

Care at Work

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

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► Care at work

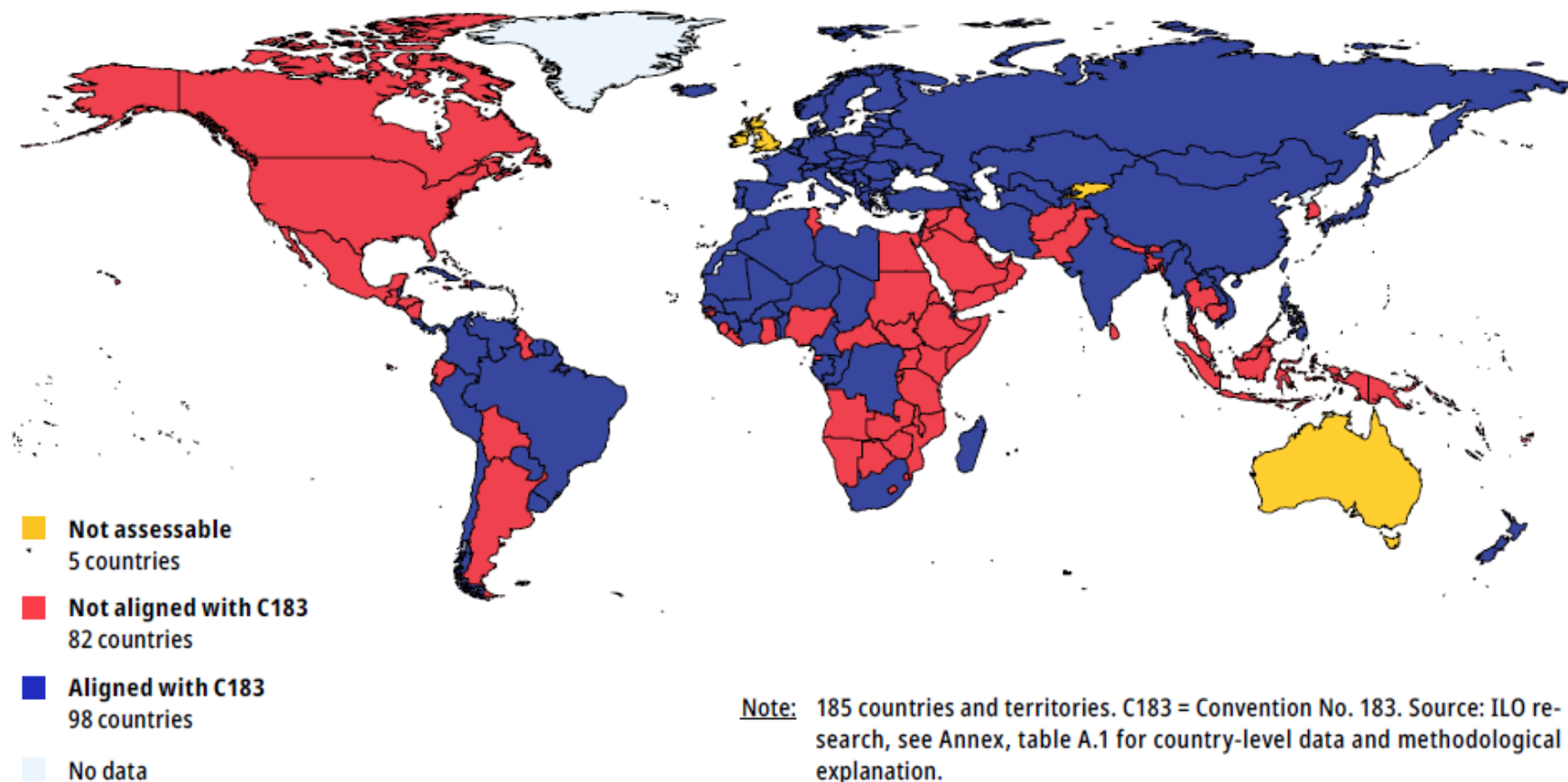
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Maternity leave: a universal but unfulfilled human right

