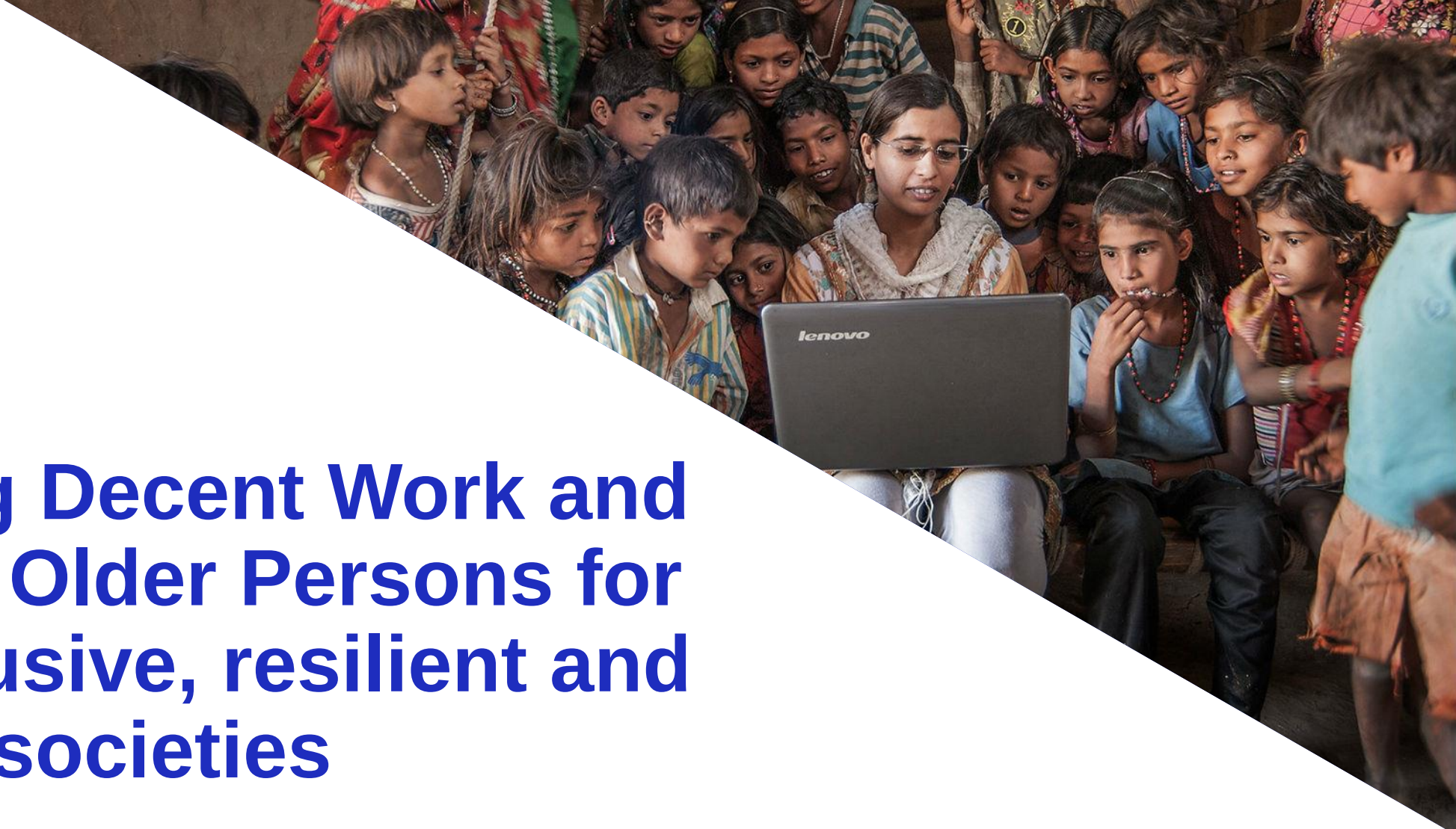
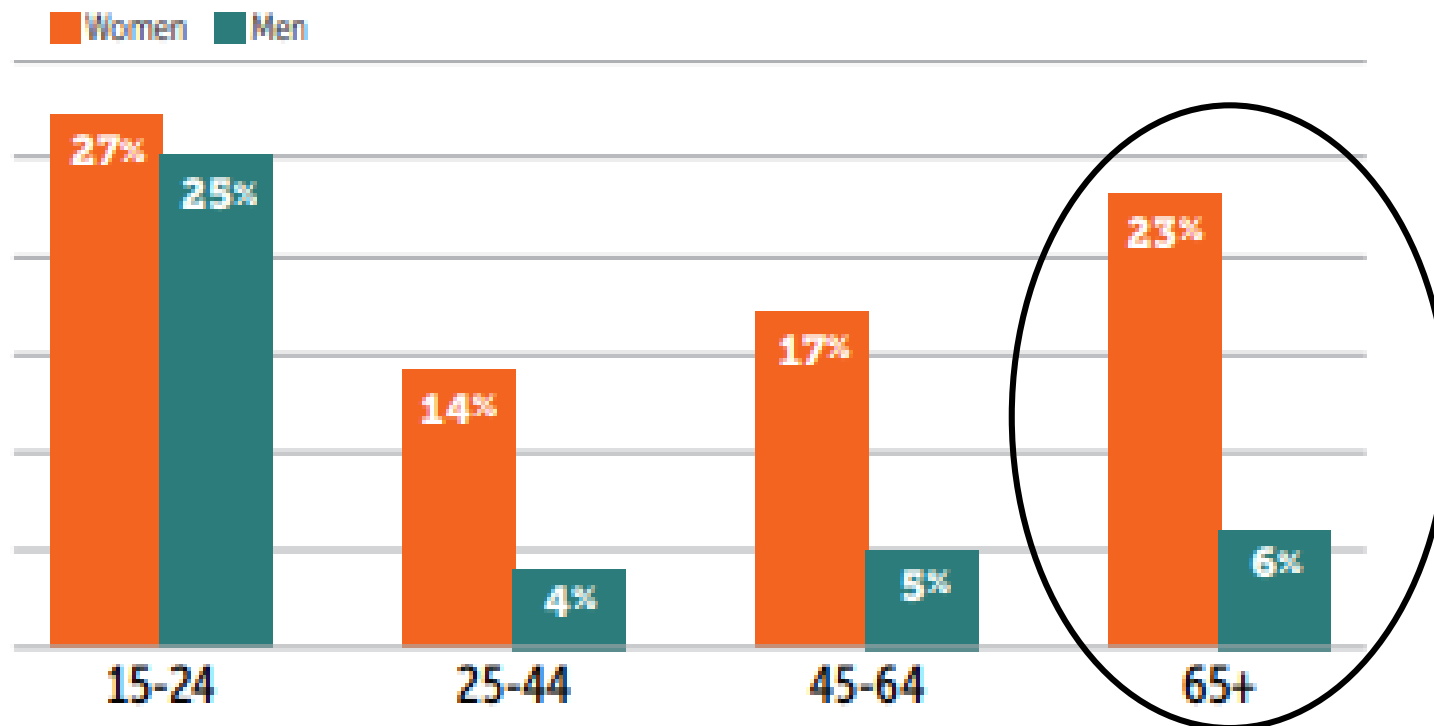




