

▶ ILO Country Brief

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Care at work in Rwanda

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

Drawing on [ILO Care at Work](#) report (ILO 2022), the [ILO Global Care Policy Portal](#) (ILO, n.d.-a) and the [ILO Care Policy Investment Simulator](#) (ILO, n.d.-b), this country brief:

- provides a review of the status and progress of legislation on care policies in Rwanda and how they compare to the regional situation based on a survey of 54 countries in Africa; and
- presents the investment case for a transformative package of care policies in Rwanda.

Maternity leave is a universal human and labour right, 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 April 2022, a total of 43 countries have ratified Convention No. 183, of which nine are in Africa (Benin, Burkina Faso, Djibouti, Mali, Mauritius, Morocco, Niger, Sao Tome and Principe and Senegal).

- In Africa, the average duration of maternity leave is 13.2 weeks. Since 2011, five countries have met or exceeded the ILO 14-week standard (Ethiopia, Gambia, Mauritius, Sao Tome and Principe and Zambia). In the region, two countries (Gambia and Seychelles) provide 18 weeks or more, meeting Recommendation No. 191.
- According to the Labour Act, adopted in 2009, Rwanda has a maternity leave duration of 12 consecutive weeks and women are able to commence their maternity leave two weeks before the expected date of delivery.

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 Africa, 44 countries offer fully paid maternity leave (including, Benin, Chad, Guinea, Madagascar, Sierra Leone and Togo). Since 2011, three countries have increased the amount of maternity leave cash benefits. Democratic Republic of Congo and Rwanda increased the maternity benefits to 100 per cent and South Africa to 67 per cent.

- In 2016, Rwanda modified the law establishing and governing the maternity leave benefit schemes to grant working mothers maternity leave cash benefits that are paid at a rate of 100 per cent of previous earnings. Before this legislation change, mothers were entitled to maternity leave cash benefits paid at 100 per cent of previous earnings only during the first six weeks of maternity leave, and remaining six weeks required mothers to either return to work or only receive maternity leave cash benefits paid at a rate of 20 per cent of their previous salary. Now, the Social Security Administration is administering maternity leave cash benefits for the last six weeks of maternity leave, guaranteeing that women who have contributed to maternity leave benefits for at least one month before the start of maternity are still paid at a 100 per cent rate of their previous salary.

ILO standards require 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.

- In Africa, maternity leave cash benefits are funded by the employer in 22 countries (including, Botswana, Comoros, Eritrea, Lesotho, Somalia and Uganda), paid through social insurance in 21 countries (including, Algeria, Burundi, Equatorial Guinea, Mali, Mozambique and United Republic of Tanzania) and a mix of social insurance and the employer in 11 countries (including, Chad, Djibouti, Madagascar, Namibia and Togo). Since 2011, five countries (Benin, Democratic Republic of Congo, Egypt, Libya and Rwanda) moved away from employer liability schemes to social security or mixed schemes.
- In Rwanda, the employer is responsible for paying for the 12 weeks of maternity leave and at the end of the maternity leave period, the Rwanda Social Security Board reimburses the employer for the last six weeks of maternity leave benefits.

In the last decade, four countries in Africa (Democratic Republic of the Congo, Libya, Sao Tome and Principe and South Africa) have improved an aspect of the maternity leave legislation to comply with ILO standards. This results in a total of 22 out of 54 countries in Africa (including Algeria, Cameroon, Guinea, Mauritania, Seychelles and Togo) that are in line with the key three requirements of ILO Convention No. 183. At the current pace of legal reforms in the region, it will take around 80 years for the remaining 32 countries in Africa, where more than 65 per cent of the potential mothers in the region live, to fill the current gaps and align to ILO standards on maternity leave.

- Rwanda is currently not aligned with Convention No. 183, because the duration of maternity leave is below the 14 weeks recommended by Convention No. 183 and part of the maternity leave benefits are paid by the employer.

