



► ILO Country Brief

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Care at work in China

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

Background and contents

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. This brief draws on the results and findings on [ILO Care at Work](#) report (ILO 2022), the [ILO Global Care Policy Portal](#) (ILO, n.d.-a) and the Investment Simulator (ILO, n.d.-b). It provides a review of the status and progress of legislation on care policies and presents the investment case for a transformative package of care policies in China.

Maternity leave is a universal human and labour right

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. Additionally, the 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. Finally, ILO suggests that employers should not be individually liable for the direct cost of maternity leave and that cash benefits shall be provided through compulsory social insurance or public funds or non-contributory social assistance to women who do not qualify for benefits out of social insurance. As of May 2024, a total of 43 countries have ratified Convention No. 183, of which none of them are in Asia and the Pacific¹. As for the ILO Workers with Family Responsibilities Convention (No. 156), it has been ratified by 45 countries, three of which are in the region (Australia, Japan and Republic of Korea). As of May 2024, China hasn't ratified these conventions. At the 2023 ILC, the Committee on the Application of Standards invited Member States to consider the possibility of ratifying these 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 and 2023b).²

¹ According to ILO grouping and available data, countries in Asia and the Pacific in this brief include the following: Afghanistan, Australia, Bangladesh, Bhutan, Brunei Darussalam, Cambodia, China, Fiji, 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.

² Three countries in Asia and the Pacific ratified Maternity Protection Convention (No. 103): Mongolia in 1969, Papua New Guinea in 2000 and Sri Lanka in 1993. However, in September 2023, the Eighth meeting of the Standards Review Mechanism Tripartite Working Group acknowledged the classification of Convention No. 103 as an outdated instrument. In November 2023, in response to the report prepared by the SRM TWG, the Governing Body placed an item concerning the abrogation of Convention No. 103 on the agenda of the 121st Session of the International Labour Conference in 2033 (GB.349/LILS/1/Decision).

In Asia and the Pacific, the average duration of maternity leave is 19 weeks and 17 out of 32 surveyed countries in the region meet or exceed the ILO 14-week standard. In the region, 6 countries (Australia, India, Islamic Republic of Iran, New Zealand, Philippines and Vietnam) provide 18 weeks or more, meeting Recommendation No. 191. **The provision of maternity leave in China lasts 98 days (close to 14 weeks), granting women with 15 days before the birth and 83 days after giving birth.** Maternity leave provisions are in place in China since 1951. In 2012, the Special Rules on the Labour Protection of Female Employees were implemented and are still in place.³ In the case of complications at the birth, mothers in China are entitled to an additional 15 days of leave. In the case of miscarriage, female workers who miscarry before the fourth month of pregnancy are entitled to 15 days of maternity leave; while those who miscarry after the fourth month of pregnancy are entitled to 42 days of maternity leave.

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 maternity leave paid at 100 per cent of the woman's previous earnings, including, China, Bangladesh, Fiji, Malaysia, and Singapore. In 11 countries maternity leave cash benefits are paid between two-thirds and 99 per cent of previous earnings, in two countries cash benefits are below two-thirds of previous earnings, in one country it is paid at a flat-rate and in one country there are no maternity leave cash benefits. **The maternity allowance during maternity leave for female employees shall be paid by the Maternity Insurance Fund in accordance with the average monthly wage of the employees of the employing unit in the preceding year for those who have participated in maternity insurance; for those who have not participated in maternity insurance, it shall be paid by the employing unit in accordance with the standard of the wage of the female employee prior to the period of 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 or non-contributory social assistance to women who do not qualify for benefits out of social insurance. In Asia and the Pacific, in 16 countries maternity leave cash benefits are funded through social protection (including Australia, Japan, Nepal, Thailand and Timor-Leste), 11 countries rely on employer liability to fund maternity leave, in three countries it is funded through mixed schemes, and it is unpaid in one country. **China relies on the Maternity Insurance Fund for employees under maternity insurance to fund maternity leave. The country also relies on work units to cover the balance under certain conditions or they pay the full cash benefits when the female employer did not participate in paying maternity insurance.**

