

TOOLKIT

A TOOLKIT ON PAID AND UNPAID CARE WORK: FROM 3Rs TO 5Rs



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FROM 3Rs TO 5Rs



ECONOMIC EMPOWERMENT SECTION

UN WOMEN

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Federal Ministry
for Economic Cooperation
and Development

Under the 2022 German Presidency of the Group of Seven (G7), the G7 development ministers committed to develop and share best practices for addressing care work. One important step on this path is the update of the Toolkit on Paid and Unpaid Care Work, produced with the generous support of the German Federal Ministry for Economic Cooperation and Development.

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INTRODUCTION

Welcome to this toolkit on paid and unpaid care work! This resource serves as an introductory reference, or ‘how-to guide,’ for those working on care as a means to achieve gender equality, the empowerment of women and girls and the Sustainable Development Goals, and to promote the rights and wellbeing of care providers and recipients, be they children, older persons, or persons with illness or disabilities. It is tailored to actors who are just getting started in this field, or hoping to learn more about the multiple, intersecting aspects of paid and unpaid care work.

This toolkit builds on the original [Toolkit on Recognizing, Reducing and Redistributing Unpaid Work and Care](#), a product of the 2016 UN Secretary General’s High-Level Panel on Women’s Economic Empowerment. This toolkit follows the ILO’s “5R Framework for Decent Care Work”: Recognize, Reduce, and Redistribute unpaid care work, and Reward and Represent paid care work by promoting decent work for care workers and guaranteeing their representation, social dialogue and collective bargaining.

This toolkit adds resources, including reports, tools and videos, and sections to reflect the importance of “Reward” and “Representation” for paid care workers. It also recommends the consideration of “Resilience” of care systems in the face of global crises, across the 5R Framework.

The resources in each section are organized by date, starting with the most recent, to show the evolution of thinking and approaches on care. Each resource is underlined and hyperlinked. Where possible, guidance and examples from diverse geographies and languages have been included.

DEFINITIONS

Paid care work: Direct care for persons performed within a household or institution for pay or profit. Paid care work spans both public and private spheres and is provided in a variety of settings, in both formal and informal economies. Care work is a significant source of work for women globally.

Paid care worker: A worker who looks after the physical, psychological, emotional, and developmental needs of others within an employment relationship. Care workers include a wide range of workers across education, health, social work, personal care services, and domestic work. Many care occupations are inaccurately viewed as unskilled or an extension of women’s perceived “natural” or “traditional” role as caregivers, a stereotype that contributes to their low status, low pay, and lack of representation.

Unpaid carer: A person who provides unpaid care or support to individuals within their household or community. Women provide the vast majority of unpaid care work in terms of number of hours and they also represent the majority of unpaid carers around the world, performing over 75 per cent of the total amount of unpaid care work.

Unpaid care work: All unpaid services provided by individuals within a household or community for the benefit of its members, including care of persons and domestic work. Common examples include cooking, cleaning, collecting water and fuel, and looking after children, older persons, and persons with illness or disabilities. Voluntary community work that supports personal or household care, such as community kitchens or childcare, are also forms of unpaid care work. Women and girls have disproportionate responsibility for unpaid care and domestic work; globally they spend three times as much time on this work as do men and boys. Unpaid care work is one of the main barriers preventing women from moving into paid employment and better quality jobs.

Considerations for work on care

Framing matters: Care should be recognized as both a universal right and an essential building block for economic and social wellbeing and sustainable development. Its unequal gender distribution and low status constitutes a key barrier to women’s social, political, and economic empowerment. Furthermore, care work should be recognized as work, as skilled, and as a public (as opposed to private) issue.

Intersectionality matters: An intersectional approach is important for understanding and addressing inequalities in care. Care work and care responsibilities affect women and men in different ways depending on their circumstances, including, for example, their gender, race, class, age, sexual orientation and gender identity, disability, marital status and migration status.

Language matters: Avoiding the use of language such as “burden” to describe care work can help improve recognition of the value of care to individuals, households, societies, and economies.

Definitions adapted from [ILO, 2018](#).

