

► ILO Regional Brief

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Care at work in Asia and the Pacific

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

Introduction

Care is central to our life and humanity. All human beings are depending on care, whether paid or unpaid. Care is necessary for the existence and reproduction of societies, the workforce and for the overall well-being of every individual.

However, how care is organized currently is not sustainable. Globally, women perform 76.2 per cent of the total amount of unpaid care work. On a daily average, women dedicate 3.2 times more time than men to unpaid work: 4 hours and 25 minutes for women against 1 hour and 23 minutes for men. In Asia and the Pacific region, time spent per day on unpaid care work is 262 minutes for women and 64 minutes for men. This unequal, and often large amount of unpaid care work carried out mainly by women and girls remains the main barrier to women's participation in the labour market. Women with care responsibilities are also more likely to be self-employed and work in the informal economy. They are also less likely to contribute to social security.

It is widely recognized that this unequal distribution of unpaid care work needs to change to enhance women's labour force participation and advance gender equality and decent work. To support national efforts to advance gender equality and decent work, the ILO offers a framework called the 5R Framework to strengthen the care economy which encompasses the unpaid care work - paid work - paid care work circle. The 5R standards for Recognize, Reduce and Redistribute unpaid care work, Reward and promote more and decent care work, and Represent care workers.

For reducing and redistribute unpaid care work, care policies such as maternity protection, paternity, parental and other care-related leave policies, and childcare and long-term care services are vital. This brief provides a review of the status and progress of legislation on care policies in 22 countries in the Asia and the Pacific region. This brief draw information from the ILO report *Care at Work: Investing in Care Leave Policies and Care Services for a More Gender-Equal World of Work* (ILO 2022), the ILO Global Care Policy Portal (ILO, n.d.-a) and the ILO Global Care Policy Portal and Care Policy Investment Simulator (ILO, n.d.-b).

About the ILO report *Care at Work: Investing in Care Leave Policies and Care Services for a More Gender-Equal World of Work*, ILO 2022.

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. It also offers a macrosimulation model on how to close the gap between these standards and the practice.

The **ILO Care Policy Investment Simulator** is the largest online care policy modelling tool developed to simulate the investment requirements and benefits present in filling national gaps in care services and childcare-related leave. Created to advance the ILO transformative agenda for gender equality and non-discrimination, the Simulator allows users to build tailor-made care policy investment packages for four care policies: (1) childcare-related paid leave; (2) breastfeeding breaks; (3) ECCE services; and (4) long-term care services. Results of the simulations include: 1. the investment requirements of the simulated policy packages; 2. the job generation impact; 3. the reduction in gender employment gaps; 4. the reduction in gender wage gaps; and 5. the return on investment (ROI) of closing the childcare policy gap, that is, the cost-to-benefit ratio of investing in two care policies: childcare-related paid leave policies and ECCE services. ILO investment parameters are transformative, meaning they were selected to advance equality and promote human and labour rights as the only way forward when investing in the care economy. Hence, they are shaped by international labour standards and aim to provide decent work opportunities and reduce gender-based inequalities, as well as meet care needs.

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 an adequate rest and recovery time for the mother. As of August 2023, 43 countries have ratified Convention No. 183 globally, but none of these ratifying countries are from Asia and the Pacific¹. Then, regarding ILO Workers with Family Responsibilities Convention (No. 156), it has been ratified by 45 countries, two of which are in the region (Japan and Republic of Korea). At the 2023 ILC, the Committee on the Application of Standards, invited non-ratifying Member States to consider the possibility of ratifying these ILO Conventions and avail themselves of technical assistance from the ILO to assess potential obstacles to ratification and effective implementation and ways to overcome them (ILO 2023a; ILO 2023b).

In the region, the average duration of maternity leave is 19 weeks. Over the past decade, this duration increased from an average of 13 weeks of maternity leave as a result of 10 countries changing their legislation to meet or exceed the ILO 14-week standard. Six countries (Australia, New Zealand, Philippines, Viet Nam, India and Islamic Republic of Iran) are even providing 18 or more weeks of maternity leave, meeting Recommendation No.191. Despite this progress, there remain 16 countries in the region, such as the Republic of Korea, Cambodia, Bhutan and Pakistan, where the minimum standard of 14 weeks of maternity leave is not met.

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 Asia and the Pacific, 16 countries offer fully paid maternity leave, and 12 offer maternity leave cash benefits between two-thirds and 99 per cent of previous earnings. In two countries, Solomon Islands and Nepal, maternity leave cash benefits are less than the two-thirds benchmark. In Australia, maternity leave cash benefits are paid at a flat rate benefit of the federal minimum wage, and in Papua New Guinea, there is no statutory provision of a statutory cash benefit for maternity leave.

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 and non-contributory social assistance shall be granted to women who do not qualify for benefits out of social insurance. In Asia and the Pacific, maternity leave cash benefits are directly paid by the employer in 12 countries, funded through social insurance in 13 countries and paid through other schemes in 7 countries. Since 2011, 4 countries in the region (Brunei Darussalam,

¹ According to ILO grouping and available data, countries and territories in Asia and the Pacific in this brief include the following: Afghanistan, Australia, Bangladesh, Bhutan, Brunei Darussalam, Cambodia, China, Fiji, Hong Kong (China), India, Indonesia, Iran (Islamic Republic of), Japan, Lao People's Democratic Republic, Malaysia, Maldives, Mongolia, Myanmar, Nepal, New Zealand, Pakistan, Papua New Guinea, Philippines, Republic of Korea, Samoa, Singapore, Solomon Islands, Sri Lanka, Thailand, Timor-Leste, Tonga, Vanuatu, Viet Nam. For country-level information, please refer to ILO 2022.

Cambodia, Nepal and Pakistan) moved away from employer liability schemes to social security or mixed schemes. This results in a total of 12 out of 33 countries in Asia and the Pacific, including China, Japan, Singapore and Viet Nam, being in line with the key three requirements of ILO Convention No. 183.² At the current pace of legal reforms, it will take at least 30 years for the remaining countries, where 240 million potential mothers live, to fill the current gaps and align national legislation to ILO standards on maternity leave.

