Decent Work and the Care Economy
What is the care economy?

It’s a Fan!
It’s a Wall!
It’s a Rope!
It’s a Snake!
It’s a Tree!
Definition of Care Economy

“Working” concept of care work:

• Care work is broadly defined as looking after the physical, psychological, emotional and developmental needs of one or more other people.

• Care Economy or Care Sector?
Extension of life expectancy of men during the ILO's first century

Circa 1919
\( e_0 = 40.5 \) years

Circa 2019
\( e_0 = 67.1 \) years

Birth

Presumed average retirement age

Average retirement age

Estimated life expectancy (\( e_0 \))

Shortfall in life expectancy relative to average retirement age

Gains in life expectancy relative to average retirement age
Extension of life expectancy of **women** during the ILO's first century

Circa 1919
\[ e_0 = 43 \text{ years} \]

Circa 2019
\[ e_0 = 71.7 \text{ years} \]

- Presumed average retirement age
- Average retirement age

Estimated life expectancy \( (e_0) \)

- Shortfall in life expectancy relative to average retirement age
- Gains in life expectancy relative to average retirement age
Dependency life cycle

- **Infancy**
  - Total dependency

- **Childhood**
  - School / after-school care

- **Senior years**
  - Active and productive

- **Youth and Adulthood**
  - Accidents or illness, temporary or chronic, varied levels of dependency

- **Elderly**
  - Increasing dependence

Inspired by ILO Gender Promotion Programme.
Role of mothers

Photo by Dorothea Lange for the US Resettlement Administration-1936
MP Coverage gap: income security at childbirth

Source: ILO estimates based on data from official sources.
Changing role of fathers
Children and child care
Children and Care

Girl-to-boy ratio of household chores, children aged 7 to 14 years, 33 selected ILO member States, all Regions, most recent year between 1998 and 2006

Figure shows the girl-to-boy ratio of household chores for children aged 7 to 14 in the 33 surveys, and reveals that the ratio is never below unity – girls always exceed boys in the prevalence of household chores – and reaches as much as over 4:1.
(Source: SIMPOC, HS Datasets)
Disability and Care
Disability and Care

• WHO/WB World Report on Disability 2011: estimated 15 % or 1 billion of the world's population has some form of disability

• between 785 to 975 million people with disabilities are 15 years of age or older
“Active Ageing” and Care giving
Elder Care
Population pyramids by development group, 2005

UN Programme on Ageing
Care economy spans public and private spheres

Wide range of providers

Formal care workers
Care coops
Care economy spans public and private spheres

Formal or Informal Domestic workers

Ethnicity
Indigenous peoples
Socio-economic levels
Migrant care workers

232 million migrant workers in 2013

48 % are women – most in care work (health services and domestic work)

Only ten % of domestic workers worldwide covered by same laws and legislation as other workers
Actors in the Care Economy

Who needs the care?
Infants and young children

Who provides the care?

F  Parents: caring for children
F  Relatives: older siblings, grandparents, aunts/uncles
N-P Friends, volunteers, community members, civil society, faith-based organizations
M  Nannies, child-minders
M  Domestic workers
E/M/St Childcare services: subsidized home care, crèches, nurseries
M/St After-school care
M/St Special needs services
St  Orphanages

Actors in the Care Economy

Who needs the care?
- Sick and injured persons: short term
- Chronically sick and disabled persons: longer term

Who provides the care?

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>F</td>
<td>Relatives: siblings, grandparents, aunts/uncles</td>
</tr>
<tr>
<td>N-P</td>
<td>Friends, volunteers, community members, civil society, faith-based organizations</td>
</tr>
<tr>
<td>M</td>
<td>Domestic workers</td>
</tr>
<tr>
<td>M/St</td>
<td>Health-care workers (nurses, home care)</td>
</tr>
<tr>
<td>M/St</td>
<td>Hospitals, convalescence homes, hospices</td>
</tr>
</tbody>
</table>

Actors in the Care Economy

<table>
<thead>
<tr>
<th>Who needs the care?</th>
<th>Elderly</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Who provides the care?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>F</strong> Adult children: caring for elderly parents/grandparents</td>
</tr>
<tr>
<td><strong>F</strong> Relatives: younger siblings and family members</td>
</tr>
<tr>
<td><strong>N-P</strong> Friends, volunteers, community members, civil society, faith-based organizations</td>
</tr>
<tr>
<td><strong>M</strong> Domestic workers</td>
</tr>
<tr>
<td><strong>N-P/St</strong> Senior day care</td>
</tr>
<tr>
<td><strong>M/St</strong> Health-care workers (nurses, home care)</td>
</tr>
<tr>
<td><strong>M/St</strong> Serviced retirement homes/communities</td>
</tr>
<tr>
<td><strong>M/St</strong> Hospitals, convalescence homes, hospices</td>
</tr>
<tr>
<td><strong>St</strong> Social workers</td>
</tr>
</tbody>
</table>

Unpaid work, care work and unpaid care work

**Unpaid work**
- Tending household plot
- Contributing to family business
- Activities for family consumption (fetching food, water, fuel)
- Meal preparation, shopping, laundry, cleaning

**Unpaid care work**
- *Paid or unpaid direct care of:
  - Young children
  - Frail elderly
  - Ill and disabled

**Care work**
- Care of persons for no explicit monetary reward, within/across families/households, or voluntary, not-for-profit care in the community, market or public institutions

Four pillars of Decent Work & Care Economy

Rights:
Maternity Protection C. 183
Worker w/ Family Responsibilities C.156
Nursing Personnel C.149
Domestic Workers C. 189
Other relevant Cs (migration, informal, ITP)

Employment:
Job creation in care economy?
Planning ahead – actuarial studies
Social care cooperatives
Entrepreneurship and care
Four pillars of Decent Work & Care Economy

Social Protection:
Reshaping health & benefits policies and priorities
Avoiding health and economic shocks

Social Dialogue:
ILO comparative advantage in addressing inequalities
UN partners
Other partners
ILO Centenary Initiative
Identification of key gender challenges with leading scholars & experts

ILO HQ-Field Consultations

Tripartite Consultation

Asia / Pacific
Arab States
Africa
Europe
Americas

Research and Activities

Global Thematic Report (annual) and Advocacy Campaign (ongoing)

Theme 1: 2015
Theme 2: 2016
Theme 3: 2017
Theme 4: 2018
Thematic Compendium & Consolidated Campaign 2019