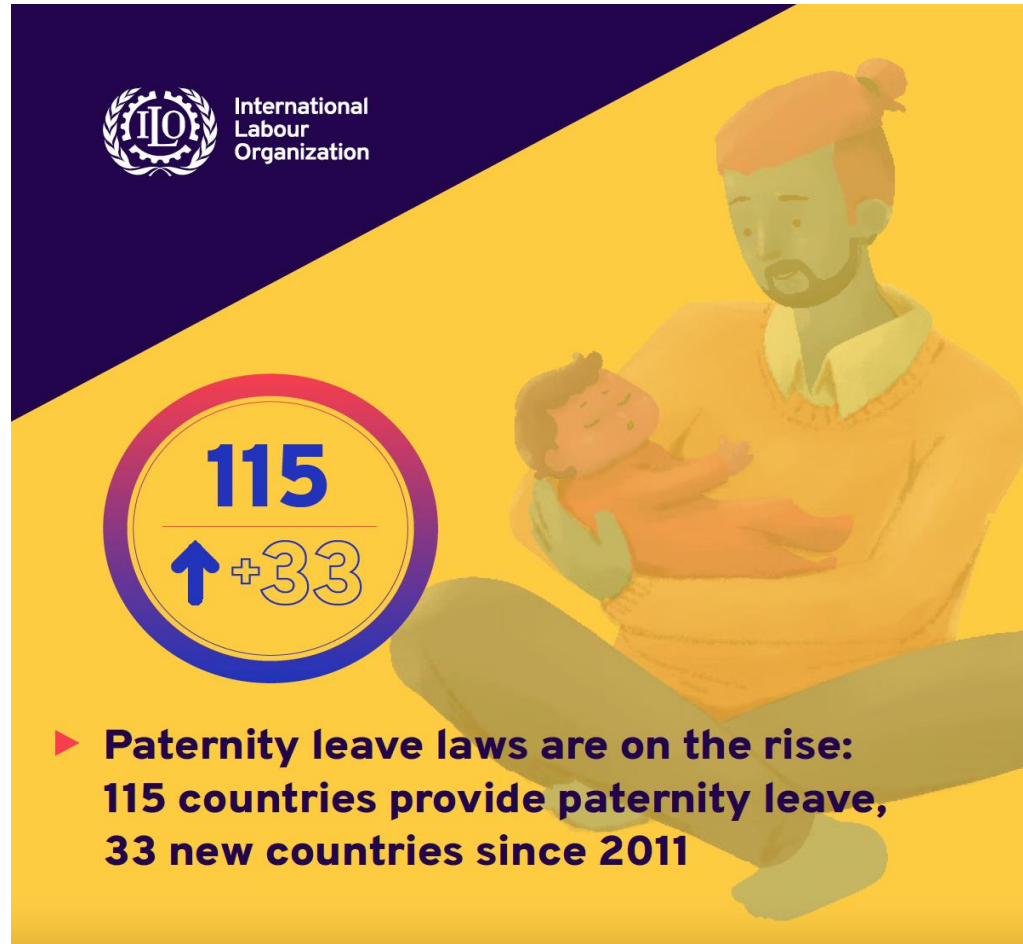


But 649 million women still lack adequate maternity protection

Presence of maternity leave scheme aligned with the provisions of Convention No. 183, 2021

