

Care work and care jobs for the future of decent work

Key findings and messages

Europe and Central Asia

Demand for older persons care work is rising

- In 2015, 214 million people were in need of care (163 million children under the age of 15, and 51 million older persons).
- By 2030, the number of care recipients is predicted to be 212 million persons (157 million children under the age of 15, and 55 million older persons), a reduction of 2 million.
- In 2030, Europe and Central Asia is predicted to have the world's smallest childhood dependency ratios due to very low fertility. For instance, for every 3 children aged 0 to 2 there are 100 potential adults that can take care of them in Greece, Portugal, Spain, Poland, Moldova and Italy.
- In 2030, Europe and Central Asia, is predicted to have the world's largest older person dependency ratios. For instance, Lithuania will have the largest older person dependency ratio in the world, 13.5 per cent (i.e. for every 100 potential unpaid carers there are 13.5 older persons aged at or above their healthy life expectancy at 60 years to be cared for).
- High older persons care dependency ratios above 10 per cent will be observed in Italy, Finland, Croatia, Denmark, Germany, Czech Republic, Ukraine, Hungary, Latvia, Romania and Bulgaria (see Table A.2.3 in the Appendix for national care dependency ratios, p. 358).

Reasons for increasing demand for care workers

- Households have become smaller. In 2018, 40.2 per cent of people in the working age live in nuclear families in Europe and Central Asia.
- The highest share of singles is found in Europe and Central Asia (14.0 per cent of the working age population). The highest rates are found in Denmark (27.0) and Norway (27.4).
- In 2018, 8.3 per cent of the working-age population lives in single-headed households, and 85.4 per cent of these households are headed by women, representing the highest regional share.
- Increase in women's employment in certain countries results in an erosion of the availability of unpaid care work.
- If not adequately addressed, current deficits in care service provision and its quality will create a severe and unsustainable global care crisis and increase gender inequalities at work.

Unpaid care is "work" but remains invisible, unrecognized and unaccounted for in decision-making

- In 2013, land-marking international labour statistic standards set out that unpaid care is work.
- Unpaid carers meet the large majority of care needs across the world.
- In 2018, 2.5 billion hours are spent in unpaid care work every day. This is equivalent to 314 million people working eight hours per day with no remuneration.
- Were such services to be valued on the basis of an hourly minimum wage, they would range between 23.8 per cent of the GDP in Germany and 8.3 per cent of the GDP in Romania (see figure 1 Annex for detailed country data).

Women perform the large majority of unpaid care work

- In Europe and Central Asia, women perform 67 per cent of the total of hours of unpaid care work, namely on average 2.1 times more time than men. In Europe and Central Asia, the time spent by women in unpaid care work increases with the presence of young children.
- Average time per day: Women: 4 hours and 32 minutes | Men: 2 hour and 12 minutes
- It is in Europe and Central Asia that men perform the highest share of unpaid care work of all regions. Participation in unpaid care work represents 36.7 per cent of their total time in both paid and unpaid care work. Country-level shares of unpaid care work for this region range from 16.8 per cent in Albania to more than 45 per cent in Belgium, Bulgaria, Denmark, Estonia and the Republic of Moldova.
- When both work for pay or profit and unpaid care work are accounted together, the working day is on average longer for women (6 hours and 39 minutes) than it is for men (6 hours and 2 minutes). This makes women consistently time poorer than men.
- Men's contribution to unpaid care work has increased over the past 20 years in Belgium (0.2 minutes per day), United Kingdom (0.4 minutes per day), Spain (1.1 minutes per day), Italy (1.2 minutes per day), Norway (1.3 minutes per day) and Sweden (1.6 minutes per day).
- Men's contribution to unpaid care work has decreased over the past 20 year in France (-2.9 minutes per day), Germany (-1.0 minutes per day), Finland (-0.8 minutes per day), Estonia (-0.5 minutes per day) and Turkey (-0.1 minutes per day).