The fundamental right to paid and job-protected maternity leave should be guaranteed to all women, especially mothers from vulnerable groups (e.g. migrants, domestic workers, and persons with disabilities) and in the informal economy. Employment protection and non-discrimination is essential to make the right to maternity leave a reality.

- Rwanda does not provide adequate coverage to self-employed workers nor maternity leave for adoptive parents.
- Rwanda guarantees employment protection only over the maternity leave period, but the employer is not required to prove dismissal is not connected to maternity leave. The legislation guarantees the right to return to the same position after maternity leave. Additionally, there is no prohibition against pregnancy tests in employment.

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

- In 32 out of 54 countries in Africa, fathers have the right to paternity leave (including, Burundi, Côte d'Ivoire, Ethiopia, and Tunisia). On average, the duration of paternity leave among countries with paternity leave is around four days. Since 2011, nine countries in Africa have either introduced or increased the duration of paternity leave, including Angola, Equatorial Guinea, Gambia, Senegal, South Africa and Zambia.
- In Rwanda, paternity leave is considered a circumstantial and related leave based on the Ministerial Order No. 03 from 2010. It is provided that after the birth of their child, fathers are entitled to four working days of fully paid leave. Compared to the 12 weeks provided for maternity leave, the "gender leave gap" in Rwanda is more than 11 weeks.

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.

- In Africa, paternity leave is unpaid in 2 countries (Liberia and Zambia), paid less than two-thirds in 1 country (South Africa) and paid at 100 per cent of previous earnings in 29 countries, including Algeria, Cameroon, Ethiopia, Kenya, Morocco, Mozambique, South Sudan and Uganda. Only in Mali and South Africa, paternity leave is funded through social insurance.
- In Rwanda the fully paid paternity leave is funded by the employer, putting men at risk of discrimination in relation to their paternity.

All fathers, without discrimination, should have a right to paternity leave. However, as with maternity leave, some 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 Rwanda, paternity leave is not available for adoptive parents and same-sex parents, and the scope of legislation on paternity leave cash benefits excludes self-employed workers.
- Rwanda provides protection against dismissal for fathers during their leave, but employers are not required to prove that the reasons for dismissal are not related to paternity leave. In addition, the country has no guaranteed right to return to the same or to an equivalent position after paternity leave.

Parental leave and other special care leave can also help balance the work and family responsibilities of mothers and fathers over their life course

Both Recommendation No. 191 and the Workers with Family Responsibilities Recommendation, 1981 (No. 165) call for a period of parental leave – determined by national laws – to be available to either parent after maternity leave without having to relinquish their employment and with their employment rights being protected.

- Statutory parental leave is only available in five African countries (Angola, Burkina Faso, Chad, Egypt and Libya). The average duration of parental leave among these countries is 69 weeks. In the last decade, only one country in the region, Angola, introduced an unpaid parental leave of four weeks that is only available for mothers. In all these five countries parental leave is unpaid.
- Rwanda is part of the 49 countries in the region that do not provide a statutory right to parental leave.

With ageing societies, paid long-term care leave can play a key role in supporting new and increasing care needs.

- In Africa, two countries provide paid long-term care leave (Sao Tome and Principe and Seychelles), and five countries provide unpaid long-term care leave (Burkina Faso, Chad, Côte d'Ivoire, Niger and South Sudan).
- Rwanda has no provision of long-term care leave.

Emergency leave is a special leave of short duration for urgent family reasons.

- 36 countries in Africa provide paid emergency leave, including Algeria, Burundi, Eritrea, Namibia, Senegal and Zimbabwe. In Eswatini, Mali, Mozambique and Sao Tome and Principe, this leave provision is unpaid. At the same time, 13 countries in the region do not provide statutory emergency leave rights.
- Rwanda is among the 36 countries in the region with statutory paid rights to emergency leave. It is paid through an employer liability scheme with no coverage for self-employed workers.