The fundamental right to paid and job-protected maternity leave should be guaranteed to all women, especially mothers in the informal economy and those from vulnerable groups (e.g. migrant workers, domestic and home-based workers, indigenous women, persons with disabilities and persons living with HIV) and in the informal economy. Employment protection and non-discrimination is essential to make the right to maternity leave a reality. In Asia and the Pacific, 11 countries provide coverage for self-employed workers, such as Mongolia, Philippines and Thailand. In eight countries there is a guarantee to employment protection during the entire maternity period, while there is some level of protection against dismissal during maternity leave in all countries in the region, except for four (Afghanistan, Bangladesh, Islamic Republic of Iran and Nepal) that have no explicit protection from dismissal for women during the maternity period. Further, the employer is required to prove that the reason for dismissal is not connected with the worker taking maternity leave in 11 out of 33 countries in the region, including Fiji, Samoa and Sri Lanka. Finally, mothers have the right to return to the same position or equivalent following maternity leave in 16 out of 33 countries in the region, such as Australia, Vanuatu and the Maldives.

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

In 19 out of 33 countries in Asia and the Pacific, there is a legal provision on paternity leave. On average, the duration of paternity leave among countries with paternity leave is around 7 days. Since 2011, 10 countries in the region have either introduced paternity leave or increased its duration, including Afghanistan, Fiji, Malaysia, Nepal, Singapore and Viet Nam.

The ILO Resolution concerning the second recurrent discussion on social protection (social security) (ILO 2021) 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 14 countries in Asia and the Pacific, including Indonesia, Bhutan, Islamic Republic of Iran and Nepal. Employers are the main source of financing of paternity leave in 13 countries, while in only 5 countries (Australia, Myanmar, Singapore, Timor-Leste and Viet Nam) this right is financed by social protection.

All fathers, without discrimination, should have a right to paternity leave. However, as with maternity leave, many categories of workers are still largely excluded from paternity leave provisions. Moreover, employment protection and non-discrimination connected with paternity leave could improve paternity leave take-up rates. In Asia and the Pacific, the scope of legislation on paternity leave cash benefits only includes self-employed workers in four (Australia, Myanmar, Singapore and Timor-Leste) out of the 18 countries with paternity leave. In addition, only three countries (Australia, New Zealand and Singapore) provide statutory paternity leave to adoptive parents. In Asia and the Pacific, there is a right to protection against dismissal for paternity leave in seven countries (including Lao People's Democratic Republic, Samoa and Viet Nam), and no explicit protection against dismissal for paternity leave in 11 countries. Fifteen countries in the region (including Fiji, Indonesia and Timor-Leste) do not provide fathers with employment protection through legal provisions that would place the burden of proof on employers to demonstrate that the father had been dismissed for reasons other than him taking paternity leave. In 2021, fathers in the Asia and Pacific region were only guaranteed the right to return to the same or equivalent position after paternity leave in three countries (Australia, New Zealand and Viet Nam), leaving 15 out of 18 countries where fathers were not guaranteed a right to return to the same or equivalent position after paternity leave.

² 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.

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 of Asia and the Pacific (Australia, Japan, the Maldives, Mongolia, New Zealand and Republic of Korea). The average duration of parental leave among these countries is 103 weeks (paid and unpaid). In the last decade, 2 countries in the region – Australia and Republic of Korea – increased the duration of parental leave. In the Maldives and New Zealand, parental leave is unpaid, and, in the rest, cash benefits for parental leave are either not available or paid at an amount less than two-thirds of previous earnings.

With ageing societies, paid long-term care leave can play a key role in supporting new and increasing care needs. In Asia and the Pacific, three countries (the Islamic Republic of Iran, Japan and Viet Nam) provide paid long-term care leave, and only the Republic of Korea provides unpaid long-term care leave.

Emergency leave is a special leave of short duration for urgent family reasons. Fifteen countries in Asia and the Pacific provide paid emergency leave, such as Australia, Bhutan, China, Indonesia, Nepal and Sri Lanka. While Japan, Republic of Korea and Timor-Leste provide an unpaid statutory entitlement.

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.^{3,4} 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 16 out of 33 countries in Asia and the Pacific, pregnant and breastfeeding workers are not covered by statutory protective measures that prohibit performing dangerous or unhealthy work. Only in five countries and territories (Australia, Thailand, Timor-Leste, Viet Nam and Hong Kong, China) 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 two countries (China and Islamic Republic of Iran). Among the 33 countries in the region, five (Papua New Guinea, Philippines, Solomon Islands, Vanuatu and Pakistan) have statutory provisions regulating night work for all women. In seven countries in the region, statutory time off for prenatal medical examinations are provided, and in five of these countries and territories (Republic of Korea, Myanmar, Timor-Leste, Viet Nam and Hong Kong, China) time off for prenatal medical examinations is paid.

³ 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.

⁴ 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.

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 Asia and the Pacific, nursing mothers have an entitlement to paid nursing breaks in 18 out of 33 countries, including Mongolia, Afghanistan and Sri Lanka. In the last decade, only Indonesia moved from an unpaid to paid entitlement to nursing breaks. Eleven countries provide two daily nursing breaks (such as Japan, Papua New Guinea and India) and the majority of countries in the region provide one hour as the total daily nursing break duration. Additionally, 11 countries allow at least 12 months as the period during which nursing breaks are allowed by law. In the region, three countries (Republic of Korea, New Zealand and Philippines) have a statutory provision requiring all workplaces to provide nursing facilities. In two countries (Cambodia and India) the statutory provision of workplace nursing facilities is based on the number of workers in the workplace, and specifically female workers in the case of Cambodia.

Early childhood care and education (ECCE) 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. There is a statutory childcare service system for children aged 0–2 years in 7 countries in Asia and the Pacific (Australia, French Polynesia, Japan, Mongolia, New Zealand, Republic of Korea and Singapore). Still, 26 countries in the region do not have a statutory childcare service system for children aged 0–2 years.

Legal provisions on pre-primary education services for children between 3 years and the start of primary education are more available. Twenty countries in Asia and the Pacific, including China, Fiji, Japan, Pakistan, Solomon Islands and Thailand, provide a statutory national pre-primary education system for children aged 3 years and above. In 11 of these countries, pre-primary education services are universal and free. The starting age of pre-primary is 3 years in 14 countries in Asia and the Pacific, 4 years for two countries (Australia and Vanuatu) and 5 years in four countries (Brunei Darussalam, Philippines, Bangladesh and Pakistan).