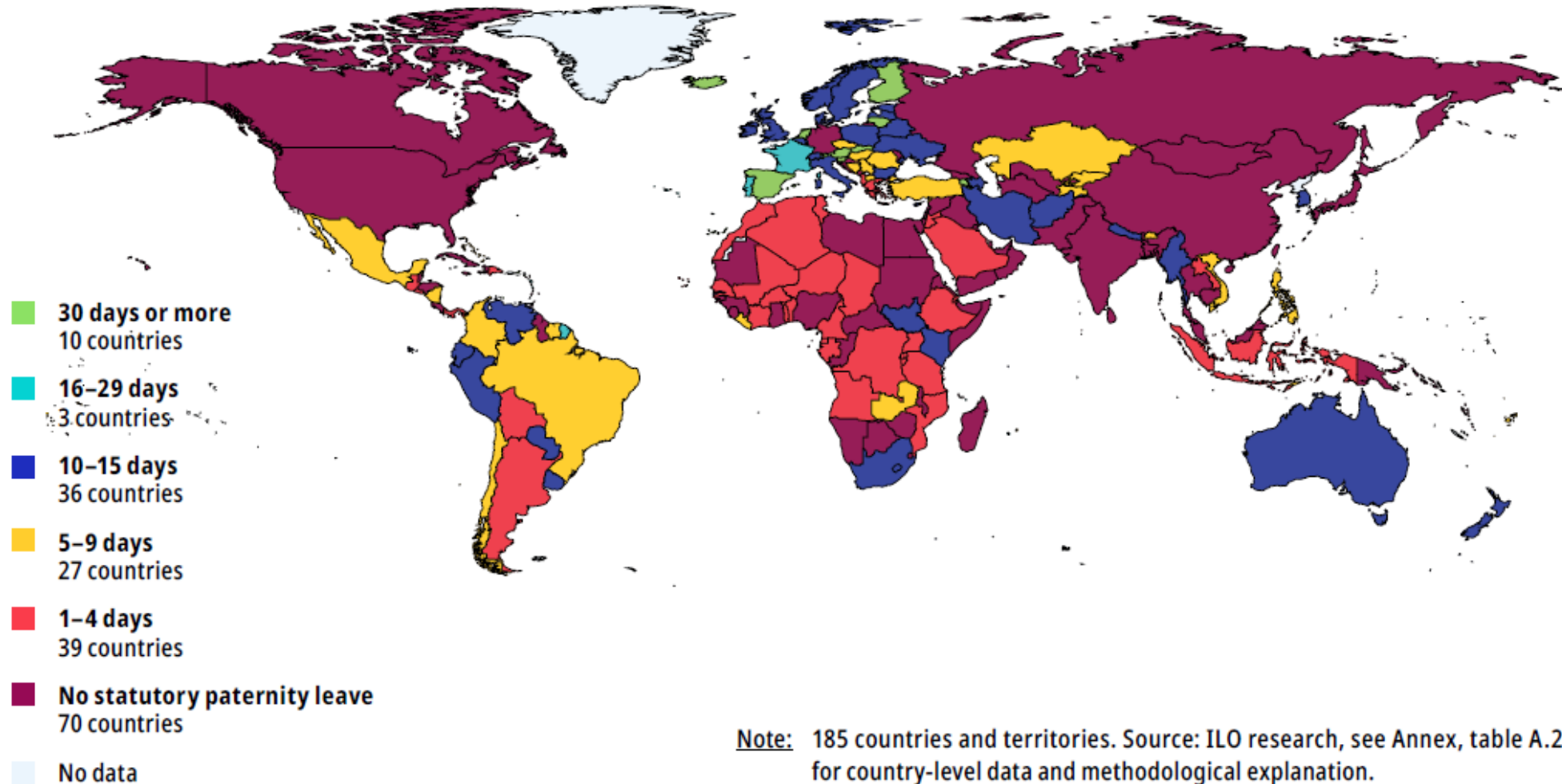


Paternity leave: the rise in men's care rights & responsibilities

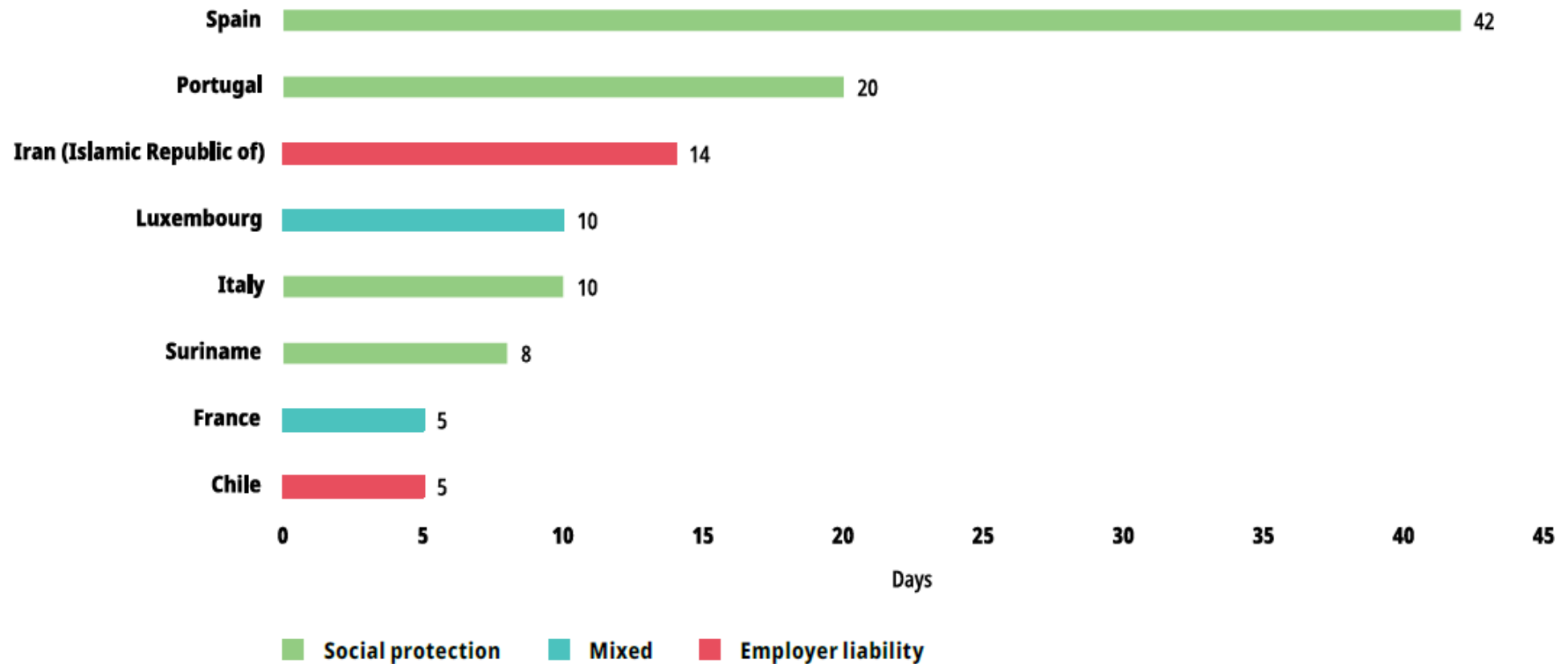


**1.26 billion men
live in countries
with no paternity
leave**

Duration of paternity leave, 2021