Engagement in unpaid care work adversely affects women's employment prospects

- Unpaid care work constitutes the main barrier to women's participation in labour markets, while a more equal sharing of unpaid care work between men and women is associated with higher levels of women's labour force participation.
- In 2018, 22.9 per cent of women in the working age declare that are either unavailable for employment or not seeking a job due to unpaid care work. Men in the same conditions are only 2.0 per cent.
- Women living with children less than 6 years of age have the lowest employment rates (59.3 per cent) compared not only with fathers (87.5 per cent), and non-fathers (77.4 per cent), but also with non-mothers (69.3 per cent) of children aged 0–5 years.
- Evidence shows that there is a "motherhood employment penalty" for women living with young children. This contrasts with a "fatherhood employment premium", with fathers reporting the highest employment-to-population ratios throughout the world.
- The "parenthood employment gap" (namely, the difference between the employment-to-population ratio for fathers and that for mothers of children aged 0–5 years) is 28.2 per cent, which is the second lowest across regions. This is due to the availability of care policies, services and infrastructure.
- However, in Hungary, the Czech Republic, Austria, Slovakia, Estonia, Germany Finland, Latvia and Switzerland, the motherhood employment penalty, measured as the gap between the employment-to-population ratio for women living with and women living without children aged 0–5 years, is found to be the highest in the world. Among these countries, the gap ranges from a maximum of 42.2 percentage points in Hungary, 27.4 percentage points in Germany and 20 percentage in Switzerland.

Unpaid care work is hampering women's job quality

- Unpaid care work is one of the main obstacles to women moving into better quality jobs. It affects the number of hours spent by women in work for pay or profit, impacting their earnings.
- In Europe and Central Asia, employed women work shorter hours for pay or profit than adult men and non-mothers of children aged 0–5 years.
- Living with at least one young child results in a gender gap in hours worked for pay or profit of (9 hours and 12 minutes). This is the largest gap across regions.
- Women with care responsibilities are also more likely to be self-employed, to work in the informal economy and to be less likely to contribute to social security than other women and men.

Care work is a significant source of employment, particularly for women

- 80 million (61 million women and 19 million men) are engaged in care work in the region. This represents 19.5 per cent of total global employment, or 33.1 per cent of global female employment.
- 24 million care workers are employed in education, 30 million in health and social work.
- 3 million are domestic workers, of which 2.6 million are women.
- 18 million non-care workers working in the care sector and 6 million care workers working outside care sectors.

Poor job quality for care workers leads to poor quality care work

- Care workers are frequently migrants and working in the informal economy under poor conditions and for low pay.
- Two of the features that characterize some countries in this region are the relevance of private sector care provision and the expansion of home-based care, including by live-in care workers in long-term care.
- There is also an overrepresentation of migrant care workers, particularly in less desirable care jobs. Austria and Germany, for example, rely on migrant care workers employed by individual households, as a result of a combination of unregulated cash-for-care schemes and a high proportion of migrants in low-skilled jobs.
- The percentage of foreign born care workers is higher in health and social work than in other wage employment. In some cases, the share of migrant care workers is higher than the share of total migrant waged and salaried workers. In the United Kingdom, foreign-born health and social workers are 21 per cent, while foreign-born total wage workers are 18 per cent. This situation is more extreme in Sweden where 24 per cent of health and social workers are foreign-born against only 18 per cent of total waged workers.
- There is also evidence of an extensive use of au pairs, including in Nordic countries. Au pairs are usually not considered employed and therefore not covered by labour protections. The majority of their au pairs come from the Philippines and from poorer regions of Europe.
- Nurses and midwives constitute the biggest occupational group in the most feminized health-care occupations. Their wages are lower than those of doctors and assistant professionals, with gaps ranging from 12 (Germany) up to 60 percentage points (Poland). In Belgium, Russian Federation and United Kingdom, nurses' wages are almost half those for doctors (respectively 51, 47 and 48 per cent), while in Spain they correspond to 35 per cent.
- In France, women care workers experience a care penalty of 29 per cent of hourly wages (against a penalty of 10.6 per cent for men care workers). In Germany, women care workers

have a bonus of 9.3 per cent. With a wage bonus of 30 per cent for women care workers (and 8.3 per cent for men), Sweden is the best place to be a care worker from a pay perspective.

- Domestic workers directly employed by households make up around 1 per cent of total employment (and 2 per cent or more of total female employment) in France, Luxembourg and Switzerland. In other countries in the region there are even fewer domestic workers directly employed by households.
- Informality affects wage care workers proportionally less than employees as a whole. Turkey is the only exception with 41 per cent of health and social workers being informal, against 20 per cent of total waged workers and only 2 per cent of workers in education.