ILO calculations for 11 countries across the world also point to the undervaluation of ECCE jobs. Average hourly wages of ECED teachers⁵ represent only a fraction (for instance, 49.8 per cent in Bangladesh, 21.8 per cent in Sri Lanka, 30.9 per cent in the Philippines and 29.5 per cent in Thailand) of the average wages paid to primary school teachers. Pre-primary school teachers⁶ enjoy better pay compared to teachers working with children 0–2 years, but in many countries, they are still paid considerably less than primary school teachers. For example, in Sri Lanka, pre-primary school teachers' wages represent on average 34.5 per cent of the wages of primary school teachers. This is linked to the low value and recognition attributed to this profession and its high levels of feminization, as well as the inadequate working conditions, skills, accreditation and low unionization in the ECCE workforce.

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 disproportionately 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

⁵ Teachers working with children aged 0–2 years in early childhood educational development (ECED) services.

⁶ Teachers working with children aged 3 to the start of pre-primary education.

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 Asia and the Pacific, 14 countries have a public long-term care system for older persons, such as Australia, Brunei Darussalam, Guam, Japan, Philippines, Republic of Korea, Sri Lanka and Viet Nam, although in seven of these countries the provision may be considered sporadic or of limited availability. At the same time, nine countries have family obligations to care for relatives in the law, such as Cambodia, Bangladesh and India. Long-term care services are funded through taxation in eight countries, and with mixed social insurance and taxation schemes in five countries (Japan, Republic of Korea, Guam, Philippines and Singapore).

Closing persisting childcare policy gaps

A key indicator of the major gaps in availability, access, adequacy, quality and integration of leave policies and services is the “childcare policy gap” which measures the time difference (in months or years) between the end of paid “childcare-related leave” available to households (the sum of maternity, paternity and parental leave entitlements) and the statutory age at which children have a legal right to free and universal early childhood care and education (ECCE) or primary education in national legislation. The average childcare policy gap among Asia and the Pacific countries is 4.4 years (52.8 months), with the shortest childcare policy gap in the region being 10.6 months in Japan. In Asia and the Pacific, this gap is the result of an average childcare-related paid leave reserved to households of 0.4 years (5.2 months) and an average statutory age for ECCE services of 4.8 years (58 months).

The childcare policy gap is a major structural barrier in the world of work. Although guaranteeing legal provision does not always make these services universal or affordable in practice, this is an important step. When policies fail to deliver on sustainable and integrated care provision, inequalities at home, work and in society are cemented. The longer the childcare policy gap, the higher the amount of unpaid care work shouldered by parents, in particular mothers. This has detrimental impacts on women, children and families across the life course.

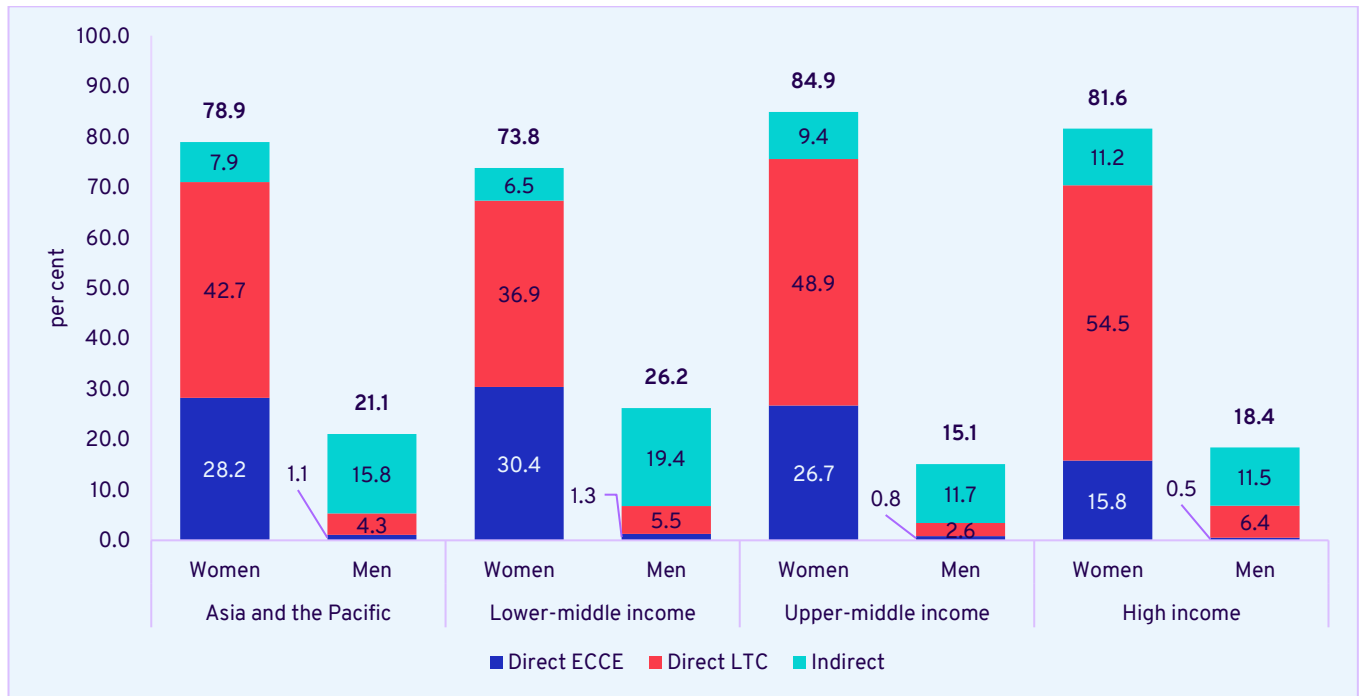
The way forward is investing in transformative care policy packages

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 ECCE and long-term care services in 22 countries and territories in the Asia and the Pacific region (Australia, Bangladesh, Brunei Darussalam, Cambodia, China, Fiji, India, Indonesia, Japan, Lao People’s Democratic Republic, Malaysia, Mongolia, Nepal, New Zealand, Pakistan, Philippines, Republic of Korea, Singapore, Sri Lanka, Thailand, Vietnam and Hong Kong, China) will generate more than 178 million jobs by 2035, of which 52 million correspond to direct jobs in childcare, almost 84 million to direct jobs in long-term care, and 42 million to indirect jobs in non-care sectors. Figure 1 shows the distribution of employment creation between direct ECCE jobs, direct LTC jobs and indirect jobs from investing in the transformative care policy package.

Closing the large care policy gaps in these 22 countries in Asia and the Pacific would require a progressive and sustainable annual investment by 2035 of more than US\$2,500 billion for all the region (which is equivalent to an average 4.5 per cent of GDP before taxes per country) by 2035. This would translate into a potential average annual incremental investment of 0.35 per cent of GDP to reach the annual investment requirement by 2035. Tax revenue from increased employment and earnings would rise as well, reducing the funding requirement for all policies to a net 3.6 per cent of GDP on average (after taxes).⁷

⁷ The regional investment estimates are weighted by the corresponding projected GDP in US\$ by 2035.