Length of obligatory paternity leave and source of funding, 2021

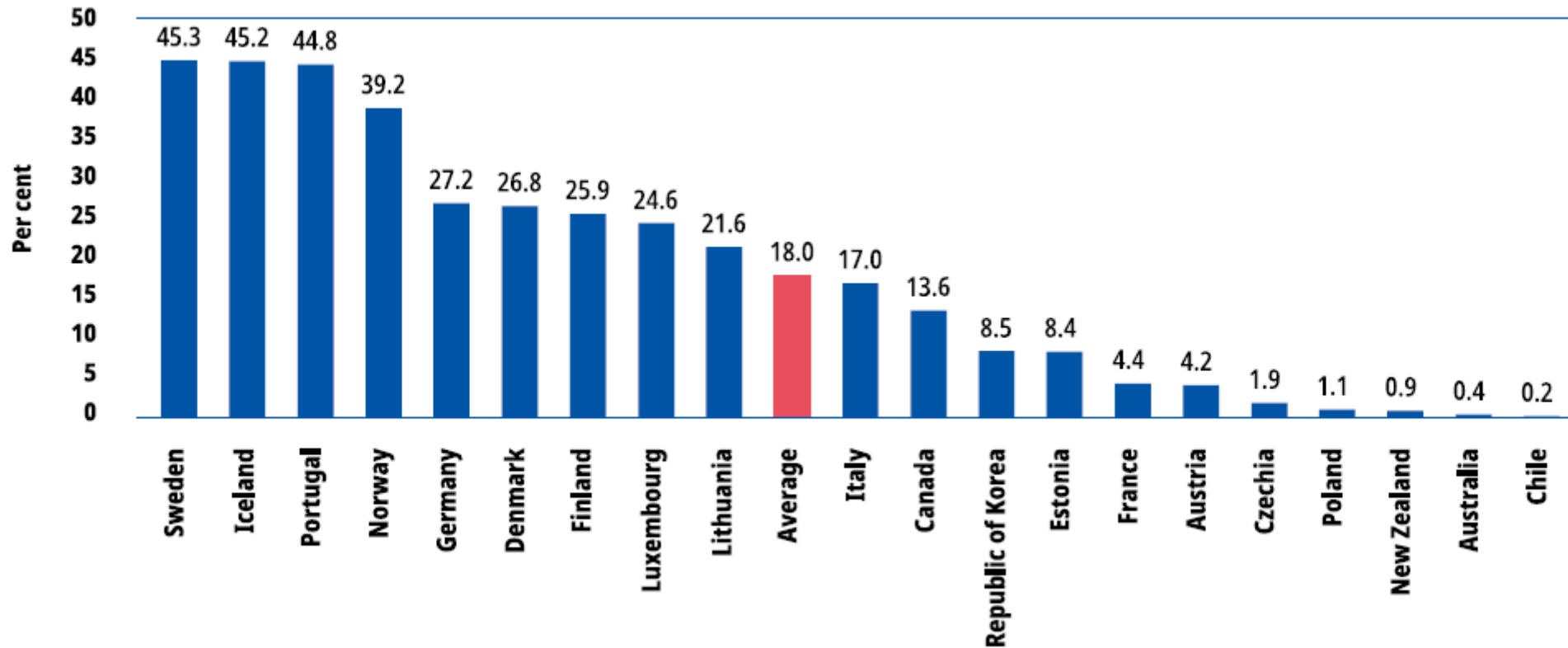


Parental leave: Balancing work and family responsibilities over the life course



Fathers' take-up rates of parental leave are still low