Investment in care policies and care jobs makes sense but still few transformative policies exist

- In 2016, 85 per cent of countries in this region met the minimum standards on paid maternity leave set out in the ILO Maternity Protection Convention, 2000 (No. 183) and 10 countries did not have any statutory leave provision for fathers (Albania, Belarus, Georgia, Kyrgyzstan, Russian Federation, Slovakia, Switzerland, Tajikistan, Ukraine and Uzbekistan).
- Universal access to quality childcare services is far from being realised. In Europe and Central Asia, gross enrolment rates in early childhood education services for children under 3 ranges from 0.05 per cent in Turkey to 64 per cent in Denmark. Countries with enrolment rates above 50 per cent are Belgium, France, Greece, Luxembourg, Malta, Netherlands and Norway (see data in Annex).
- Access and affordability of services varies according to health systems and whether long-term care is part of a universal health-care system or not.
- The majority long-term care recipients receive community-based long-term care services (including in-home), rather than institutional care. In Switzerland, 6 per cent of people aged 65+ receive long-term care in institutions while 16 per cent receive community based long-term care. In Portugal both percentages drop to 1 per cent. In Israel, the percentage of people aged 65+ who receive community based care services is 19 per cent, compared to only 2 per cent who receive it in institutions.

A high road scenario requires doubling current levels of investment in education, health and social work by 2030

- Doubling investments in the care economy in order to implement the high road to care work would result in 83 million jobs (70 million in the care sector and 13 million indirect jobs) in 29 countries by 2030. This is equivalent to additional 28 million jobs compared with the 55 million jobs in care sectors in 2015 (an increase of 51.1 per cent) (see Table 3).
- Meeting the SDGs in education and health so as to close the care deficits would result in total public and private expenditures on care service provision of US\$4.8 trillion, an increase of 131 per cent with respect to 2015 levels. Investment in education and health and social work will then correspond to about 20.2 per cent of total projected GDP of the 29 countries in 2030, an increase of 8.9 percentage points with respect to 2015 (see Table 4).
- At a minimum, 24.2 per cent of any additional public spending would be recovered in the short run through fiscal revenues.
- This job creation potential will be driven by additional 8 million jobs in health and social work and 7 million jobs in education compared with 2015 levels. These additional 15 million jobs in the care sectors will in turn generate 13 million indirect jobs.

- If investment in care service provision does not increase by at least 4.7 percentage points of global GDP by 2030 from the current 11.3 per cent of global GDP (as of 2015), deficits in coverage will increase and the working conditions of care workers will deteriorate.

A high road to care work: The key recommendations of the 5R Framework for Decent Care Work

- The high road to care work calls for the provision of good-quality care, benefiting both unpaid carers and care recipients, and providing decent work for care workers. The high road is feasible and calls for transformative measures in five main policy areas: care, macroeconomics, labour, social protection and migration.
- Good-quality care employment that promotes the achievement of the SDGs and benefits all involved care workers requires significant investment in both health-care services, social work and education.
- Closing the large coverage gaps in early childhood care and education and in long-term care can become the main driver of the expansion of future employment in care services.
- Financing the expansion of care services requires expanding countries' fiscal space. Investment in quality care services can be a strategic policy intervention to enhance women's economic empowerment through creating decent employment opportunities in care sectors and beyond.
- The policy recommendations and measures needed to achieve the high road to care work should be inspired by a *5R Framework for Decent Care Work*: recognize, reduce and redistribute unpaid care work; reward paid care work, by promoting more and decent work for care workers; and guarantee care workers' representation, social dialogue and collective bargaining.