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.^{1,2} 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.³

- In Rwanda, pregnant and nursing women are prohibited from doing dangerous or unhealthy work. Additionally, there are no restrictions in place to protect pregnant and nursing women from night work.
- Rwanda does not provide a right to paid time off for prenatal medical examinations. By providing paid time off for prenatal maternal healthcare during working hours, workplaces can play a role in enabling women's access to antenatal care and recognizing its importance for the health of the mother and child.

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.

- Nursing mothers in Rwanda have an entitlement to paid nursing breaks for 12 months starting from the day on which the baby is born. Then, every mother is entitled to a rest period of one hour per day for breastfeeding. Mothers who resume working for the last six weeks of their maternity leave have the right to a period of two hours per day to breastfeed until the completion of the 12 weeks.
- Rwanda has no statutory mandatory provisions of working nursing facilities.

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. Still, there is no African country with a statutory childcare service system for children aged zero to two years in any African country.

Legal provisions on pre-primary education services for children between three years and the start of primary education are more available.

- 11 countries in Africa, including Benin, Liberia, Mali, Mauritius, Nigeria and Zimbabwe, provide a national pre-primary education system for children aged 3 years and above.
- Rwanda lacks statutory national pre-primary education services, resulting in a childcare policy gap of almost 7 years. This is because the starting age of free primary education is 7 years old, and the total childcare-related paid leave is around 3 months.

¹ ILO 2023a and ILO 2023b.

² 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.

³ 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](#).

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 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 Africa, only four countries (Algeria, Ethiopia, Mauritius and South Africa) have a public long-term care system for older persons funded by a taxation scheme, although their provision may be considered sporadic or of limited availability. In Rwanda, there is no provision of a statutory public long-term care system for older persons.
- At the same time, in 14 countries there is a statutory family obligation to care for relatives, including Cameroon, Comoros, Djibouti, Morocco, Somalia and Tunisia, often resulting in women providing unpaid care work due to no social protection system for long-term care. In Rwanda, there is no obligation to care for relatives in the law.

The way forward is investing in transformative care policy packages

- There is a strong investment case for progressively achieving universal access to transformative and nationally designed care policy packages. The ILO estimates that investing in universal ECCE and long-term care services in Rwanda will generate more than 912,000 jobs by 2035, from which almost 392,000 correspond to direct jobs in childcare, more than 228,000 correspond to direct jobs in long-term care, and 292,000 correspond to indirect jobs in non-care sectors.
- Closing the large care policy gaps in Rwanda would require a progressive and sustainable annual investment of more than US\$1 billion (around 4.6 per cent of GDP before taxes) by 2035, which translates into a potential annual incremental investment of 0.35 per cent of GDP in order 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 3.9 per cent of GDP (after taxes).
- These transformative investments would result in important economic and social benefits. Of the total net employment creation in 2035, 68 per cent of new jobs will go to women and 71 per cent will be formal employment.
- Additionally, the investment in a universal and comprehensive care policy package could reduce the gender gap in employment rates by 5.7 percentage points. This would translate into an increase in women's employment rate from 37.5 per cent in 2019 to 48.7 per cent by 2035.
- As to earnings, investing in care will result in a new gender gap in monthly earnings of 32.8 per cent in 2035, a reduction of 8.2 percentage points from a gender gap in monthly earnings of 41 per cent in 2019.
- The return on investment in Rwanda 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 2.65 dollars of GDP increase.