Male share of recipients of paid parental leave, latest available year



The vital role of childcare in societies and economies



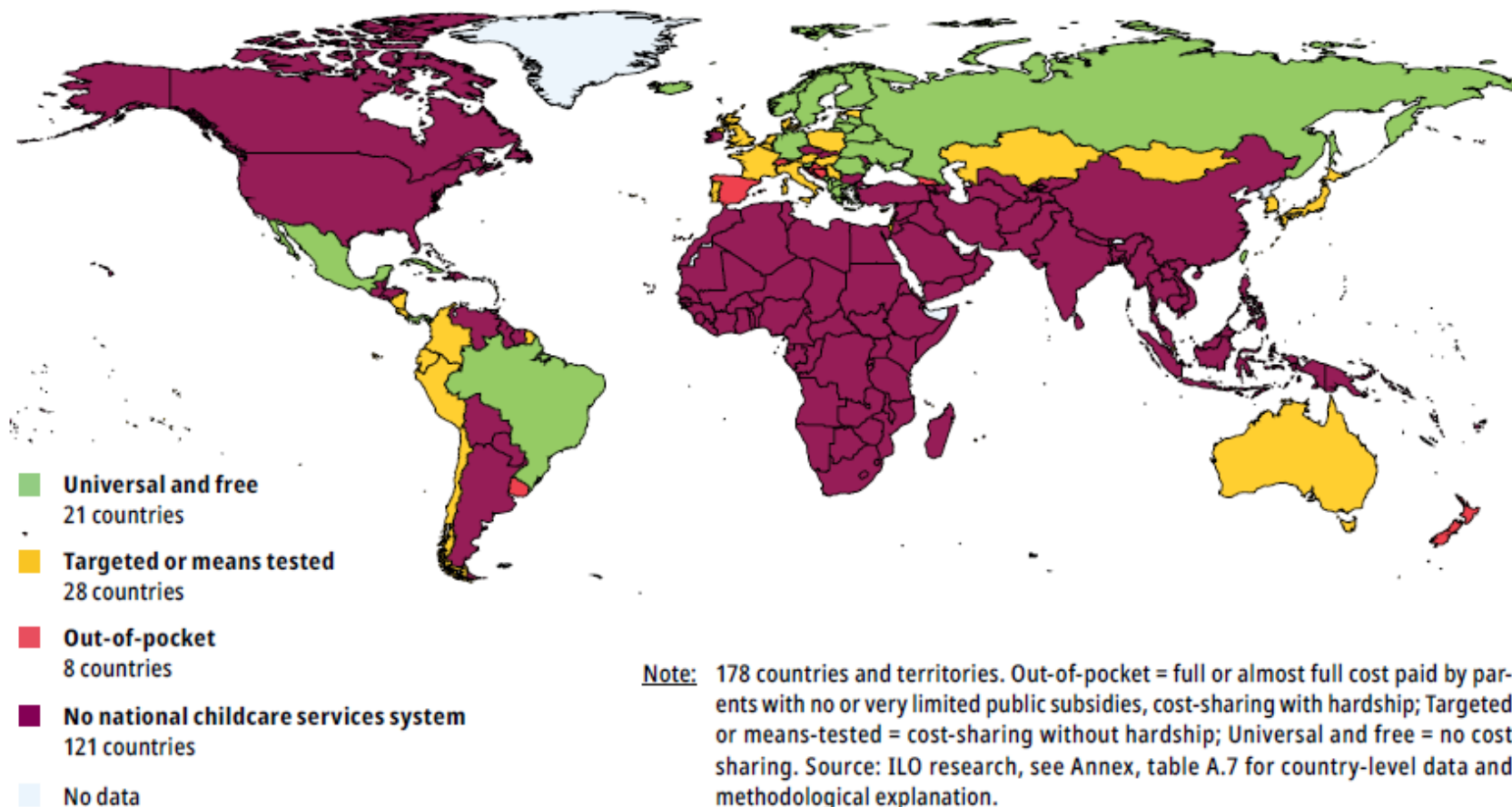
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**only
21
countries**