Annex

Figure 1. Value of unpaid care work as a percentage of GDP, US\$ PPP 2011, by sex, latest year

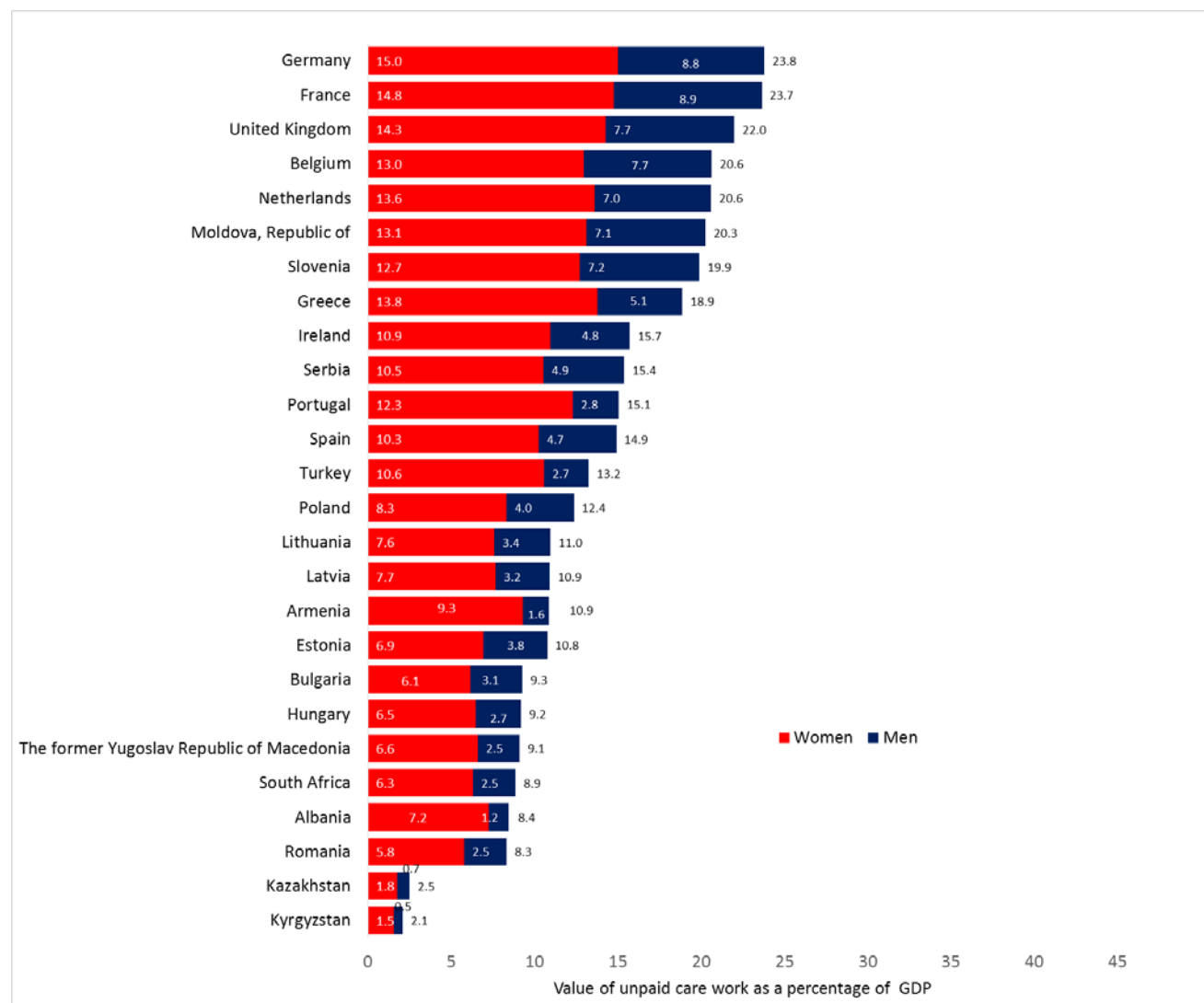


Table 1. Total time spent in unpaid care work and in paid work (minutes per day), by sex, latest year

Country	Women		Men	
	Unpaid work	Paid work	Unpaid work	Paid work
Albania	117	431	257	309
Armenia	101	413	291	354
Austria	160	429	264	410
Belgium	99	313	157	289
Bulgaria	137	435	190	354
Denmark	147	390	211	397
Estonia	161	422	197	366
Finland	162	373	202	341
France	126	360	199	347
Germany	134	403	222	386
Greece	78	355	152	259
Hungary	171	439	261	388
Ireland	142	428	280	409
Italy	103	408	223	331
Kazakhstan	134	380	203	314
Kyrgyzstan	163	438	267	367
Latvia	234	511	337	480
Lithuania	231	539	313	479
Moldova, Republic of	168	498	217	417
Netherlands	146	400	279	412
Norway	181	411	250	430
Poland	136	431	234	391
Portugal	178	480	298	375
Romania	100	364	163	288
Serbia	129	430	227	375
Spain	128	391	205	331
Sweden	201	441	245	439
The former Yugoslav Republic of Macedonia	135	359	207	292
Turkey	76	406	267	354
United Kingdom	145	377	233	364
Note: Age group: 15 and older. “-” indicates no data. 67 countries.				
Source: Charmes, forthcoming.				