In the last decade, six countries in Asia and the Pacific (Brunei Darussalam, India, Islamic Republic of Iran, Lao's Democratic Republic, Myanmar and Philippines) have improved an aspect of the maternity leave legislation to comply with ILO standards⁴. Overall, 12 countries in the region are in line with the key three requirements on maternity leave of ILO Convention No. 183. **It cannot be assessed whether China is currently aligned with Convention No. 183.**⁵ Maternity cash benefits are calculated based on the average of the employees of the employing unit and it cannot be determined whether this represents at least two-thirds (67 per cent) of the woman's previous earnings.⁶

The fundamental right to paid and job-protected maternity leave should be guaranteed to all women, especially mothers from vulnerable groups and in the informal economy. Employment protection and non-discrimination is essential to

³ National laws and regulations set the basic provisions related to maternity leave in terms of duration, payment and funding. However, provinces may develop their own regulation that may extend the benefits or regulate their conditions.

⁴ 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.

⁵ Institute for Labour Studies, Ministry of Human Resource and Social Security. 2017. A Feasibility Study on Ratification of Maternity Protection Convention, 2000 (No. 183).

⁶ For example, for women with a relatively high-income level in comparison to those in her unit, the maternity cash benefits might be lower than 67 per cent of her previous earnings. Then, for women who are not enrolled in the maternity insurance system, the source of payment would be employer liability and therefore won't be in alignment with Convention No. 183.

make the right to maternity leave a reality. **In China, women who are unemployed, flexibly employed, agricultural workers, as well as self-employed workers are not eligible for maternity leave.**

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

Paternal leave is also a public good and a collective responsibility. Current international labour standards do not yet explicitly regulate paternal leave provisions. However, the 2009 International Labour Conference (ILC) Resolution concerning gender equality at the heart of decent work has a specific section dedicated to the role played by men in gender equality. In this respect, the resolution recognizes that paternal leave can help working fathers to be more involved in childcare, thus contributing to defeating long-standing gender stereotypes. Most recently, the 2021 ILC Resolution concerning the second recurrent discussion on social protection (social security) (ILO 2021) recognizes the importance of designing gender-responsive social protection policies, including by fostering income security during paternal leave.

In 19 out of 32 countries in Asia and the Pacific, there is a legal provision on paternal leave and paternal leave cash benefits are 100 per cent of previous earnings in 14 of these countries (including Afghanistan, Fiji, Malaysia, and Samoa), but paid through social protection only in six countries (including Myanmar, Singapore, Timor-Leste, and Viet Nam). On average, the duration of paternal leave among countries with paternal leave is around 9 days. **Currently, there is no statutory paternal leave in China at a national level.** However, in all provinces, paternal leave is provided ranging from ten to 30 days, with 15 days being the standard in most areas. Where paternal leave is provided, leave cash benefits are equivalent to full earnings paid by employers (Blum et al. 2023d).

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. The provision of paid and job-protected care leave after the end of maternity and paternal leave is important for a worker's ability to reconcile care responsibilities and employment, especially when quality and affordable childcare services in line with working parents' working time are not universally available. In these cases, parental leave is a key enabler of the "continuum of care policies" that are necessary until the beginning of universal and compulsory primary education in order to protect the position of parents in the labour force. For parental leave to play this role, it should be designed in a manner that aims to preserve gender equality at work.

Statutory parental leave is available in six out of the 32 surveyed countries in Asia and the Pacific (Australia, Japan, Maldives, Mongolia, New Zealand and Republic of Korea). The average duration of parental leave as a family entitlement among these countries is 103 weeks (close to two years). There is a wide range in the duration of the parental leave entitlement, for example, Australia, Japan and Republic of Korea provide around one year of parental leave to each parent while Mongolia provides three years of leave to either parent and New Zealand provide between 26 or 52 weeks of leave to either parent depending on the length of service. **Currently, there is no statutory parental leave in China at a national level.** However, since 2019 the government encourages and supports the establishment of parental leave policies in provinces where conditions enable them and parental leave was officially added to The Population and Family Planning Law of the People's Republic of China in 2021. The most common duration of parental leave is ten days and ranges from five to 30 days. Where parental leave is provided, parents are able to receive full earnings through employer liability (Blum et al. 2023d).