Promoting Decent Work and caring for Older Persons for more Inclusive, resilient and equitable societies

June 28, 2021

Differences in employment by age group and sex



Source: International Labour Organization, *Closing gender data gaps in the world of work – role of the 19th ICLS standards*, October 2020.

► Increasing investment in people's capabilities

- **Recognize a universal entitlement to lifelong learning** and establish an effective lifelong learning system that enables people to acquire skills, upskill and reskill throughout their life course.
- Step up investments in the institutions, policies and strategies that will support people through future of work transitions, **expanding choices for older workers** to remain economically active and proactively preparing workers for labour market transitions.
- **Implement a transformative and measurable agenda for gender equality** by making care an equal responsibility of men and women, ensuring accountability for progress, strengthening the collective representation of women, eliminating gender-based discrimination and ending violence and harassment at work.
- **Strengthen social protection systems** to guarantee universal coverage of social protection from birth to old age to workers in all forms of work, including self-employment, based on sustainable financing and the principles of solidarity and risk sharing.

Demand for care work is rising: an ageing population creates jobs in the care economy

- Care-giving plays the biggest role in women's employment outcomes.
- Changes to family structures, high or unfavourable care dependency ratios and the increase in women's employment in certain countries results in an erosion of the availability of unpaid care 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.
- Currently, an estimated 110–190 million people with disabilities could require assistance throughout their entire lives.