Table 2. Trends in time spent in unpaid care work and paid work, by sex (minutes per day), 1997 and 2012

Country	Women						Men					
	1997			2012			1997			2012		
	Unpaid work	Paid work	Total work	Unpaid work	Paid work	Total work	Unpaid work	Paid work	Total work	Unpaid work	Paid work	Total work
Belgium	224	128	352	214	132	346	96	167	263	99	157	256
Estonia	302	179	481	261	169	430	167	234	401	161	197	358
Finland	226	120	346	211	139	350	173	240	413	147	187	334
France	307	127	434	234	148	382	196	347	543	126	199	325
Germany	282	114	396	253	138	391	177	212	389	166	216	382
Italy	350	78	428	296	95	391	92	241	333	122	198	320
Norway	355	133	488	230	180	410	107	302	409	162	224	386
Spain	280	101	381	263	126	389	119	243	362	128	205	333
Sweden	254	183	437	240	194	434	163	239	402	181	221	402
Turkey	371	68	439	330	76	406	88	267	355	87	267	354
United Kingdom	261	153	414	229	116	345	127	226	353	133	183	316

Note: Age group: 15 and older. 1997 is the average year observed in the earliest surveys and 2012 is the average year observed in the latest surveys.
Source: Charmes, forthcoming.

Figure 2. Annual change in minutes per day spent in unpaid care work, by sex, 1997 and 2012