► **Figure 1. Employment creation from investment in care services in 22 countries in Asia and the Pacific, 2035 (%)**

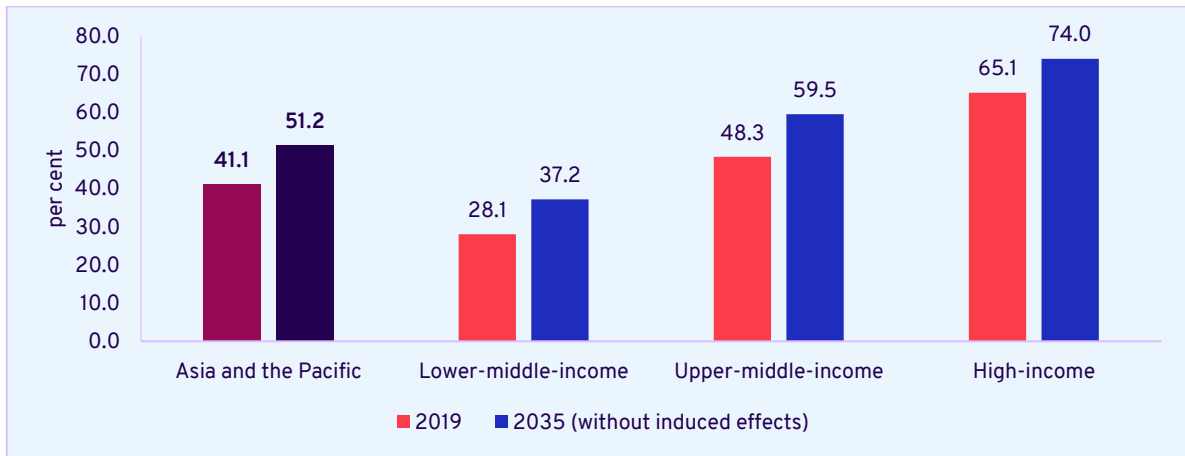


Sources: ILO 2023c, ILO, n.d.-a and ILO, n.d.-b.

These transformative investments would result in important economic and social benefits. Of the total net employment creation in 2035 for all 22 countries, an average of 78.9 per cent of new jobs will go to women and 92.8 of it will be formal employment. Additionally, the investment in a universal and comprehensive care policy package could reduce the gender gap in employment by an average of almost eight percentage points. This would translate into an increase in women’s employment rate from an average of 41.1 per cent in 2019 to 51.2 per cent by 2035. Across income levels, the average increase in women’s employment rate would range between 8.9 and 11.1 percentage points (figure 2). As to earnings, investing in care will result in a new gender gap in monthly earnings of 7.7 per cent in 2035, a reduction from an average of 18.7 per cent in 2019 in the 22 countries.⁸

⁸ The regional employment estimates for 2019 and 2035 are weighted by the corresponding employed population above the age of 15 years old in 2019.

► **Figure 2. Women's employment rates in 22 countries in Asia and the Pacific, 2019 (reference) and 2035 (simulated) (%)**

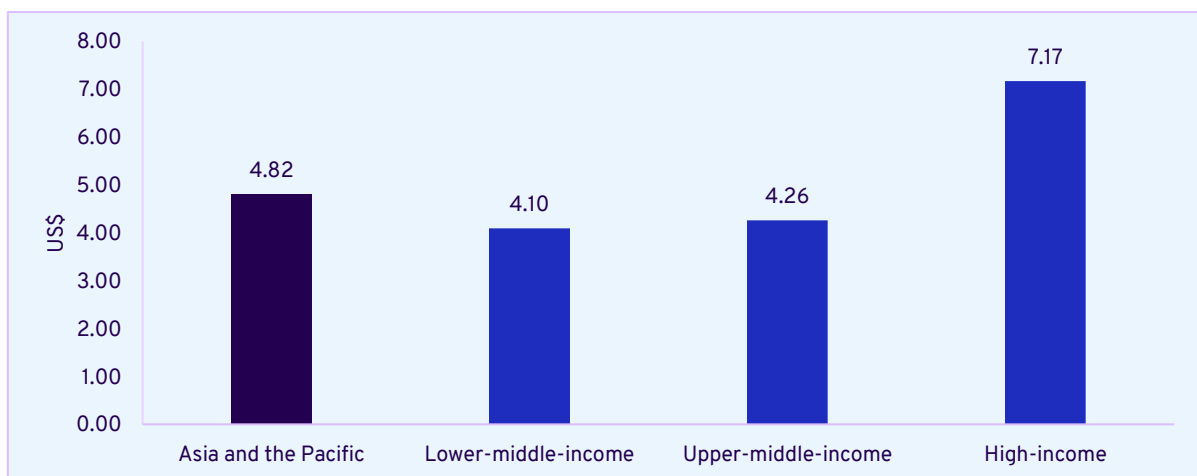


Sources: ILO 2023c, ILO, n.d.-a and ILO, n.d.-b.

The average return on investment in Asia and the Pacific will be above one. Every dollar spent on a care package that extends adequately paid childcare-related leave as well as early childhood care and education services would result in almost 5 dollars of GDP increase. Countries that could expect a return on investment higher than the average are Australia, Japan, Republic of Korea and Sri Lanka. Three countries in the Asia and the Pacific region have a ROI below one (Brunei Darussalam, Singapore and Lao People's Democratic Republic). Even in these cases, the investment case remains, because of the benefits of decent work in the care economy, along with improved health, educational, and developmental outcomes for children and more gender equality at work.

Country differences in the ROI results can be explained by differences in the current national care systems. A higher ROI of 7.17 in high-income countries is explained by countries already having comprehensive childcare-related leave and ECCE. On the other hand, countries with a smaller ROI can be the result of larger policy and implementation gaps, higher fertility, and hence higher childcare needs, higher ECCE worker costs relative to average wages, and higher overheads due to greater infrastructure and workforce gaps. Hence, closing the childcare policy gap would require a larger expansion compared to higher-income countries (ILO 2023c; De Henau 2022).

► **Figure 3. Estimated ROI from closing the childcare policy gap in Asia and the Pacific by 2035**



Sources: ILO 2023c, ILO, n.d.-a and ILO, n.d.-b.