► Legal indicators on care policies in Rwanda

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
12 weeks	No	100	Contributory scheme and employer liability		Not aligned	No	No	Leave	Employer not required to prove	Same position	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			
4 days	100	Employer liability	No	No	No	Paternity leave	Employer not required to prove	Not guaranteed			
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	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								
No restriction	Not provided	Prohibition	Elimination, adaptation								
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	1	60	12 months from resuming work	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	-	-	-	No	-	-	-				
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	Not found in law	-	-	-	-	-					
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)				
84	7	3	0.3	81	6.8	81	6.8				

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

► ILO Care policy investment simulator

Policy parameters

Projection year - ILO scenario	2019	2035
Childcare-related paid leave (maternity, paternity and parental leave)		
<i>Formal employees</i>		
Paid weeks maternity leave (100% average wage equivalent)	6.0	18.0
Paid weeks paternity leave (100% average wage equivalent)	0.0	1.3
Paid weeks parental leave mother (at rate)	0.0	16.3
Rate of parental leave payment (mother - % average wage)	0%	67%
Paid weeks parental leave father (at rate)	0.0	16.3
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	18.0
Paid weeks paternity leave (100% average wage equivalent)	0.0	1.3
Paid weeks parental leave mother (at rate)	0.0	16.3
Rate of parental leave payment (mother - % average wage)	0%	67%
Paid weeks parental leave father (at rate)	0.0	16.3
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	1.3
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	1%	60%
% children in pre-primary	22%	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)	24.8	5.0
Child/staff ratio (pre-primary)	36.1	15.0
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	4
Recipient-to-carer ratio 65y+	n/a	3.00
Share of personal care workers (% of LTC workers)	n/a	67%
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	2035
Key results			
Required gross additional annual investment - All care policies (% GDP)		-	4.56%
Net total employment generated - ECCE and LTC (without induced effects)		-	912,653
% point change in gender employment gap (without induced effects)		-	-5.7
% point change in gender gap in monthly wages (without induced effects)		-	-8.2
ROI (ECCE and Leave): US\$ GDP increase per US\$ spent		-	2.65
Total - all care policies			
Investment requirements			
Baseline public spending ECCE and LTC (% GDP)		0.04%	0.03%
Baseline public spending health and primary and secondary education (% GDP)		5.50%	-
Gross additional annual investment (NCUm)		-	954,989
Gross additional annual investment (US\$m)		-	1,062
Gross additional annual investment (% GDP)		-	4.56%
Annual incremental investment to projected year (% GDP)		-	0.35%
% Gross investment recouped in tax revenue		-	13%
Net additional annual investment (% GDP)		-	3.94%
Net additional annual investment (with induced effects) (% GDP)		-	3.05%
Return on Investment (ROI)			
ROI (ECCE and Leave): US\$ GDP increase per US\$ spent		-	2.65
Job generation			
Net total employment generated (without induced effects)		-	912,653
% direct		-	68%
% women		-	68%
% formal (all)		-	71%
% formal (women)		-	83%
Net total employment generated (with induced effects)		-	1,750,089
% direct		-	35%
% women		-	58%
% formal (all)		-	40%
% formal (women)		-	53%
Net direct employment generated (all formal)		-	620,618
% women		-	81%
Net indirect employment generated		-	292,035
% women		-	40%
% formal (all)		-	8%
% formal (women)		-	8%
Gender equality in employment and wages			
Employment rate (all) (without induced effects)		45.0%	53.5%
Employment rate (women) (without induced effects)		37.5%	48.7%
Employment rate (men) (without induced effects)		53.3%	59.0%
Employment rate (all) (with induced effects)		45.0%	61.3%
Employment rate (women) (with induced effects)		37.5%	56.1%
Employment rate (men) (with induced effects)		53.3%	67.2%
Maternal employment rate (25-54y)		48.1%	48.9%
Gender gap in monthly wages (without induced effects)		41.0%	32.8%
Gender gap in monthly wages (with induced effects)		41.0%	33.5%