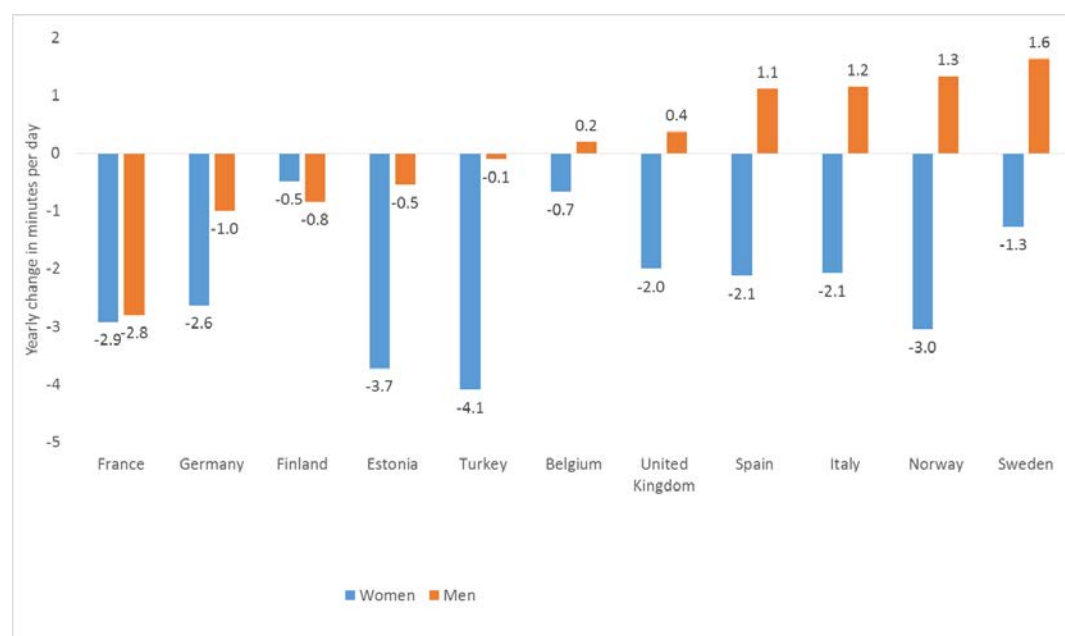


Figure 3. Gross enrolment rates in ECED programmes, 2015

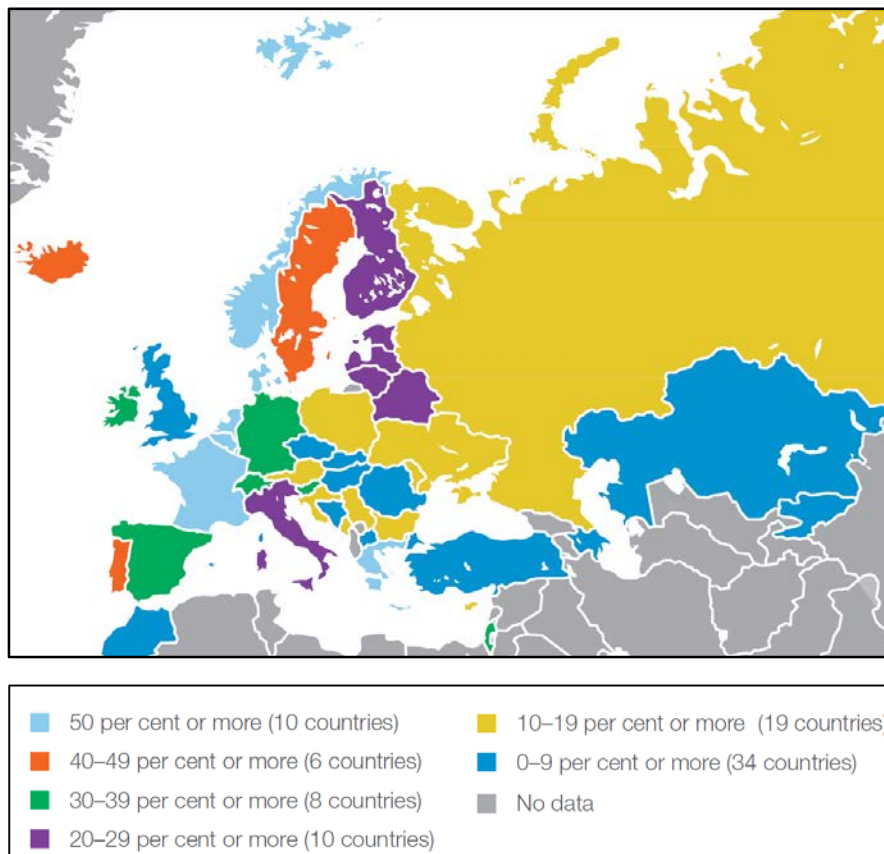


Table 3. Employment generation in education and health and social work in 2015 and 2030 (high road scenario)