► Table A.1. Maternity Leave

Country	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
Eastern Asia												
China	14 weeks (98 days)	No	100	Social insurance only		Aligned	Yes (voluntary)	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Hong Kong, China	14 weeks	No	80	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer must prove	Same position	Implicit
Japan	14 weeks	No	66.7 up to a ceiling (very high ceiling though not specified)	Social insurance only		Aligned	No	No	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	Implicit
Mongolia	17 weeks (120 days)	No	70	Social insurance and non-contributory scheme		Aligned	Yes (voluntary)	Yes (60 days)	Pregnancy, leave, additional period	Employer not required to prove	Same position	Explicit
Republic of Korea	13 weeks (90 days)	No	100 for 60 days, 100 up to ceiling (krw2,000,000) for last 30 days	Social insurance only		Not aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
South-Eastern Asia and the Pacific												

Country	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
Australia	52 weeks (16 weeks paid to primary carer)	Yes; exceptional circumstances (paid 12 weeks)	Fate-rate benefit (federal minimum wage) 740 AUD per week	Non-contributory scheme only		Not assessable	Yes	Yes	Pregnancy, leave	Employer must prove	Same position or equivalent	No prohibition
Brunei Darussalam	15 weeks (13 paid)	No	100 (for 13 weeks)	Employer liability and non-contributory scheme		Aligned	No	No	Pregnancy, leave	Employer not required to prove	Not guaranteed	No prohibition
Cambodia	13 weeks (90 days)	No	120	Contributory scheme and employer liability		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	No prohibition
Fiji	14 weeks (98 days)	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	Implicit
Indonesia	13 weeks (3 months)	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Lao People's Democratic Republic	15 weeks (105 days)	No	80	Social insurance only		Aligned	Yes (voluntary)	No	Pregnancy, leave, additional period, as a result of	Employer not required to prove	Not guaranteed	Explicit
Malaysia	14 weeks (98 days)	No	100	Employer liability		Not aligned	No	No	No information found	Employer not required to prove	Not guaranteed	No prohibition
Myanmar	14 weeks	No	70	Social insurance only		Aligned	Yes (voluntary)	Yes	Leave	Employer not	Not guaranteed	No prohibition

Country	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
New Zealand	26 weeks	Yes all (includes same-sex partner or actual carer)	100 up to a ceiling (NZD\$585.80 per week before tax)	Non-contributory scheme only		Aligned	Yes	Yes	Pregnancy, leave, additional period, as a result of	Employer must prove	Same position	Implicit
Papua New Guinea	6 weeks (as necessary for hospitalization before confinement and 6 weeks after)	No	0	No statutory cash periodic benefit		Not aligned	No	No	Pregnancy, leave, as a result of	Employer not required to prove	Not guaranteed	No prohibition
Philippines	19 weeks (135 days (105 paid))	Yes (7 days); exceptional circumstances (all)	100 for 105 days	Social insurance only		Aligned	Yes	No	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	No prohibition
Samoa	6 weeks	No	66.7	Employer liability		Not aligned	No	No	Pregnancy, additional period, as a result of	Employer must prove	Same position or equivalent	implicit
Singapore	16 weeks	Yes (4 weeks)	100 for first and second child (third child is 100 up to a ceiling s\$10,000 4 week period).	Employer liability and non-contributory scheme		Aligned	Yes	Yes	Pregnancy, leave	Employer not required to prove	Not guaranteed	no prohibition
Solomon Islands	12 weeks	No	25	Employer liability		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	No prohibition

Country	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
Thailand	13 weeks (not more than 90 days)	No	100 for 45 days, 50 for the last 45 days (social insurance)	Social insurance only		Not aligned	Yes	No	Pregnancy	Employer not required to prove	Not guaranteed	No prohibition
Timor-Leste	12 weeks	Exceptional circumstances	100	Social insurance only		Not aligned	Yes	No	Pregnancy	Employer must prove	Same position or equivalent	No prohibition
Tonga	-	-	-	No statutory cash periodic benefit		Not aligned	-	-	-	-	-	No prohibition
Vanuatu	12 weeks	No	66	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer not required to prove	Same position or equivalent	No prohibition
Viet Nam	26 weeks (6 months)	Exceptional circumstances	100	Social insurance only		Aligned	No	Yes	Pregnancy, leave, additional period	Employer not required to prove	Same position or equivalent	Implicit
Southern Asia												
Afghanistan	13 weeks (90 days)	No	100	Employer liability		Not aligned	No	No	No explicit protection	Employer not required to prove	Not guaranteed	Implicit
Bangladesh	16 weeks	Exceptional circumstances	100	Employer liability		Not aligned	No	No	No explicit protection	Employer not required to prove	Not guaranteed	No prohibition
Bhutan	8 weeks	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave	Employer not required to prove	Same position or equivalent	Implicit

Country	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
India	26 weeks	No	100	Social insurance only		Aligned	No	Yes (12 weeks)	Leave	Employer not required to prove	Same position or equivalent	Implicit
Iran (Islamic Republic of)	39 weeks (9 months)	No	66	Social insurance only		Not aligned	No	No	No explicit protection	Employer not required to prove	Same position	No prohibition
Maldives	9 weeks (60 days)	No	100	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer must prove	Same position or equivalent	implicit
Nepal	14 weeks (60 days paid)	Exceptional circumstances (38 days unpaid)	100 (for 60 days); unpaid (for 38 days)	Employer liability		Not aligned	No	No	No explicit protection	Employer not required to prove	Not guaranteed	No prohibition
Pakistan	12 weeks	No	100	Social insurance only		Not aligned	No	No	Leave	Employer not required to prove	Not guaranteed	no prohibition
Sri Lanka	12 weeks (84 days)	No	6/7 or 100	Employer liability		Not aligned	No	No	Pregnancy, leave, additional period	Employer must prove	Not guaranteed	No prohibition

Sources: ILO 2022 and ILO, n.d.-a.