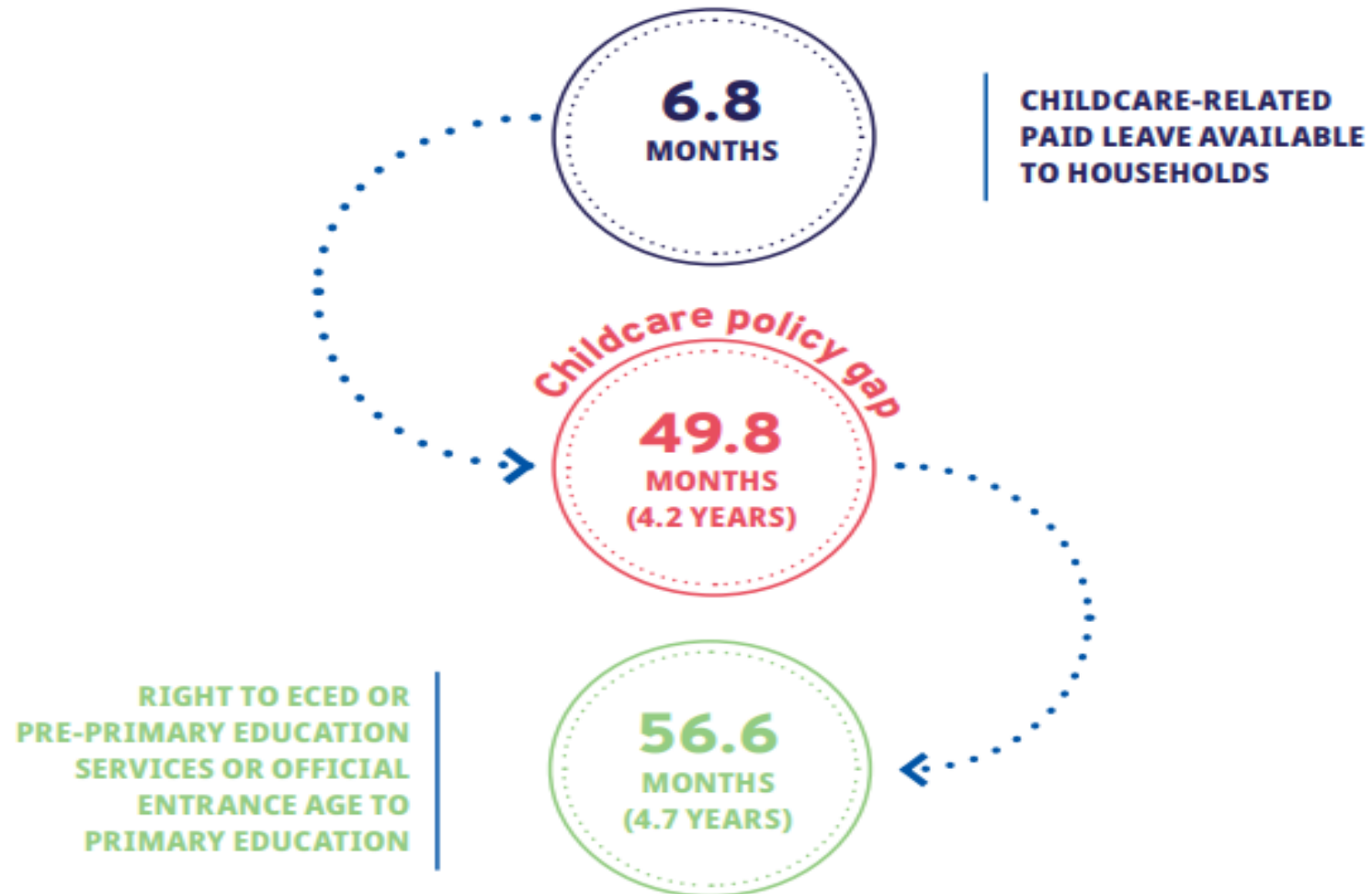
- ▶ **21 out of 178 countries grant universal childcare services in their laws for children aged 0–2 years**