	2015							2030 High Road									
	Number of jobs (thousands)							Number of jobs (thousands)									
	Education		Health and Social Work		Education and Health and Social Work			Education			Health and Social Wok			Education and Health and Social Work			
	Care workers	Non-care workers	Care workers	Non-care workers	Care workers	Non-care workers	Total	Care workers	Non-care workers	Indirect jobs	Care workers	Non-care workers	Indirect jobs	Care workers	Non-care workers	Indirect jobs	Total
Austria	233	52	328	102	561	154	715	229	113	22	456	102	158	685	215	180	1,080
Belgium	353	79	467	218	820	296	1,116	403	119	14	547	189	106	950	308	120	1,378
Bulgaria	134	39	130	31	265	70	335	173	71	35	198	29	78	371	101	113	585
Cyprus	34	6	20	8	54	14	68	49	12	3	37	10	6	85	22	9	117
Czech Republic	244	89	273	82	517	171	688	268	112	33	406	75	122	673	187	155	1,016
Denmark	188	56	394	79	582	134	716	209	96	45	493	70	99	703	166	144	1,013
Estonia	43	14	31	8	74	21	96	56	15	6	55	7	12	110	22	18	150
Finland	137	36	349	59	485	95	581	176	61	28	360	49	46	536	111	75	721
France	1,489	516	2,531	1,355	4,019	1,870	5,890	1,615	653	152	3,432	1,368	562	5,047	2,021	714	7,783
Germany	2,117	508	3,966	1,195	6,082	1,703	7,785	2,133	904	267	5,176	1,164	1,770	7,309	2,068	2,037	11,413
Greece	252	40	160	56	411	96	508	306	66	20	348	73	131	654	138	151	943
Hungary	237	81	207	70	444	150	594	282	114	19	229	55	51	511	170	70	751
Ireland	113	36	186	62	299	99	397	110	47	11	322	72	89	432	118	100	650
Italy	1,144	347	1,406	364	2,550	711	3,261	1,149	430	45	2,030	308	700	3,179	739	745	4,663
Latvia	60	24	37	18	97	42	138	70	34	5	50	12	12	120	46	17	184
Lithuania	90	43	69	21	159	64	223	103	58	7	91	20	19	194	78	26	297
Luxembourg	17	2	19	8	36	10	47	23	5	1	23	10	-	47	15	1	63
Malta	14	4	13	4	26	8	34	15	6	1	18	5	3	34	11	4	48
Netherlands	412	144	980	303	1,392	447	1,839	450	210	76	1,527	358	262	1,977	568	338	2,883
Poland	899	370	781	252	1,680	622	2,302	1,044	504	85	1,081	229	214	2,125	734	298	3,157
Portugal	272	105	307	113	579	218	797	248	121	19	222	37	132	470	158	151	779
Romania	277	75	334	62	611	137	748	347	120	38	503	58	145	851	178	183	1,211
Russian Federation	4,864	1,837	4,027	1,476	8,891	3,312	12,203	5,754	2,725	1,070	5,719	1,556	3,190	11,473	4,281	4,260	20,014
Slovak Republic	122	51	147	29	269	80	349	127	63	14	133	22	19	260	85	33	377
Slovenia	63	19	51	16	114	36	150	71	28	9	63	10	16	134	38	24	196
Spain	1,000	235	1,158	314	2,158	548	2,706	1,015	394	68	1,693	290	458	2,708	684	526	3,919
Sweden	448	105	650	83	1,098	188	1,286	556	164	74	867	69	157	1,423	233	232	1,888
Turkey	1,060	265	741	367	1,801	632	2,433	2,359	886	205	1,556	331	861	3,914	1,217	1,065	6,197
United Kingdom	2,333	972	3,040	1,078	5,373	2,050	7,423	2,619	1,203	397	3,579	933	1,563	6,198	2,136	1,960	10,294
TOTAL	18,646	6,148	22,800	7,831	41,446	13,978	55,424	21,960	9,333	2,768	31,211	7,514	10,982	53,171	16,847	13,750	83,768

Table 4. Country-based costs of expansion of care services and tax revenue generation under the high road scenario