► Table A.2. Paternity Leave

Country	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 leave availability for same-sex parents	Paternity leave 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
Eastern Asia									
China	-	-	-	-	-	-	-	-	-
Hong Kong, China	5 days	80	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Japan	-	-	-	-	-	-	-	-	-
Mongolia	-	-	-	-	-	-	-	-	-
Republic of Korea	10 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
South-Eastern Asia and the Pacific									
Australia	10 days	Flat rate benefit (federal minimum wage 19.84 AUD per hour)	Social assistance	Yes	Yes	Yes	Paternity leave	Employer must prove	Same position or equivalent
Brunei Darussalam	-	-	-	-	-	-	-	-	-
Cambodia	-	-	-	-	-	-	-	-	-
Fiji	5 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Indonesia	2 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Lao People's Democratic Republic	3 days	100	Employer liability	No	No	No	Paternity leave	Employer not required to prove	Not guaranteed
Malaysia	7 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed

Country	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 leave availability for same-sex parents	Paternity leave 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
Iran (Islamic Republic of)	14 days (2 weeks)	100	Employer	No	No information found	No	No explicit protection	Employer not required to prove	Not guaranteed
Maldives	3 days (commencing on date of birth)	100	Employer liability	No	No	No	Paternity leave	Employer must prove	Not guaranteed
Nepal	15 days	100	Employer liability	No	No	No	No explicit protection	Employer not required to prove	Not guaranteed
Pakistan	-	-	-	-	-	-	-	-	-
Sri Lanka	-	-	-	-	-	-	-	-	-

Sources: ILO 2022 and ILO, n.d.-a.

► Table A.3. Parental Leave

Country	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 availability for same-sex 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
Eastern Asia									
China	-	-	-	-	-	-	-	-	-
Hong Kong, China	-	-	-	-	-	-	-	-	-
Japan	104 weeks (12 months each parent)	67 per cent of previous earnings for the first 180 calendar days of parental leave taken by each parent with a minimum payment of JPY 50,250 [€383.85] per month and a maximum payment of JPY 304,314 [€2,324.60] per month; then 50 per cent of earnings with a minimum payment of JPY 37,500 [€286.46] per month and a maximum payment of JPY 227,100 [€1,734.78] per month	Social insurance	No	Yes	No	As a result of	Employer not required to prove	Not guaranteed
Mongolia	156 weeks (3 years (either parent))	Not specified	Not specified	No information found	Yes	No	Parental leave	Employer not required to prove	Same position or equivalent

Country	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 availability for same-sex 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
Southern Asia									
Afghanistan	-	-	-	-	-	-	-	-	-
Bangladesh	-	-	-	-	-	-	-	-	-
Bhutan	-	-	-	-	-	-	-	-	-
India	-	-	-	-	-	-	-	-	-
Iran (Islamic Republic of)	-	-	-	-	-	-	-	-	-
Maldives	52 weeks (1 year (unpaid))	0	n/a	No	No	No	Parental leave	Employer must prove	Not guaranteed
Nepal	-	-	-	-	-	-	-	-	-
Pakistan	-	-	-	-	-	-	-	-	-
Sri Lanka	-	-	-	-	-	-	-	-	-

Sources: ILO 2022 and ILO, n.d.-a.

► **Table A.4. Long-term care leave and emergency leave**

Country	Long-term care leave			Emergency 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	Presence of emergency leave in weeks	Source of funding of emergency leave cash benefits	Legal coverage of emergency leave for self-employed workers
Eastern Asia						
China	No	-	-	Yes paid	Employer liability	No
Hong Kong, China	No	-	-	No	-	-
Japan	Yes paid	Social insurance	No	Yes unpaid	n/a	No
Mongolia	No	-	-	No	-	-
Republic of Korea	Yes unpaid	n/a	No	Yes unpaid	n/a	No
South-Eastern Asia and the Pacific						
Australia	No	-	-	Yes paid	Employer liability	No
Brunei Darussalam	No	-	-	No	-	-
Cambodia	No	-	-	No	-	-
Fiji	No	-	-	Yes paid	Employer liability	No
Indonesia	No	-	-	Yes paid	Employer liability	No
Lao People's Democratic Republic	No	-	-	Yes paid	Employer liability	No
Malaysia	No	-	-	No	-	-
Myanmar	No	-	-	Yes paid	Employer liability	No
New Zealand	No	-	-	Yes paid	Employer liability	No
Papua New Guinea	No	-	-	No	-	-
Philippines	No	-	-	No	-	-
Samoa	No	-	-	No	-	-
Singapore	No	-	-	Yes paid	Mixed (3 days employer, 3 days universal)	Yes
Solomon Islands	No	-	-	No	-	-
Thailand	No	-	-	No	-	-
Timor-Leste	No	-	-	Yes unpaid	n/a	No
Tonga	No	-	-	No	-	-
Vanuatu	No	-	-	No	-	-
Viet Nam	Yes paid	Social insurance	No	Yes paid	Employer liability	No
Southern Asia						
Afghanistan	No	-	-	Yes paid	Employer liability	No
Bangladesh	No	-	-	No	-	-

Country	Long-term care leave			Emergency 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	Presence of emergency leave in weeks	Source of funding of emergency leave cash benefits	Legal coverage of emergency leave for self-employed workers
Bhutan	No	-	-	Yes paid	Employer liability	No
India	No	-	-	No	-	-
Iran (Islamic Republic of)	Yes paid	Employer liability	No	No	-	-
Maldives	No	-	-	Yes paid	Employer liability	No
Nepal	No	-	-	Yes paid	Employer liability	No
Pakistan	No	-	-	Yes paid	Employer liability	No
Sri Lanka	No	-	-	Yes paid	Employer liability	No

Sources: ILO 2022 and ILO, n.d.-a.

► Table A.5. Health protection for pregnant and nursing women

Country	Night work protection	Time off for prenatal medical examinations	Provisions on dangerous or unhealthy work	Alternatives to dangerous or unhealthy work
Eastern Asia				
China	Prohibition	Not provided	Prohibition (w); prohibition	No alternative
Hong Kong, China	No restriction	Paid	No obligation	Transfer
Japan	No obligation	Provided	Prohibition	Transfer
Mongolia	No obligation	Not provided	No information found	Transfer
Republic of Korea	No obligation (w); prohibition	Paid	Prohibition	Transfer
South-Eastern Asia and the Pacific				
Australia	No restriction	Not provided	No obligation	Transfer, extra leave
Brunei Darussalam	No restriction	Not provided	No protection	No alternative
Cambodia	No restriction	Not provided	No protection	No alternative
Fiji	No restriction	Not provided	No protection	No alternative
Indonesia	Prohibition	Not provided	No protection	No alternative
Lao People's Democratic Republic	Prohibition	Not provided	Prohibition	Transfer
Malaysia	No obligation (w)	Not provided	No protection	No alternative
Myanmar	No restriction	Paid	No protection	No alternative
New Zealand	No restriction	Unpaid	No protection	Transfer
Papua New Guinea	Prohibition (w)	Not provided	No protection	No alternative
Philippines	Prohibition (w)	Not provided	No protection	No alternative
Samoa	No restriction	Not provided	No protection	No alternative
Singapore	Prohibition	Not provided	No protection	No alternative
Solomon Islands	Prohibition (w)	Not provided	No protection	No alternative
Thailand	Prohibition	Not provided	No obligation	Transfer
Timor-Leste	No obligation	Paid	No obligation	Transfer
Tonga	No maternity leave	No maternity leave	No maternity leave	No maternity leave
Vanuatu	Prohibition (w)	Not provided	No protection	No alternative
Viet Nam	No obligation	Paid	No obligation	Adaptation, transfer, extra leave
Southern Asia				
Afghanistan	Prohibition	Not provided	Prohibition	Adaptation
Bangladesh	No obligation (w)	Not provided	Prohibition	No alternative
Bhutan	Prohibition	Not provided	Prohibition	Elimination, adaptation, transfer
India	No restriction	Not provided	Prohibition	No alternative
Iran (Islamic Republic of)	No restriction	Not provided	Prohibition (w)	Transfer
Maldives	No restriction	Not provided	No protection	No alternative
Nepal	No restriction	Not provided	No protection	Transfer