RECOMMENDATIONS

- 1. Recognize, reduce, and redistribute unpaid care work, and reward and represent paid care work.** Care is a universal right and responsibility and essential for families, societies and economies to function and thrive. Changing social and economic structures and practices is critical to recognizing the value of care, reducing the disproportionate share of unpaid care work carried by women and girls, and redistributing care responsibilities equitably between women and men, in households, communities, the world of work and with the state. Key means include eliminating discriminatory social norms and gender stereotypes, encouraging positive masculinities, and enacting care-friendly employment policies to balance work and family commitments, facilitated by culturally-relevant education curricula and media and advocacy campaigns.
- 2. Reward and represent paid care workers by ensuring decent work and social protection, including for migrant workers.** This entails improving current care jobs and creating new quality, decent care jobs that reflect the principle of equal pay for work of equal value and provide comprehensive social protection, worker training and professionalization, freedom of association and collective bargaining for all workers.
- 3. Consider resilience in the 5R framework.** The global community is facing cascading global crises, including climate change, environmental degradation, conflicts, and the COVID-19 pandemic. We must take action to promote the resilience of care systems in the face of these crises and spiraling care needs and demands on women and girls, and address their compounding impacts, such as food and energy shortages and forced migration. We recommend that while applying the 5R framework, practitioners consider integrating resilience as an additional “R”.
- 4. Protect and promote public care systems.** Governments should ensure that core economic and social policies include concrete commitments to establish, finance and sustain universal care systems and invest in affordable, accessible, quality care services (health care, education, childcare, elder care, disability care) infrastructure (sustainable energy, water, and transport and information and communications technologies) for all. Governments and international financial institutions (IFIs) must ensure that fiscal consolidation and austerity measures in response to social and economic crises do not restrict investment in and the quality of public care systems. We must also guard against privatization of public care services, which disproportionately harms women and girls, who are most likely to fill the gap in care services through their unpaid care work and are least able to pay out-of-pocket for privatized care services.
- 5. Engage the private sector.** The private sector has an important role to play in the care economy, for example, by providing decent care jobs, enacting care policies that further gender equality, such as paid maternity, paternity, and parental leave, and investing in care services and infrastructure in companies. The private sector should align with the public sector in applying and enforcing care-related laws, regulations, and policies, especially labour standards, to further the 5R framework.
- 6. Improve data and statistics on care.** A key priority is to strengthen the production, dissemination, and use of data and statistics on care work, both paid and unpaid, and on care-related policies and investments. Improved measurement of the amount, kind, and distribution of unpaid care work between men and women within families and communities (through time-use surveys and other instruments) and of paid care work, decent work deficits, and occupational segregation will help shape better and more gender-responsive care policies and systems. Incorporating measures of paid and unpaid care work in national and international statistics and in measures of economic progress is crucial for recognizing the value of care and its contributions.
- 7. Develop a virtual care toolkit.** This toolkit features over 130 resources on paid and unpaid care, but more work is being produced every day. For this toolkit to remain relevant and useful to researchers, policy-makers, and practitioners, a dynamic and interactive virtual care toolkit (or platform) is needed that can not only be regularly updated with new resources and be searchable by keyword, topic, region, language, and publication type, but also serve as a hub for information, knowledge, and experience exchange.

WHERE TO START?

This section provides key background information and resources that make the case for recognizing, reducing, and redistributing unpaid care and domestic work, and rewarding and representing paid care workers. It also includes resources that explain the linkages between care work and the economic empowerment of women and girls.

- **[Time to Care: Unpaid and Underpaid Care Work and the Global Inequality Crisis](#)**. C. Coffey *et al.*, 2020, Oxfam. This report documents women's and girls' heavy and unequal responsibility for care work around the world. It calls on governments to invest in national care systems and introduce legislation to address gender and economic inequalities with respect to care. Available in Arabic, English, French, Korean, and Spanish.
- **[Enabling Women's Economic Empowerment: New Approaches to Unpaid Care Work in Developing Countries](#)**. Organisation for Economic Cooperation and Development (OECD), 2019. This report focuses on what works to address inequalities in unpaid care work in developing countries. It examines the four policy sectors highlighted in SDG 5.4: infrastructure, social protection, public services, and shared responsibility for care within the household. A global literature review and research from Brazil, Kenya, and Nepal inform policy recommendations.
- **[Care Work and Care Jobs for the Future of Decent Work](#)**. L. Addati *et al.*, 2018, International Labour Organization (ILO). This flagship report takes a comprehensive look at unpaid and paid care work, and its relationship with the changing world of work. A key focus is the persistent gender inequalities in households and the labour market, which are inextricably linked with care work. ILO has also produced a short video on [Decent Work in the Care Economy](#) and an online [Care Economy Portal](#) with over 100 resources on care organized by subject, region, and publication type.
- **[Developing Care: Recent Research on the Care Economy and Economic Development](#)**. N. Folbre, 2018, International Development Research Centre (IDRC). This paper contextualizes and summarizes recent research on unpaid care work in the Global South, with a particular focus on projects supported by IDRC.