country	2015						2030 High Road										
	Expenditure in 2015 as a % of GDP			Expenditure in million US\$ in 2015			GDP 2015, current USD (millions)	Expenditure in 2030 as a % of GDP			Expenditure in million US\$ in 2030			GDP 2030, current USD (millions)	Tax revenue million USD		
	Education	Health and Social Work	Education and Health and Social Work	Education	Health and Social Work	Education and Health and Social Work		Education	Health and Social Work	Education and Health and Social Work	Education	Health and Social Work	Education and Health and Social Work		Education	Health and Social Work	Total Revenue
Austria	5.3	5.8	11.0	20,087	22,088	42,175	382,066	5.9	19.8	25.7	27,700	93,500	121,200	472,206	7,401	28,328	35,729
Belgium	6.6	7.6	14.2	30,214	34,566	64,779	455,200	6.0	14.7	20.7	34,300	83,600	117,900	568,282	6,870	20,635	27,505
Bulgaria	2.8	3.2	6.1	1,428	1,620	3,047	50,199	4.6	8.4	12.9	3,420	6,294	9,714	75,072	475	1,029	1,504
Cyprus	6.2	4.1	10.3	1,224	808	2,032	19,676	10.1	11.7	21.8	2,800	3,245	6,045	27,752	697	853	1,550
Czech	4.1	4.1	8.2	7,639	7,734	15,374	186,830	4.3	11.5	15.8	11,300	30,490	41,790	265,022	1,549	4,490	6,039
Denmark	6.1	11.4	17.5	18,323	34,274	52,597	301,298	7.6	16.8	24.5	30,100	66,300	96,400	394,142	8,004	17,670	25,674
Estonia	5.3	4.2	9.5	1,203	943	2,147	22,567	4.7	8.5	13.2	1,660	2,988	4,648	35,262	24	43	67
Finland	5.0	9.4	14.4	11,688	21,773	33,461	232,439	6.1	9.5	15.6	18,100	28,380	46,480	298,889	4,309	6,905	11,214
France	5.2	8.9	14.1	126,555	216,660	343,215	2,433,562	5.5	17.2	22.8	175,000	545,700	720,700	3,164,587	48,865	157,720	206,585
Germany	4.3	7.4	11.7	144,637	251,447	396,084	3,375,611	5.3	21.1	26.4	217,000	872,600	1,089,600	4,131,089	40,785	167,856	208,642
Greece	6.6	4.5	11.2	12,987	8,851	21,838	195,542	6.2	16.0	22.2	14,600	37,740	52,340	235,292	4,618	14,062	18,680
Hungary	4.2	3.6	7.9	5,198	4,473	9,671	122,879	3.8	6.8	10.6	6,570	11,821	18,391	174,038	1,409	2,692	4,101
Ireland	5.7	7.5	13.2	16,599	21,741	38,339	290,617	3.0	18.6	21.6	13,300	83,500	96,800	448,375	1,819	13,592	15,412
Italy	4.5	5.9	10.5	83,268	108,510	191,779	1,832,347	5.0	15.2	20.2	105,000	317,600	422,600	2,087,356	23,693	91,015	114,709
Latvia	5.3	3.2	8.6	1,442	877	2,319	27,009	3.7	5.7	9.4	1,570	2,456	4,026	42,718	409	676	1,086
Lithuania	6.2	4.2	10.4	2,575	1,720	4,295	41,402	3.7	5.9	9.6	2,410	3,822	6,232	65,129	144	253	397
Luxemburg	3.8	4.9	8.7	2,187	2,820	5,007	57,784	3.4	0.0	3.4	3,160	-	3,160	93,279	513	-	513
Malta	5.6	6.4	11.9	571	655	1,226	10,286	4.6	8.1	12.7	806	1,422	2,228	17,547	171	317	488
Netherlands	4.6	9.4	14.1	35,246	71,393	106,639	757,999	5.3	19.3	24.6	53,200	194,800	248,000	1,006,766	20,889	77,080	97,969
Poland	4.5	3.7	8.2	21,567	17,658	39,225	477,280	4.1	7.2	11.3	29,500	51,800	81,300	719,444	5,529	10,997	16,525
Portugal	6.6	6.4	13.0	13,241	12,739	25,980	199,420	4.5	11.6	16.1	11,000	28,580	39,580	245,463	2,597	8,490	11,087
Romania	3.6	3.3	6.9	6,461	5,788	12,248	177,911	2.1	4.5	6.6	6,360	13,800	20,160	303,997	1,327	3,228	4,555
Russia	2.5	3.5	6.0	34,590	47,372	81,962	1,365,864	6.4	16.3	22.7	108,000	274,200	382,200	1,685,669	20,263	55,853	76,116
Slovak Republic	3.3	3.3	6.5	2,850	2,860	5,710	87,501	3.7	4.0	7.8	5,440	5,810	11,250	145,075	1,257	1,406	2,663
Slovenia	5.4	5.5	11.0	2,347	2,375	4,722	43,072	5.4	9.7	15.1	3,160	5,653	8,813	58,408	765	1,391	2,156
Spain	5.0	6.3	11.3	60,118	75,257	135,374	1,197,790	4.3	13.3	17.6	68,800	213,500	282,300	1,600,554	6,662	24,412	31,074
Sweden	5.2	10.5	15.7	25,914	52,466	78,379	497,918	6.9	20.7	27.6	46,200	137,800	184,000	666,369	10,550	28,602	39,153
Turkey	3.5	1.6	5.2	30,494	14,101	44,596	859,794	4.2	6.7	10.9	61,600	99,100	160,700	1,471,933	13,323	28,148	41,471
United Kingdom	5.0	6.9	11.9	145,140	198,623	343,763	2,885,570	5.4	10.8	16.2	197,000	397,000	594,000	3,676,974	48,244	127,820	176,064