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, four countries provide long-term care leave of which in three the leave is paid (Islamic Republic of Iran, Japan and Viet Nam). **China is among the countries with no statutory long-term care leave at a national level.** Still, as of April 2020, the Standing Committee of the National People's Congress of 13 provinces, autonomous regions and municipalities directly under the Central Government revised its regulation on the protection of the rights of the elderly

and issued a leave policy of 15 days for only-child children and 10 days per year for non-only-child children⁷. This entitlement gives children a certain number of days per year to care for their elderly parents when they are sick or hospitalized or unable to take care themselves. Currently, around 25 provinces provide elderly care leave ranging from five days to 20 days per calendar year (Blum et al. 2023d). This leave is usually paid by the employer and still with limited availability among employees in the private sector.

Emergency leave is a special leave of short duration for urgent family reasons. Eighteen countries in Asia and the Pacific provide emergency leave and in 15 of these countries the leave entitlement is paid (including Bhutan, Maldives, Pakistan and Sri Lanka). **China is among the 15 countries in the region where the statutory provision of emergency leave is paid.**⁸

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. Moreover, decent working time is important to the health and quality of working life of all workers, especially pregnant and nursing women. 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.⁹ In addition, Convention No. 183 establishes that medical benefits for the women and the child should include prenatal, childbirth and postnatal care, as well as hospitalization care when necessary.

In China pregnant and breastfeeding women are prohibited from working under certain conditions considered as dangerous or unhealthy work. In addition, **pregnant and breastfeeding women are also prohibited from engaging in night work.** Additionally, **employers are not obliged to provide provisions of time off for prenatal medical examinations.**

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 China, women with children under the age of one are entitled to at least one paid hour of breastfeeding time during their working hours.** Furthermore, work units should not extend the mothers' working hours or arrange night shifts during breastfeeding. Additional breastfeeding breaks can be provided in some provinces.

Childcare 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. Early childhood care and education (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. Therefore, care policies should be looked from a perspective of a continuum of care provision from late pregnancy to mandatory school age, focusing in particular on the level of integration between leave policy and childcare services.

⁷ The paper, 2024, '北京等地答“增设非独生子女陪护父母假”：势在必行·将修订立法_直击现场_澎湃新闻 (Beijing and other places answer the question "Additional leave for non-only-children to accompany their parents": it is imperative and legislation will be revised). Accessed 03 June 2024.

⁸ Article 51 of China Labour Law stipulates that employers shall pay wages in accordance with the law when workers are on funeral leave, as well as during their participation in social activities in accordance with the law.

⁹ The World Health Organization (WHO) has established that by implementing timely and appropriate evidence-based practices, antenatal care can save lives by tackling preventable maternal mortality and morbidity. WHO guidelines have increased to eight the recommended number of antenatal contacts between an expectant mother and healthcare providers to facilitate assessment of well-being and the provision of interventions to improve health outcomes if complications are identified. WHO. 2016. WHO Recommendations on Antenatal Care for a Positive Pregnancy Experience, available at: WHO recommendations on antenatal care for a positive pregnancy experience.

In China, there is an entitlement to ECCE services at age three. In practice, the provision of childcare services is limited for children between zero and three years (Blum et al. 2023d). According to official national data, the enrolment rate of children 0-3 years old is only four per cent in various childcare institutions and around 80 per cent of children in the country are look after their grandparents.¹⁰ At the same time, the expansion of preschool education has allowed to increase the coverage from 64.5 per cent in 2012 to 79.6 per cent in 2017.¹¹

The provision of ECCE services starting at three years old in combination with a paid leave period that lasts 12 weeks after giving birth according to the national legislation (in some provinces it could be extended up to 4-5 months), results in a **childcare policy gap of over two and a half years**. This legal indicator measures the time lag between the end of statutory maternity and paternity leave entitlements available to households and the statutory age at which children can avail of childcare services or attend primary school. In China, a childcare policy gap of over two and half years is the result of a paid childcare-related leave of four months, and a pre-school service that starts at age three years old. During this period, parents may only rely on unpaid care work or family paid care solutions, such as domestic workers or other out-of-pocket childcare services.