Transformative care policies yield positive health, economic and gender equality outcomes

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 care policies jobs 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**

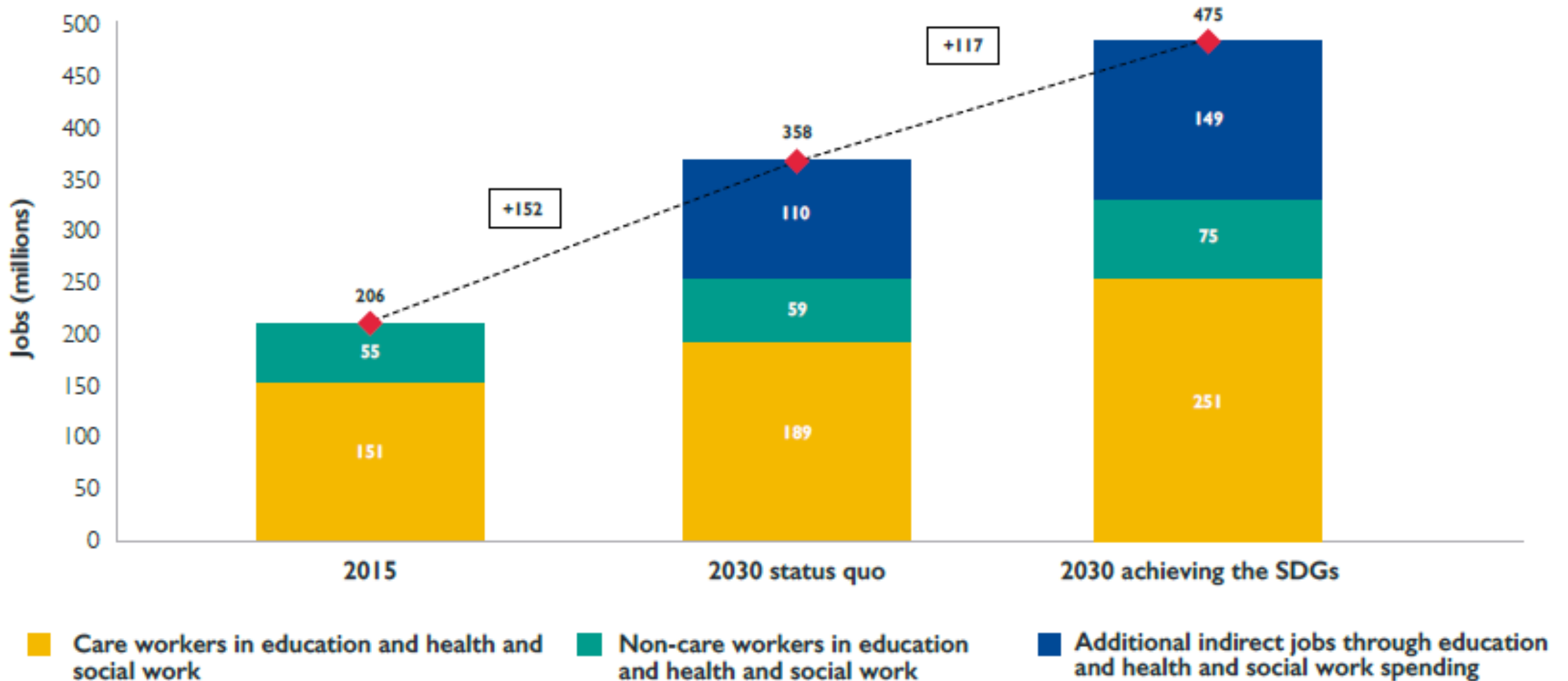
Care-related social protection transfers and benefits