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

Sources: ILO 2022 and ILO, n.d.-a.

► Table A.6. Breastfeeding at work

Country	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
Eastern Asia					
China	Paid	Not specified	60	Until the child reaches 1 year of age	Not provided
Hong Kong, China	Not provided	Not provided	Not provided	Not provided	Not provided
Japan	Unpaid	2	60	Until child reaches 12 months	Not provided
Mongolia	Paid	Not specified	120	6	Not provided
Republic of Korea	Paid	2	60	Until child reaches 12 months	All
South-Eastern Asia and the Pacific					
Australia	Not provided	Not provided	Not provided	Not provided	Not provided
Brunei Darussalam	Not provided	Not provided	Not provided	Not provided	Not provided
Cambodia	Paid	2	60	1 year from date of delivery	100fw
Fiji	Not provided	Not provided	Not provided	Not provided	Not provided
Indonesia	Paid	Not specified	Not specified	Not specified	Not provided
Lao People's Democratic Republic	Paid	Not specified	60	1 year after birth	Not provided
Malaysia	Not provided	Not provided	Not provided	Not provided	Not provided
Myanmar	Not provided	Not provided	Not provided	Not provided	Not provided
New Zealand	Unpaid	Not specified	Not specified	Not specified	All
Papua New Guinea	Paid	2	60	Not specified	Not provided
Philippines	Paid	Not limited	40	Not specified	All
Samoa	Paid or reduction	1 or more	Not specified	Not specified	Not provided
Singapore	Not provided	Not provided	Not provided	Not provided	Not provided
Solomon Islands	Paid	2	120	Not specified	Not provided
Thailand	Not provided	Not provided	Not provided	Not provided	Not provided
Timor-Leste	Paid	2	120	Up to 6 months	Not provided
Tonga	No maternity leave	No maternity leave	No maternity leave	No maternity leave	No maternity leave
Vanuatu	Paid	2	120	24 months	Not provided
Viet Nam	Paid	Not specified	60	Until child reaches 12 months of age	Not provided
Southern Asia					
Afghanistan	Paid	Every 3 hours	60	Not specified	Not provided
Bangladesh	Not provided	Not provided	Not provided	Not provided	Not provided
Bhutan	Paid	Every 4 hours	60	1 month	Not provided

Care at work in Asia and the Pacific

Country	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
India	Paid	2	Not specified	15	50w
Iran (Islamic Republic of)	Paid	Every 3 hours	60	Until child reaches 2 years of age	Not provided
Maldives	Paid	2	60	Until child 1 year of age	Not provided
Nepal	Not provided	Not provided	Not provided	Not provided	Not provided
Pakistan	Not provided	Not provided	Not provided	Not provided	Not provided
Sri Lanka	Paid	2	60-120	Until the child reaches 1 year of age	Not provided

Sources: ILO 2022 and ILO, n.d. -a.

► Table A.7. Childcare services

Country	Childcare service system (children aged 0-2 years)				Pre-primary education system (children aged 3 years and above)			
	Presence of a national childcare service system	Government support	Starting age	Guaranteed hours	Presence of national pre-primary education system	Government support	Starting age	Guaranteed hours
Eastern Asia								
China	No	-	-	-	Yes	Universal	Age 3	Full day
Japan	Yes	Targeted	Age 0 to 2	Full day	Yes	Universal	Age 3 to 5	9am to 2pm
Mongolia	Yes	Targeted	Age 0	8 hours per day	Yes	Universal	Age 3	8 hours per day
Republic of Korea	Yes	Targeted	Age 0 (100 days)	No information found	Yes	Targeted	Age 3 to 5	No information found
South-Eastern Asia and the Pacific								
Australia	Yes	Targeted	Age 0 to 3	Up to 100 funded hours per fortnight	Yes	Targeted	Age 4	Up to 100 hours per fortnight (for private provision)
Brunei Darussalam	No	-	-	-	Yes	Universal	Age 5 (private kindergarten available from age 3)	No information found
Cambodia	No	-	-	-	No	-	-	-
Fiji	No	-	-	-	Yes	Targeted	Age 3 & age 5	No information found
French Polynesia	Yes	Targeted	Age 0	Full day	Yes	Universal	Age 3	School day
Guam	No	-	-	-	Yes	Targeted	Age 3	No information found
Indonesia	No	-	-	-	No	-	-	-
Lao People's Democratic Republic	No	-	-	-	No	-	-	-
Malaysia	No	-	-	-	No	-	-	-
Myanmar	No	-	-	-	No	-	-	-
New Zealand	Yes	Largely fee paying	Age 0	No indication of hours per week	Yes	Universal	Age 3	20 hours per week
Papua New Guinea	No	-	-	-	No	-	-	-
Philippines	No	-	-	-	Yes	Universal	Age 5	3-4 hours per day
Samoa	No	-	-	-	No	-	-	-

Country	Childcare service system (children aged 0-2 years)				Pre-primary education system (children aged 3 years and above)			
	Presence of a national childcare service system	Government support	Starting age	Guaranteed hours	Presence of national pre-primary education system	Government support	Starting age	Guaranteed hours
Singapore	Yes	Targeted	2 months	As required	Yes	Targeted	Age 3 (childcare) age 4/5 (preschool kindergarten)	Half or full day
Solomon Islands	No	-	-	-	Yes	Largely fee paying	Age 3	No information found
Thailand	No	-	-	-	Yes	Universal	Age 3	No information found
Timor-Leste	No	-	-	-	No	-	-	-
Tonga	No	-	-	-	No	-	-	-
Vanuatu	No	-	-	-	Yes	Universal	Age 4	No information found
Viet Nam	No	-	-	-	Yes	Targeted	Age 3 to 5, school starts age 6	No information found
Southern Asia								
Afghanistan	No	-	-	-	No	-	-	-
Bangladesh	No	-	-	-	Yes	Universal	Age 5	12 hours per week
India	No	-	-	-	No	-	-	-
Iran (Islamic Republic of)	No	-	-	-	No	-	-	-
Maldives	No	-	-	-	Yes	Largely fee paying	Age 3	No information found
Nepal	No	-	-	-	No	-	-	-
Pakistan	No	-	-	-	Yes	Universal	Age 5	School day
Sri Lanka	No	-	-	-	Yes	Largely fee paying	Age 3	No regulation

Sources: ILO 2022 and ILO, n.d.-a.