HOW TO GET ENGAGED?

We all have a shared interest in, and responsibility for, care. This section provides information on the roles and responsibilities of different actors with respect to care, and how to take action on key issues related to care.

Governments

Governments are the primary duty bearers and responsible actors for the provision of quality, affordable, and accessible care services and infrastructure. Governments have a responsibility to invest adequately in comprehensive care systems and to enact policies to ensure decent work for those in the paid care sector.

- [**Care at Work: Investing in Care Leave and Services for a More Gender Equal World of Work.**](#) L. Addati *et al.*, 2022, ILO. This report 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.
- [**Framework for Countries to Achieve an Integrated Continuum of Long-Term Care.**](#) World Health Organization (WHO), 2021. This report shares principles and guidance for countries to establish provision of an integrated continuum of long-term care services for older individuals.
- [**Towards the Construction of Comprehensive Care Systems in Latin America and the Caribbean.**](#) J. Bango and P. Cossani, 2021, UN Women and the Economic Commission for Latin America and the Caribbean (ECLAC). This study contributes to analysis and reflection for advancing the implementation of comprehensive care systems and moving towards a caring society that prioritizes the sustainability of life, placing it at the center of policies to achieve the 2030 Agenda for

Sustainable Development and the Regional Gender Agenda.

- [**Better Jobs and Brighter Futures: Investing in Childcare to Build Human Capital.**](#) A.E. Devercelli and F. Beaton-Day, 2020, World Bank. This report provides evidence on why childcare matters for building human capital, explores the current status of childcare provision worldwide, including global gaps in access, and recommends specific actions that governments can take to expand quality, affordable childcare for all. A [short video](#) of key findings is also available.
- [**The National Integrated System of Care in Uruguay: An Opportunity for the Economic Empowerment of Women.**](#) UN Women, 2019. Uruguay's 2016 national plan to provide care services was an historic opportunity for the recognition, reduction, and redistribution of care, as well as for the economic empowerment of women. This study analyzes the progress made and the challenges that remain to ensure the continuity and enhancement of a public policy for care.
- [**Participatory Methodology: Rapid Care Analysis.**](#) Oxfam, 2016. This rapid assessment tool for gathering evidence, promoting recognition, and identifying practical interventions to address women's heavy and unequal care responsibilities can be used in project design and for awareness-raising more broadly. This updated version draws on learning from use of the tool in more than 20 countries.

BOX 1

Key ILO conventions and recommendations in support of care

[*ILO Convention on Eliminating Violence and Harassment in the World of Work, 2019 \(No. 190\)*](#), recognizes the right to a world of work free from gender-based violence and harassment, including for care workers.

[*ILO Recommendation on Employment and Decent Work for Peace and Resilience, 2017 \(No. 205\)*](#), provides a normative framework focusing on world of work-related measures to prevent and respond to the devastating effects of crises on economies and societies.

[*ILO Recommendation on the Transition from the Informal to the Formal Economy, 2015 \(No. 204\)*](#), calls on governments to facilitate the formalization of informal workers, create decent jobs in the formal economy, and support workers' fundamental rights, including care workers.

[*ILO Recommendation Concerning Social Protection Floors, 2012 \(No. 202\)*](#), provides guidance on building comprehensive social security systems and extending social security coverage by prioritizing the establishment of national social protection floors accessible to all in need.

[*ILO Convention on Decent Work for Domestic Workers, 2011 \(No. 189\) and Recommendation No. 201*](#), promotes decent working conditions for, and the human rights of, all domestic workers.

[*ILO Convention on Maternity Protection, 2000 \(No. 183\)*](#), promotes universal maternity protection, including maternity leave, cash and medical benefits, health protection, non-discrimination, and support for breastfeeding, as well as parental leave.

[*ILO Convention on Workers with Family Responsibilities, 1981 \(No. 156\) and Recommendation No. 165*](#), aim to provide equal opportunity and treatment to men and women with responsibilities for dependent children or other immediate family members by setting out a policy framework for care measures.

[*ILO Convention on Nursing Personnel Convention, 1977 \(No. 149\) and Recommendation No. 157*](#), aims to set decent standards of work for nursing personnel, boost their professional and political profile, and provide job incentives.

