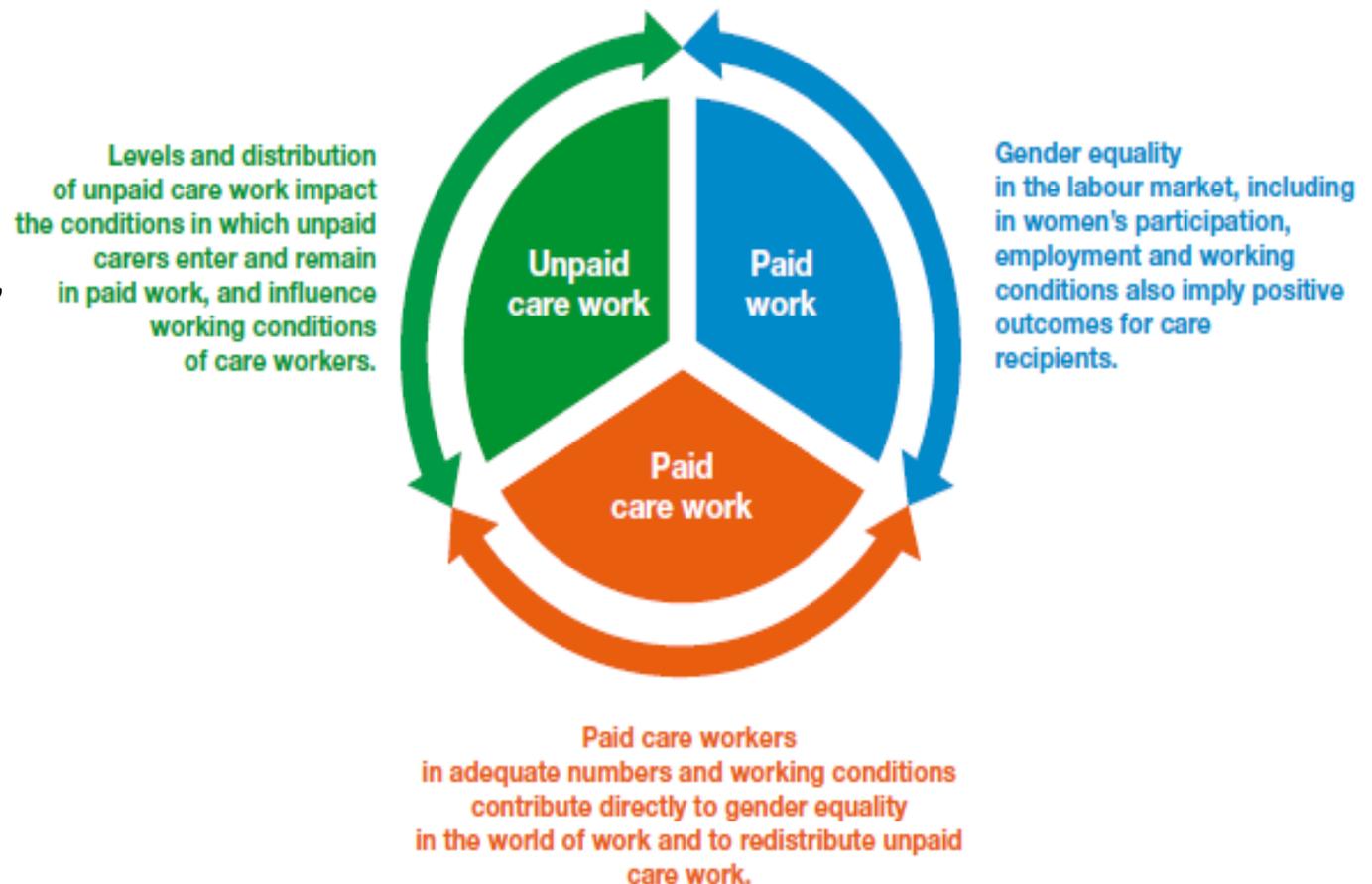
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# Definitions