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 through paid and unpaid care work), predominantly women. ILO international labour standards on social security call for the overall and primary responsibility of care service 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 provide a statutory public long-term care services system, but only in eight countries it is funded through social insurance (Australia, Brunei Darussalam, Japan, Mongolia, Myanmar, New Zealand, Republic of Korea, and Sri Lanka). **China does not have a statutory long-term care service system.**

The way forward is investing in transformative care policy packages in China¹²

There is a strong investment case for progressively achieving universal access to transformative and nationally designed care policy packages. ILO carried out a simulation exercise for China to illustrate the investment requirements and the benefits of investing in publicly or collectively funded care package covering four care policies: childcare-related paid leave (maternity, paternity and parental leave), breastfeeding breaks, early childhood care and education services (ECCE) and long-term care services (LTC). This simulation exercise is available in the [ILO Care Policy Investment Simulator](#) (ILO n.d.-b), launched in March 2023 as part of the [ILO Global care policy portal](#) (n.d.-a). This simulation is based on so called "ILO parameters", which users can modify (see Annex).¹³

- **The ILO estimates that investing in universal ECCE and long-term care services in China will generate close to 60.670 million jobs by 2030**, from which more than 16.2 million corresponds to direct jobs in childcare, more than 31.5 million direct jobs in long-term care, and close to 13 million indirect jobs in non-care sectors.
- Closing the large care policy gaps in China would require a progressive and sustainable **annual investment of more than US\$1,215 billion (around 5.49 per cent of GDP before taxes or 4.3 percent after taxes) by 2030**. This would translate into a potential annual incremental investment of 0.69 per cent of GDP in order to reach the annual investment requirement by 2030.

¹⁰ National Health Commission of the People's Republic of China. 2017. [Transcript of special press conference of the progress of the universal two-child policy held on January 2017](#).

¹¹ Ministry of Education of the People's Republic of China. 2018. [The Statistical Bulletin of National Education Development in 2017](#).

¹² The simulated care policy package for China uses the ILO scenario for 2030 based on international labour standards on care policies, the literature indicating relevant plausible values, and data on high-performing countries.

¹³ This user-friendly online tool aims to support constituents to make simulations on how to close care policy gaps and reap the multiple benefits of investing in the care economy. The simulator launched in 2023 covered more than 80 countries, including China, and represented about 87 per cent of the world's employed population and 94 per cent of the world's GDP in 2019. The simulator was re-launched in May 2024 to add 36 new countries.

- Of the total net employment creation in 2030, **86 per cent of new jobs will go to women and 87 per cent will be formal employment.**
- The investment in the care policy package could **reduce the gender gap in employment rates by 9.3 percentage points**, increasing women's employment rate from 58.5 per cent in 2019 to 64.7 per cent by 2030. As to earnings, investing in care will result in **a reduction of 1.9 percentage points of the gender gap in monthly earnings**, from 17.7 per cent in 2019 to 15.7 per cent in 2030.
- The return on investment in China will be positive. 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 4.02 dollars of GDP increase.**

How can the ILO support?¹⁴

- Assisting with the ratification and implementation of the Maternity Protection Convention, 2000 (No. 183), the Workers with Family Responsibilities Convention, 1981 (No. 156) and other care-related international labour standards.
- Building knowledge, data and awareness of paid and unpaid care work and their impact on the world of work and changing social norms.
- Identifying the care needs of target populations and building the fiscal, regulatory, and technical capacity to design, finance and implement inclusive care policies.
- Promoting investments in the care economy, through the creation of decent employment in the care economy sectors and the promotion of skills and accreditation programmes.
- Designing rights-based programmes, through social dialogue, that address representation and decent work deficits among care workers (e.g. workers in education, including early childhood care and education; health and social work, including long-term care; and domestic work as well as workers in care cooperatives and community care workers) and workers with family responsibilities.
- Enhancing the capacity of governments, workers' organizations, and employers' organizations to develop and contribute to care policy development and implementation.

¹⁴ For more details, please see page 297 of ILO 2022. [Care at Work: Investing in care leave and services for a more gender equal world of work](#)

► Legal indicators on care policies

Maternity leave											
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
14 weeks (98 days)	No	Average monthly wage of preceding year of employees of the employing unit	Social insurance only (employer liability for women who are not enrolled in in maternity insurance)		Not assessable	Yes (voluntary)	No	Pregnancy, leave, additional period	Employer not required to prove	Not guaranteed	No prohibition
Paternity leave											
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			
-	-	-	-	-	-	-	-	-			
Parental leave											
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			
-	-	-	-	-	-	-	-	-			
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						
No	-	-	Yes paid	Employer liability	No						
Health and nursing											
Night work protection	Time off for prenatal medical examinations	Provisions on dangerous or unhealthy work	Alternatives to dangerous or unhealthy work								
Prohibition	Not provided	Prohibition (w); prohibition	No alternative								
Breastfeeding											
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							
Paid	Not specified	60	Until the child reaches 1 year of age	Not provided							
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				
No	-	-	-	Yes	Universal	Age 3	Full day				
Long-term care											
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					
No	Yes	-	-	-	-	-					
Childcare policy gap											
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)	Childcare policy gap - full rate equivalent (months)	Childcare policy gap - full rate equivalent (years)				
36.0	3.0	3.2	0.3	32.8	2.7	36.0	3.0				