[*ILO Convention on Social Security \(Minimum Standards\), 1952 \(No. 102\)*](#), establishes worldwide-agreed minimum standards for all nine branches of social security, including family and old age benefits.

Civil society organizations

Civil society organizations can work with other actors and engage directly with communities to promote improved investment, programming, data collection, advocacy, and social norms change with respect to care.

- [***Assessing Unpaid Care Work: A Participatory Toolkit.***](#) D. Chopra *et al.*, 2021, Institute of Development Studies (IDS). This is a participatory toolkit for understanding unpaid care work and its distribution within local communities and families.

- [***Participatory Methodology: Rapid Care Analysis.***](#) Oxfam, 2016. This rapid assessment tool for gathering evidence, promoting recognition, and identifying practical interventions to address women's heavy and unequal care responsibilities can be used in project design and for awareness-raising more broadly. This updated version draws on learning from use of the tool in more than 20 countries.

Trade unions and cooperatives

Through social dialogue and collective bargaining, trade unions and cooperatives can advocate for decent employment for care workers and quality care services. They can also provide care services for members at the same time as advocating for viable public and private options.

- [***Report on Decent Work for Care Workers and Investments in Care.***](#) International Trade Union Confederation (ITUC), 2022. This report shares highlights from a meeting of more than 60 trade union leaders, activists, and members from 34 countries to assess progress and share successes in securing decent work for care workers and meaningful investments in care during the COVID-19 pandemic.
- [***Trade Union Policies and Practices for Gender Equality.***](#) ILO, ITUC, and UN Women, 2020. This paper outlines key areas where trade unions are addressing the barriers that women face in the labour market and in employment, and underlines the fact that gender equality is union business. It includes examples of

workplace policies and collective bargaining agreements on work-life balance and care policies. Available in English, French, and Chinese.

- [***Cooperatives Meeting Informal Economy Workers' Child Care Needs.***](#) ILO and Women in Informal Employment: Globalizing and Organizing (WIEGO), 2018. With cases from Brazil, India, and Guatemala, this report shares information on how informal economy worker organizations can mobilize through cooperatives to provide childcare services to their members.
- [***Providing Care Through Cooperatives.***](#) This research by the ILO explores how cooperatives are emerging as an innovative care provider for children, older persons, and persons living with disabilities and other health needs. A [*first report*](#) (2016) documents how the cooperative model manifests in the care economy as both an employer and a service provider. A [*second report*](#) (2017) reviews the literature on cooperatives providing care, and assesses 16 case studies of cooperatives from around the world.

Private sector organizations

As employers, private sector organizations can offer paid leave and flexible work arrangements to better support workers with care responsibilities. As producers and distributors, they can promote care-responsive policies among business partners and throughout their supply chains.

- [***Family-Friendly Workplaces: Policies and Practices to Advance Decent Work in Global Supply Chains.***](#) United Nations Global Compact and UNICEF, 2020. This document offers guidance for businesses in creating family-friendly workplaces in their own operations and in their supply chains. Available in English and Spanish.
- [***Business Briefing on Unpaid Care and Domestic Work: Why Unpaid Care by Women and Girls Matters to Business, and How Companies Can Address it.***](#) Oxfam and Unilever, 2019. This briefing shares learning and insights gleaned from working on unpaid care and domestic work with communities, consumers, businesses, and brands around the world to share emerging evidence and good practices.

- [***Tackling Childcare: A Guide for Employer-Supported Childcare.***](#) International Finance Corporation (IFC), 2019. This guide for private sector companies addresses various aspects of employer-supported childcare, including quality, financial sustainability, and results measurement. It was developed in response to demand for guidance from companies seeking to understand and implement childcare solutions that benefit working parents and their children and built on the 2017 report [*The Business Case for Employer-Supported Childcare.*](#) In 2020, IFC produced a [*companion guide*](#) for employers to help support the care and family needs of their employees during COVID-19. Additional resources, including country reports, are available in the [*Tackling Childcare page.*](#)

Donors, multilateral organizations, and international financial institutions

Donors, multilateral organizations and international financial institutions (IFIs) can convene key stakeholders to address global inequalities in care, as well as advocate for and invest in quality care systems and care data.