- What is care work?
  - Direct personal care and indirect care activities (housework)
  - Unpaid and paid care work
  - Unpaid carers provide care, support and household work within households or in the community, with no monetary reward.
- 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

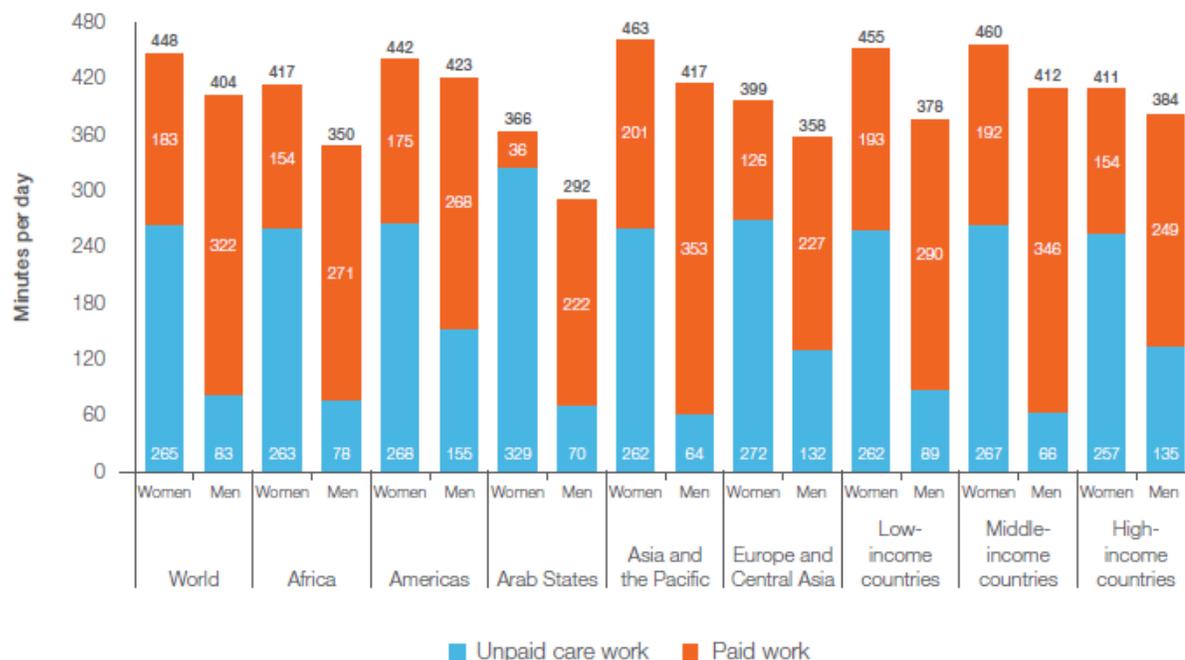
Figure 1.1. The “unpaid care work–paid work–paid care work circle”



Source: Authors' illustration.

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

Figure 2. Time spent daily in unpaid care work, paid work and total work, by sex, region and income group, latest year



Note: See Chapter 2, figure 2.8 (64 countries).

Source: ILO calculations based on Charmes, forthcoming (see full report).

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.**

In 2013, land-marking international labour statistic standards set out that unpaid care is work

# Demand for paid care work is rising but there are decent work deficits for care workers



- Changes to family structures, high or unfavourable care dependency ratios and the increase in women's employment.
- 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.
- Currently, an estimated 110–190 million people with disabilities could require assistance throughout their entire lives.
- **Working conditions** of paid care workers are poor.
- Policy really does matter in determining the level of employment, working conditions, pay and status of care workers.
- The existence and representativeness of workers' organizations covering care workers, as well as the coverage of social dialogue mechanisms, including collective bargaining, also play an important role.