Projection year		2019	2035
Childcare-related paid leave (maternity, paternity and parental leave)			
Investment requirements	Gross additional annual investment - all employed (NCUm)	-	61,777
	Gross additional annual investment - all employed (US\$m)	-	69
	Gross additional annual investment - all employed (% GDP)	-	0.295%
	Maternity leave - all employed	-	0.168%
	Paternity leave - all employed	-	0.015%
	Parental leave (mothers) - all employed	-	0.061%
	Parental leave (fathers) - all employed	-	0.051%
	Gross additional annual investment - informally employed (% GDP)	-	0.098%
	Maternity leave - informally employed	-	0.089%
	Paternity leave - informally employed	-	0.009%
	Parental leave (mothers) - informally employed	-	0.000%
	Parental leave (fathers) - informally employed	-	0.000%
	Annual incremental investment to projected year (% GDP)	-	0.023%
Return on Investment (ROI)	ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	-	2.65
Job generation	Net induced employment generated	-	13,537
	% women	-	47%
	% formal	-	8%
Breastfeeding breaks			
Investment requirements	Gross additional annual investment (NCUm)	-	8,158
	Gross additional annual investment (US\$m)	-	9
	Gross additional annual investment (% GDP)	-	0.039%
	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)	0.04%	0.03%
	Baseline spending primary and secondary education (% GDP)	2.94%	-
	Gross additional annual investment (NCUm)	-	604,485
	Gross additional annual investment (US\$m)	-	672
	Gross additional annual investment (% GDP)	-	2.88%
	Annual incremental investment to projected year (% GDP)	-	0.22%
	Net additional annual investment (% GDP)	-	2.47%
	Net additional annual investment (with induced effects) (% GDP)	-	1.86%
	Return on Investment (ROI)	ROI (ECCE and Leave): US\$ GDP increase per US\$ spent	-
Job generation	Net total employment generated (without induced effects)	-	587,177
	% direct	-	67%
	% women	-	69%
	% formal (all)	-	69%
	% formal (women)	-	82%
	Net total employment generated (with induced effects)	-	1,170,969
	% direct	-	33%
	% women	-	59%
	% formal (all)	-	38%
	% formal (women)	-	52%
	Net direct employment generated (all formal)	-	391,948
	% women	-	84%
	Net indirect employment generated	-	195,229
	% women	-	40%
	% formal (all)	-	8%
% formal (women)	-	8%	
Gender equality in employment and wages	Employment rate (all) (without induced effects)	45.0%	50.4%
	Employment rate (women) (without induced effects)	37.5%	44.9%
	Employment rate (men) (without induced effects)	53.3%	56.8%
	Employment rate (all) (with induced effects)	45.0%	55.9%
	Employment rate (women) (with induced effects)	37.5%	50.0%
	Employment rate (men) (with induced effects)	53.3%	62.5%

Projection year	2019	2035	
Long-term care (LTC)			
Investment requirements	Baseline spending LTC (%GDP)	0.00%	0.00%
	Baseline spending health (%GDP)	2.56%	-
	Gross additional annual investment (NCUm)	-	280,569
	Gross additional annual investment (US\$m)	-	312
	Gross additional annual investment (% GDP)	-	1.34%
	Annual incremental investment to projected year (% GDP)	-	0.10%
	Net additional annual investment (% GDP)	-	1.14%
	Net additional annual investment (with induced effects) (% GDP)	-	0.86%
	Job generation	Net total employment generated (without induced effects)	-
% direct		-	70%
% women		-	65%
% formal (all)		-	73%
% formal (women)		-	83%
Net total employment generated (with induced effects)		-	565,583
% direct		-	40%
% women		-	58%
% formal (all)		-	45%
% formal (women)		-	56%
Net direct employment generated (all formal)		-	228,670
% women		-	75%
Net indirect employment generated		-	96,806
% women		-	40%
% formal (all)		-	9%
% formal (women)	-	9%	
Gender equality in employment and wages	Employment rate (all) (without induced effects)	45.0%	48.0%
	Employment rate (women) (without induced effects)	37.5%	41.3%
	Employment rate (men) (without induced effects)	53.3%	55.5%
	Employment rate (all) (with induced effects)	45.0%	50.2%
	Employment rate (women) (with induced effects)	37.5%	43.4%
	Employment rate (men) (with induced effects)	53.3%	57.9%

Sources: ILO n.d.-b.

Sources

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