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

► ILO Care policy investment simulator

Policy parameters

Projection year - ILO scenario	2019	2030
Childcare-related paid leave (maternity, paternity and parental leave)		
<i>Formal employees</i>		
Paid weeks maternity leave (100% average wage equivalent)	14.0	18.0
Paid weeks paternity leave (100% average wage equivalent)	0.0	0.6
Paid weeks parental leave mother (at rate)	0.0	16.0
Rate of parental leave payment (mother - % average wage)	0%	67%
Paid weeks parental leave father (at rate)	0.0	16.0
Rate of parental leave payment (father - % average wage)	0%	67%
<i>Formal self-employed</i>		
Paid weeks maternity leave (100% average wage equivalent)	0.0	9.4
Paid weeks paternity leave (100% average wage equivalent)	0.0	0.6
Paid weeks parental leave mother (at rate)	0.0	9.4
Rate of parental leave payment (mother - % average wage)	0%	67%
Paid weeks parental leave father (at rate)	0.0	9.4
Rate of parental leave payment (father - % average wage)	0%	67%
<i>Informally employed</i>		
Paid weeks maternity leave (% minimum wage equivalent)	0.0	14.0
Paid weeks paternity leave (% minimum wage equivalent)	0.0	0.6
Paid weeks parental leave mother (% minimum wage equivalent)	0.0	0.0
Paid weeks parental leave father (% minimum wage equivalent)	0.0	0.0
Rate of (any) leave payment (% minimum wage)	0%	100%
Breastfeeding breaks		
Minutes per day (100% average wage) - formal	0	60
Minutes per day (% minimum wage equivalent) - informal	0	60
Rate of payment (% minimum wage) - informal	0%	100%
Early childhood care and education (ECCE)		
% children in ECED	n/a	60%
% children in pre-primary	88%	100%
Hours per week per child in ECED	n/a	40
Hours per week per child in pre-primary	n/a	40
Child/staff ratio (ECED)	n/a	4.0
Child/staff ratio (pre-primary)	17.4	8.0
Pay level of early childhood educators (% primary teachers' wage)	n/a	100%
Pay level of early childhood assistant educators (% minimum wage)	n/a	120%
Share of early childhood educators in ECED	n/a	67%
Share of early childhood educators in pre-primary	n/a	92%
Other staff (in % of children)	n/a	4%
Long-term care (LTC)		
Recipient-to-carer ratio 15-64y	n/a	2.5
Recipient-to-carer ratio 65y+	n/a	2.50
Share of personal care workers (% of LTC workers)	n/a	100%
Pay level of personal care workers (% nurses' wage)	n/a	75%
Pay level of other LTC workers (% minimum wage)	n/a	120%

Results

Projection year	2019	2030
Key results		
Required gross additional annual investment - All care policies (% GDP)	-	5.49%
Net total employment generated - ECCE and LTC (without induced effects)	-	60,670,568
% point change in gender employment gap (without induced effects)	-	-9.3
% point change in gender gap in monthly wages (without induced effects)	-	-1.9
ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	-	4.02
Total - all care policies		
Investment requirements		
Baseline public spending ECCE and LTC (% GDP)	0.15%	0.14%
Baseline public spending health and primary and secondary education (% GDP)	3.00%	3.00%
Gross additional annual investment (NCUm)	-	8,394,424
Gross additional annual investment (US\$m)	-	1,215,104
Gross additional annual investment (% GDP)	-	5.49%
Annual incremental investment to projected year (% GDP)	-	0.69%
% Gross investment recouped in tax revenue	-	22%
Net additional annual investment (% GDP)	-	4.30%
Net additional annual investment (with induced effects) (% GDP)	-	3.79%
Return on Investment (ROI)		
ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	-	4.02
Job generation		
Net total employment generated (without induced effects)	-	60,670,568
% direct	-	79%
% women	-	86%
% formal (all)	-	87%
% formal (women)	-	93%
Net total employment generated (with induced effects)	-	88,665,391
% direct	-	54%
% women	-	73%
% formal (all)	-	71%
% formal (women)	-	83%
Net direct employment generated (all formal)	-	47,703,217
% women	-	98%
Net indirect employment generated	-	12,967,351
% women	-	45%
% formal (all)	-	39%
% formal (women)	-	39%
Gender equality in employment and wages		
Employment rate (all) (without induced effects)	58.5%	64.7%
Employment rate (women) (without induced effects)	47.6%	58.5%
Employment rate (men) (without induced effects)	69.2%	70.9%
Employment rate (all) (with induced effects)	58.5%	67.5%
Employment rate (women) (with induced effects)	47.6%	61.1%
Employment rate (men) (with induced effects)	69.2%	73.9%
Maternal employment rate (25-54y)	61.5%	62.6%
Gender gap in monthly wages (without induced effects)	17.7%	15.7%
Gender gap in monthly wages (with induced effects)	17.7%	15.6%