**Only 1 in 10
potential parents
have access to free
or affordable
childcare services**

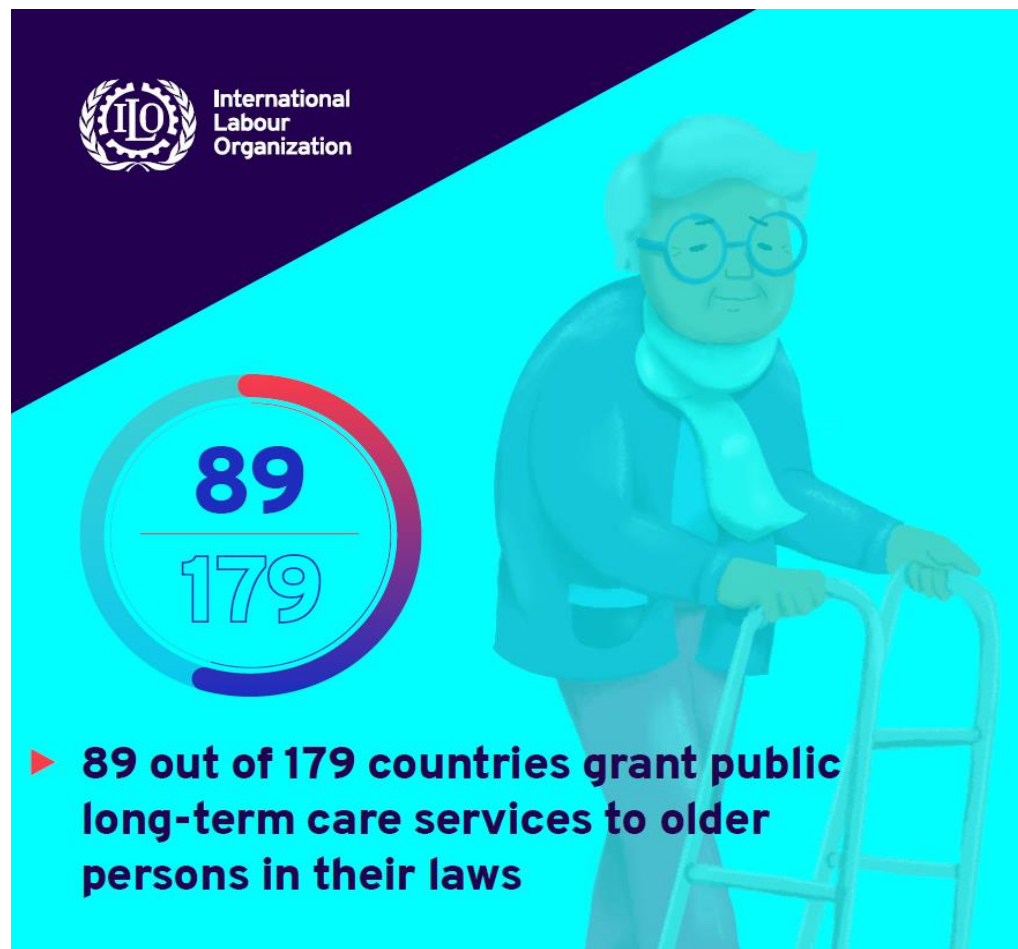
Type of government support for statutory childcare services for children aged 0–2 years, 2021