Labour regulations

- Leave policies
- Family-friendly working arrangements

Care-relevant infrastructure to reduce women's drudgery work

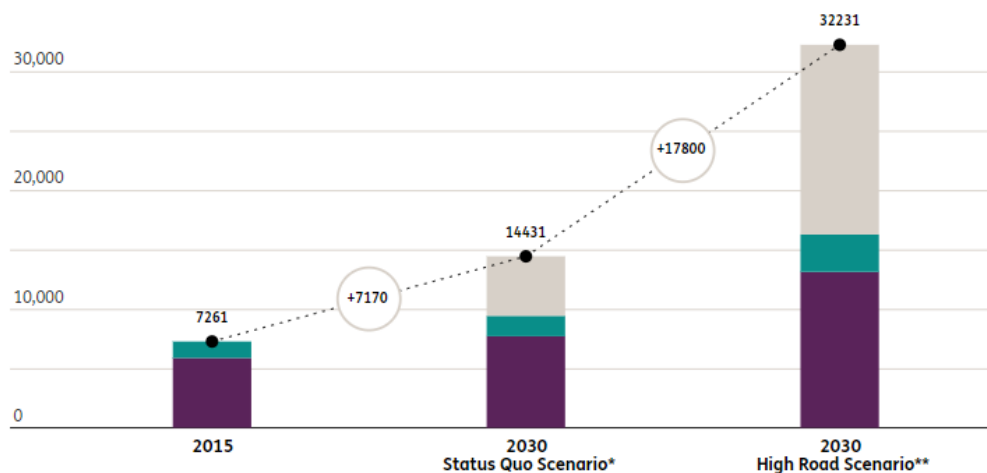
Investment in the care economy to achieve the SDGs means 269 million more jobs by 2030



► How many jobs need to be created globally to meet future care demands?

Indonesia

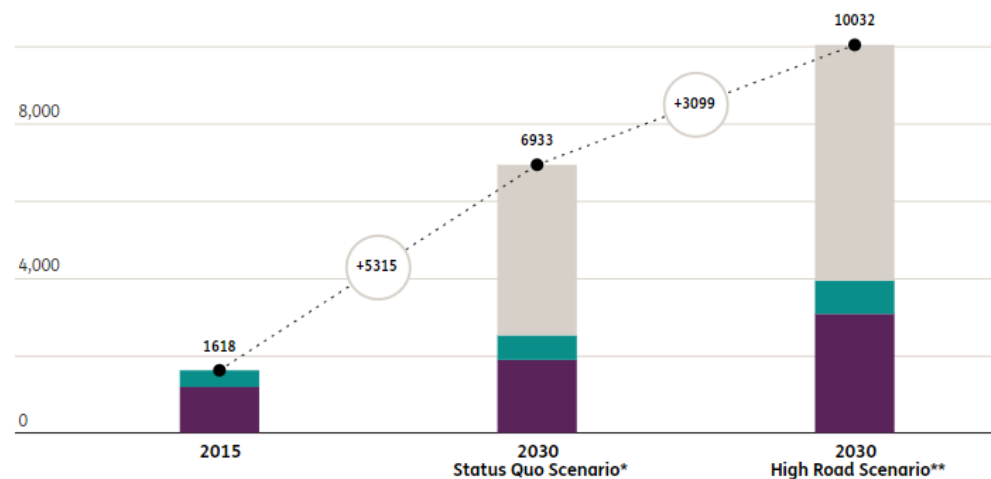
thousands of jobs



■ Care workers in education and health and social work ■ Non-care workers in education and health and social work
■ Additional indirect jobs through education and health and social work spending

Philippines

thousands of jobs



* The **Status Quo Scenario** assumes that care jobs will change in line with population growth, but that coverage rates and quality standards in care work will remain constant, resulting in care deficits persisting into 2030.

** The **High Road Scenario** shows how many care jobs would need to be created to meet future care needs in education, health and social work, and achieve the Sustainable Development Goals.

► Unpaid care is hampering women's employment outcomes

- Women with care responsibilities are 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.
- Share of wage and salaried workers is lower among women carers (62.2 per cent) than among women non-carers (67.8 per cent)
- Women unpaid carers more likely to be in informal economy (62.0 per cent) compared with non-carer counterparts (56.8 per cent).
- Women are drawn out of the labour force to care for children and ageing family members.

► Public care services where everybody cares more

- Childcare and long-term care policies and services are key
- Positive correlation between employment rates of women and higher share of GDP invested in public care services
- **Care economy is a significant source of income, especially for women**
- The ILO “5R Framework for Decent Care Work” offers a successful recipe of legislative and policy measures to achieve decent work and attract more workers to the care sector

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

For more information:
www.ilo.org/care-economy

Figure 9. The 5R Framework for Decent Care Work: Achieving a high road to care work with gender equality



Source: Authors' illustration. See Chapter 6, figure 6.1.

▶ **Thank you**

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