Projection year		2019	2030
Childcare-related paid leave (maternity, paternity and parental leave)			
Investment requirements	Gross additional annual investment - all employed (NCUm)	-	294,099
	Gross additional annual investment - all employed (US\$m)	-	42,571
	Gross additional annual investment - all employed (% GDP)	-	0.192%
	Maternity leave - all employed	-	0.047%
	Paternity leave - all employed	-	0.005%
	Parental leave (mothers) - all employed	-	0.068%
	Parental leave (fathers) - all employed	-	0.072%
	Gross additional annual investment - informally employed (% GDP)	-	0.022%
	Maternity leave - informally employed	-	0.021%
	Paternity leave - informally employed	-	0.001%
	Parental leave (mothers) - informally employed	-	0.000%
	Parental leave (fathers) - informally employed	-	0.000%
	Annual incremental investment to projected year (% GDP)	-	0.024%
Return on Investment (ROI)	ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	-	4.02
Job generation	Net induced employment generated	-	1,063,121
	% women	-	44%
	% formal	-	37%
Breastfeeding breaks			
Investment requirements	Gross additional annual investment (NCUm)	-	39,283
	Gross additional annual investment (US\$m)	-	5,686
	Gross additional annual investment (% GDP)	-	0.026%
	Annual incremental investment to projected year (% GDP)	-	0.003%

Projection year		2019	2035
Early childhood care and education (ECCE)			
Investment requirements	Baseline spending ECCE (% GDP)	0.05%	0.04%
	Baseline spending primary and secondary education (% GDP)	n/a	
	Gross additional annual investment (NCUm)		2,810,533
	Gross additional annual investment (US\$m)		406,828
	Gross additional annual investment (% GDP)		1.84%
	Annual incremental investment to projected year (% GDP)		0.23%
	Net additional annual investment (% GDP)		1.41%
	Net additional annual investment (with induced effects) (% GDP)		1.22%
	Return on Investment (ROI)	ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	
Job generation	Net total employment generated (without induced effects)		18,913,200
	% direct		86%
	% women		89%
	% formal (all)		91%
	% formal (women)		96%
	Net total employment generated (with induced effects)		27,245,757
	% direct		59%
	% women		75%
	% formal (all)		74%
	% formal (women)		85%
	Net direct employment generated (all formal)		16,202,062
	% women		97%
	Net indirect employment generated		2,711,138
	% women		42%
	% formal (all)		39%
% formal (women)		39%	
Gender equality in employment and wages	Employment rate (all) (without induced effects)	58.5%	60.4%
	Employment rate (women) (without induced effects)	47.6%	51.1%
	Employment rate (men) (without induced effects)	69.2%	69.6%
	Employment rate (all) (with induced effects)	58.5%	61.3%
	Employment rate (women) (with induced effects)	47.6%	51.9%
	Employment rate (men) (with induced effects)	69.2%	70.6%