Closing the global childcare policy gap

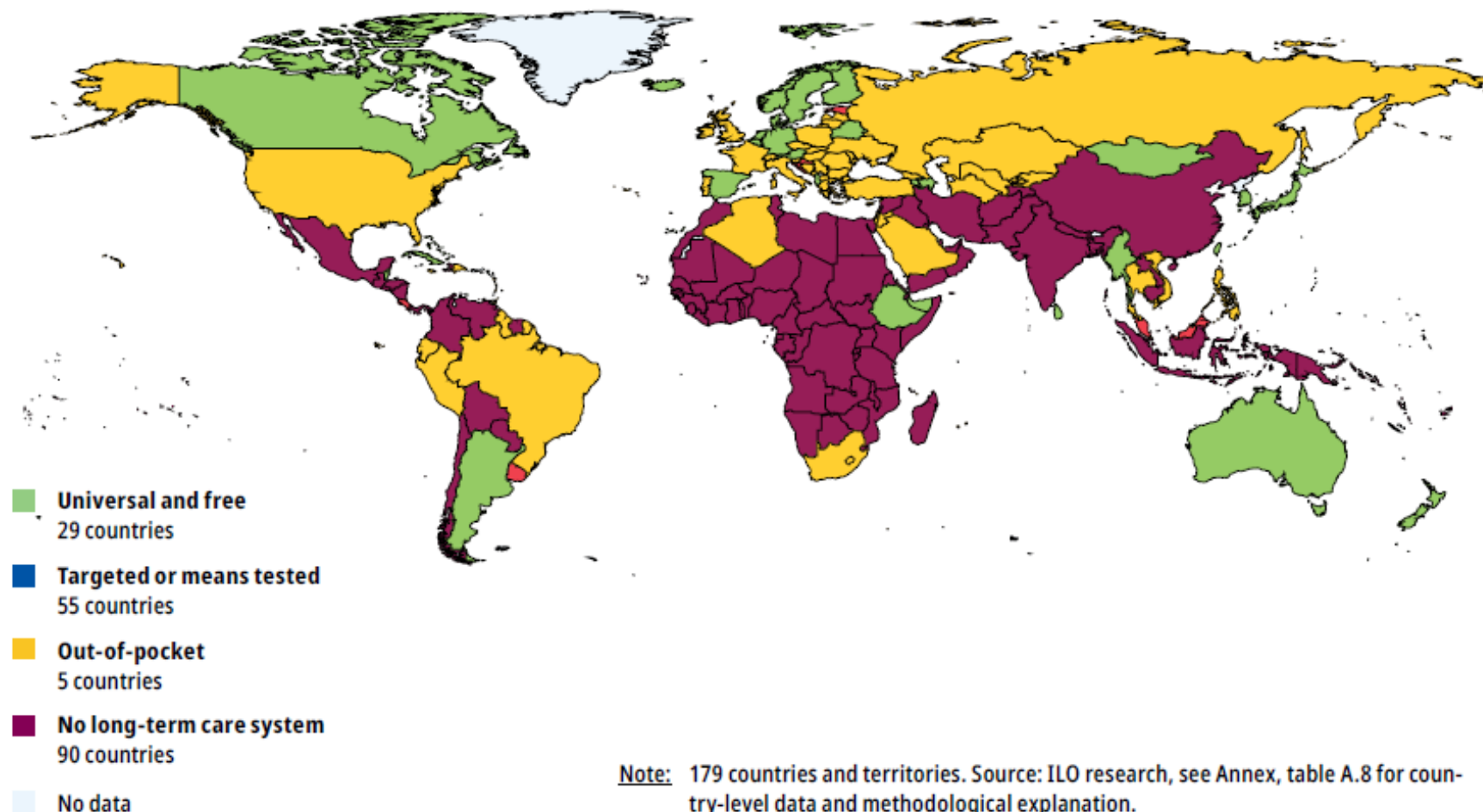


Long-term care services: essential to ensure the right to healthy aging in dignity



And in only 29 of these Countries these services are a universal right

Type of government scheme for long-term care services for older persons, 2021



A strong investment case for transformative and nationally designed care policy packages



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▶ Investing in universal childcare and long-term care services could generate up to 299 million new jobs by 2035

Annual
investment of
US\$ 5.4 trillion

Accelerating support for investment in care policies: ILO Areas of Action

- ▶▶ 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
- ▶▶ Designing rights-based programmes, through social dialogue, that address representation and decent work deficits among care workers
- ▶▶ Enhancing the capacity of governments, workers' organizations and employers' organizations to develop and contribute to care policy development and implementation

Make a more caring and gender equal world of work a reality for all

For more information:

[ILO portal on the care economy:](#)

[The care economy \(ilo.org\)](#)

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