# Investment in care policies jobs makes sense: better educational, health, gender equality and economic outcomes

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
- Regulation of domestic workers
- Norms and regulations for paid care workers
- Orderly migration and protection of migrant workers

- **Care-relevant infrastructure**

**Figure 6.** Public expenditure on selected care policies as a percentage of GDP, and employment-to-population ratio of women with care responsibilities, latest year

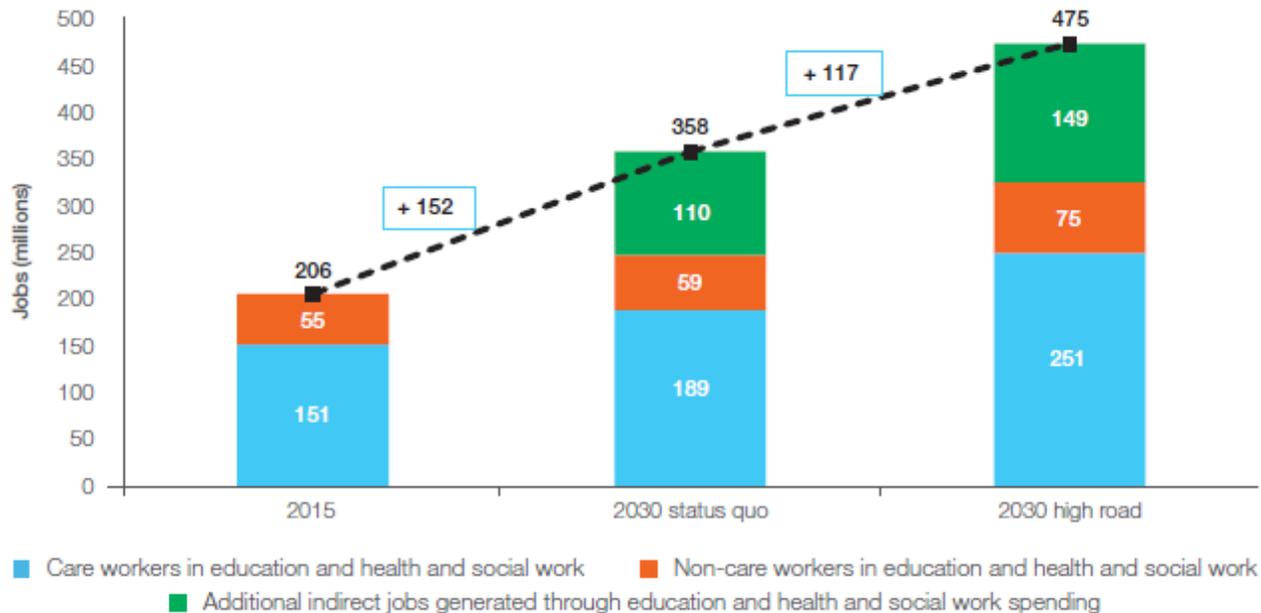


Note: See Chapter 3, figure 3.6. Correlation between investment on care policies and employment-to-population ratio of women with care responsibilities is 0.67. (41 countries).

Source: ILO calculations based on labour force and household surveys data; UNESCO, 2018; ILO, 2017m; OECD, 2017.

# Investment in the care economy to achieve the SDGs means 475 million jobs by 2030

Figure 8. Total care and related employment in 2015 and 2030, status quo and high road scenarios



Note: See Chapter 5, figure 5.11 (45 countries). For 2015, ILO calculations based on labour force and household survey microdata.

Source: Ilkkaracan and Kim, forthcoming.

Meeting the SDGs in education and health 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 will be driven by additional **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.

# Recognize, reduce, redistribute, reward and representation - The 5R Framework for Decent Care Work

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

# Why should we care about CARE?



- Care work is **vital** to humanity and to economies.
- Quality care is at the heart of development: health, education, economic growth, gender equality- **well being**.
- Major **global transformations are affecting the demand and supply** of both paid and unpaid care work.
- Paid care work is and will **remain an important source of employment**, especially for women.
- Redistribution of unpaid care work is essential **for gender equality** including increased participation of women in the workforce.
- Demand for care is increasing with the **potential of job creation** particularly for women.
- **Transformative care policies yield positive outcomes:** health, economic and gender equality.

# THANK YOU!



Find out more about the ILO report

*Care work and care jobs for the future of decent work*

[www.ilo.org/care economy](http://www.ilo.org/care_economy)