Projection year		2019	2035	
Long-term care (LTC)				
Investment requirements	Baseline spending LTC (%GDP)	0.10%	0.10%	
	Baseline spending health (%GDP)	3.00%		
	Gross additional annual investment (NCUm)		5,250,508	
	Gross additional annual investment (US\$m)		760,018	
	Gross additional annual investment (% GDP)		3.43%	
	Annual incremental investment to projected year (% GDP)		0.43%	
	Net additional annual investment (% GDP)		2.67%	
	Net additional annual investment (with induced effects) (% GDP)		2.35%	
	Job generation	Net total employment generated (without induced effects)		41,757,368
		% direct		75%
% women			85%	
% formal (all)			85%	
% formal (women)			92%	
Net total employment generated (with induced effects)			60,356,512	
% direct			52%	
% women			73%	
% formal (all)			70%	
% formal (women)			81%	
Net direct employment generated (all formal)			31,501,155	
% women			98%	
Net indirect employment generated			10,256,214	
% women			45%	
% formal (all)			39%	
% formal (women)		39%		
Gender equality in employment and wages	Employment rate (all) (without induced effects)	58.5%	62.7%	
	Employment rate (women) (without induced effects)	47.6%	55.0%	
	Employment rate (men) (without induced effects)	69.2%	70.5%	
	Employment rate (all) (with induced effects)	58.5%	64.6%	
	Employment rate (women) (with induced effects)	47.6%	56.7%	
	Employment rate (men) (with induced effects)	69.2%	72.5%	

Sources: ILO, n.d.-b.

► Annex: ILO Care Policy Investment Simulator user's policy inputs

Childcare-related paid leave (maternity, paternity and parental leave)

- **Paid weeks of maternity leave:** Minimum of 14 weeks paid at least at 67 per cent of previous earnings (equivalent to 9.38 weeks paid at a 100 per cent = 14 weeks x 67 per cent) in 2030 or 18 weeks at 100 per cent in 2035, as set out in the ILO Maternity Protection Convention (No. 183) and Recommendation (No. 191), 2000. For women who are informally employed, the default is 14 weeks paid at a rate of 100 per cent of the minimum wage.
- **Paid weeks of paternity leave:** Between 0.6 weeks (equivalent to 3 days considering a 5-day work week) and 18 weeks paid at a 100 per cent of previous earnings in 2030 and at least 1.3 weeks (based on region's specific longest provision) in 2035. For informally employed fathers, 0.6 weeks in 2030 and between 1.3 and 14 weeks in 2035 paid at a rate of 100 per cent of the minimum wage.
- **Paid weeks of parental leave:** Parental leave for both parents to reduce childcare policy gaps until there is statutory and effective access to universal early childhood educational development (ECED). Parental leave is paid at 67 per cent of previous earnings and is split equally between parents.

Breastfeeding breaks

- **Minutes per day:** 60 minutes per day (1 hour) of publicly funded breastfeeding breaks for 6 months.

Early childhood care and education (ECCE)

- **Percentage of children in ECED or pre-primary:**
 - Ages 0–2 years: 50 per cent enrolment in low- and lower-middle-income countries in 2030, and 60 per cent in 2035; 60 per cent enrolled in high- and upper-middle-income countries.
 - Ages 3–5 years: 90 per cent enrolled in low- and lower-middle-income countries in 2030, and 100 per cent in 2035; 100 per cent enrolled in high- and upper-middle-income countries.
- **Hours per week per child (ECED or pre-primary):** 40 hours (for full-time coverage) for 52 weeks per year.
- **Number of children per early childhood educator/assistant with pedagogical qualifications:**
 - 4 children aged 0–2 years in high- and upper-middle-income countries, and 5 in low- and lower-middle-income countries.
 - 8 children aged 3 years till entry to primary school in high- and upper-middle-income countries, and 15 in low- and lower-middle-income countries.
- **Pay for early childhood educators:** Equivalent to the average pre-primary or primary teacher wage (or if this data is missing, to the average wage) to guarantee a high-quality education.

Long-term care (LTC)

► Care recipient-to-LTC workers ratio:

- Low- and lower-middle-income countries: 4 care recipients per LTC worker for ages 0–14 and 15–64, and 3 care recipients per worker for ages 65+.
- High- and upper-middle-income countries: 2.5 care recipients per LTC worker for all age groups.

► Share of personal care workers (as a percentage of LTC workers):

- Low- and lower-middle-income countries: 33 per cent in 2030, and 67 per cent in 2035.
- High- and upper-middle-income countries: 100 per cent.

► Pay level of LTC workers: 75 per cent of the average nurse's wage for personal care workers, and 120 per cent of the minimum wage for other LTC workers.

Sources

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