► **Table A.8. Long-term care services for older persons**

Country	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
Eastern Asia							
China	No	Yes	-	-	-	-	-
Japan	Yes	Yes	Yes	No	Yes	Mixed social insurance and taxation	Universal and free
Mongolia	Sporadic (not widely available)	Not found in law	Yes	No	Yes	Taxation	Universal and free
Republic of Korea	Yes	No information found	Yes	Yes	Yes	Mixed social insurance and taxation	Universal and free
South-Eastern Asia and the Pacific							
Australia	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Brunei Darussalam	Yes	Not found in law	Yes	No	No	Oil fund	Universal and free
Cambodia	No	Yes	-	-	-	-	-
Fiji	No (though regulation of the very few (public) institutions)	Not found in law	-	-	-	-	-
French Polynesia	No	Not found in law	-	-	-	-	-
Guam	Yes	Not found in law	Yes	No	Yes	Mixed social insurance and taxation	Targeted or means-tested
Indonesia	No	Not found in law	-	-	-	-	-
Lao People's Democratic Republic	No	Not found in law	-	-	-	-	-
Malaysia	Sporadic (most care is provided by families)	Not found in law	No	Yes	Yes	Taxation	Largely fee paying
Myanmar	Sporadic (not widely available)	Not found in law	Yes	Yes	Yes	Taxation	Universal and free
New Zealand	Yes	Not found in law	Yes	No	Yes	Taxation	Universal and free
Papua New Guinea	No	Not found in law	-	-	-	-	-

Care at work in Asia and the Pacific

Country	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
Philippines	Sporadic (most care is provided by families)	Yes	No	No	Yes	Mixed social insurance and taxation	Targeted or means-tested
Samoa	No	Not found in law	-	-	-	-	-
Singapore	Yes	Yes	Yes	Yes	Yes	Mixed social insurance and taxation	Targeted or means-tested
Solomon Islands	No	Not found in law	-	-	-	-	-
Thailand	Sporadic (not widely available)	Not found in law	Yes	Yes	Yes	Taxation	Targeted or means-tested
Timor-Leste	No (though there is provision of health care and a basic pension)	Not found in law	-	-	-	-	-
Tonga	No (though free health care)	Not found in law	-	-	-	-	-
Vanuatu	No	Not found in law	-	-	-	-	-
Viet Nam	Sporadic (most care is provided by families)	Yes	Yes	No	Yes	Taxation	Targeted or means-tested
Southern Asia							
Afghanistan	No	Not found in law	-	-	-	-	-
Bangladesh	No	Yes	-	-	-	-	-
India	No	Yes	-	-	-	-	-
Iran (Islamic Republic of)	No (though there is provision of health care)	Not found in law	-	-	-	-	-
Maldives	No (though there is provision of health care and a basic pension)	Yes	-	-	-	-	-
Nepal	No	Not found in law	-	-	-	-	-
Pakistan	No	Not found in law	-	-	-	-	-
Sri Lanka	Sporadic (most care is provided by families)	Not found in law	Yes	Yes	Yes	Taxation	Universal and free

Sources: ILO 2022 and ILO, n.d.-a.

► Table A.8. Childcare policy gap

Country	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)
Eastern Asia						
China	36	3.0	3.2	0.3	32.8	2.7
Japan	36	3.0	25.4	2.1	10.6	0.9
Mongolia	36	3.0	3.9	0.3	32.1	2.7
Korea, Republic of	72	6.0	27.5	2.3	44.5	3.7
South-Eastern Asia and the Pacific						
Australia	60	5.0	12.5	1.0	47.5	4.0
Brunei Darussalam	60	5.0	3.5	0.3	56.5	4.7
Cambodia	72	6.0	3.0	0.3	69.0	5.8
Fiji	72	6.0	3.5	0.3	68.5	5.7
Indonesia	84	7.0	3.1	0.3	80.9	6.7
Lao People's Democratic Republic	72	6.0	3.6	0.3	68.4	5.7
Malaysia	72	6.0	3.5	0.3	68.6	5.7
Myanmar	60	5.0	3.7	0.3	56.3	4.7
New Zealand	36	3.0	6.0	0.5	30.0	2.5
Papua New Guinea	72	6.0	-	-	72.0	6.0
Philippines	60	5.0	4.6	0.4	55.4	4.6
Samoa	60	5.0	1.6	0.1	58.4	4.9
Singapore	72	6.0	4.2	0.4	67.9	5.7
Solomon Islands	72	6.0	2.8	0.2	69.2	5.8
Thailand	36	3.0	3.0	0.3	33.0	2.8
Timor-Leste	72	6.0	3.0	0.3	69.0	5.8
Tonga	72	6.0	-	-	72.0	6.0

Care at work in Asia and the Pacific

Country	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)
Vanuatu	48	4.0	2.8	0.2	45.2	3.8
Viet Nam	72	6.0	6.2	0.5	65.8	5.5
Southern Asia						
Afghanistan	84	7.0	3.3	0.3	80.7	6.7
Bangladesh	60	5.0	3.7	0.3	56.3	4.7
India	72	6.0	6.0	0.5	66.0	5.5
Iran, Islamic Republic of	72	6.0	9.5	0.8	62.5	5.2
Maldives	72	6.0	2.2	0.2	69.8	5.8
Nepal	60	5.0	3.7	0.3	56.3	4.7
Pakistan	60	5.0	2.8	0.2	57.2	4.8
Sri Lanka	60	5.0	2.8	0.2	57.2	4.8

Sources: ILO 2022 and ILO, n.d.-a.

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