- [*From Commitment to Action: Donor Investment in the Care Economy and Feminist Programming*](#). K. Grantham and A. Nijhawan, 2022, Oxfam. This brief advocates for action by donors to increase investments in feminist care programming, and provides practical guidance, identifies programmatic priorities and entry points, and highlights strong program examples.
- [*A Review of Multilateral Development Banks' Investments in Childcare*](#). M. O'Donnell *et al.*, 2021, Center for Global Development. This paper reviews multilateral development banks' (MDBs) investments in childcare over the past twenty years. Using project data from eight MDBs, it explores best practices, identifies gaps and areas for improvement, and makes recommendations for how MDBs can increase and improve investments in childcare.
- [*Care Principles and Care-Responsiveness Barometer: Guidelines and Toolkit for International Financial Institutions*](#). D. Chauhan and S.B. Joshi, 2021, Oxfam. This toolkit helps guide IFIs to promote, measure, and improve the care-responsiveness of all their operations. Building on existing IFI practices, it is structured around three levels of work: corporate or head office level; country level; and project level.
- [*Development Finance Institutions and the Care Economy: Opportunities for Building More Resilient and Gender-Equitable Economies*](#). J. Espinoza Trujano and A.M. Lévesque, 2021. This article analyses the potential transformative effects of private sector investments in the care economy by development finance institutions to help build more resilient and gender-equitable economies.
- [*Global Alliance for Care*](#). A global multi-stakeholder initiative launched by the National Institute of Women in Mexico (INMUJERES) and UN Women at the 2021 Generation Equality Forum. The Alliance is a call to action for addressing global inequalities in care, within the broader framework of the Generation Equality Action Coalition on Economic Justice and Rights.

HOW TO MOBILIZE FOR CHANGE?

This section provides information and guidance on how to mobilize for change by taking action across all 5Rs of care, and ensuring the resilience of care systems in response to compounding global crises, including climate change, conflict, and the COVID-19 pandemic.

Recognize

Incorporating measures of paid and unpaid care work in national statistics and in measures of economic progress

- [Quantifying Care: Design and Harmonization Issues in Time-Use Surveys](#). UN Women, 2021. This study explores the difficulties of accurately measuring direct unpaid care for dependents in an effort to support countries to improve the use and harmonization of time-use surveys to quantify care. It also offers valuable opportunities to learn from specific design successes and failures.
- [Measuring Women's Economic Empowerment: Time Use Data and Gender Inequality](#). G. Ferrant and A. Thim, 2019, OECD. This paper presents analysis of time-use data and unpaid care work from Bangladesh, Ethiopia, Peru, and South Africa, as well as comparisons with OECD countries. It shares recommendations for policy makers, donors, and development practitioners for how to recognise unpaid care work by measuring and valuing it.
- [International Classification of Activities for Time Use Statistics \(ICATUS\)](#). 2016, United Nations Statistics Division. The ICATUS is one of the most widely used time-use classification systems. It was developed to provide meaningful and comparable time-use statistics across countries and over time. Learn more about its development and use in this informational [presentation](#).

- [Women Count](#). UN Women. This initiative seeks to bring about a radical shift in how gender statistics are used, created, and promoted in order to adequately monitor the implementation of the SDGs. It includes work on care data production, collection, and use.

Measuring time-use and unpaid care work and its distribution within families and communities

- [Measuring and Understanding Unpaid Care and Domestic Work: Household Care Survey Toolkit](#). A. Azevedo *et al.*, 2020, Oxfam. This quantitative survey tool generates context-specific evidence on how women, men, and children spend their time; how care is provided, and by whom; and the main factors that impact individuals' responsibilities for unpaid care and domestic work, such as access to care services, infrastructure, and social norms.
- [The Unpaid Care Work and the Labour Market. An Analysis of Time Use Data Based on the Latest World Compilation of Time-use Surveys](#). J. Charmes, 2019, ILO. This publication provides a comprehensive overview of the extent, characteristics, and historical trends of unpaid care work, based on the analysis of the most recent time-use surveys carried out at the national level across the world.

- **[Invisible No More? A Methodology and Policy Review of How Time Use Surveys Measure Unpaid Work.](#)** Data2X, 2018. [Volume 1](#) of this report reviews recent usage of time-use surveys and derives methodological and policy lessons by examining the link between data and policy and the extent to which these surveys have shaped public policies, including care policies. [Volume 2](#) features case studies from 18 countries that examine the rollout of time-use surveys and their influence on policy.
- **[Measuring Time Use in Development Settings.](#)** G. Seymour *et al.*, 2017, World Bank. This paper discusses the challenges associated with collecting time-use data in developing countries, focusing on two common approaches: stylized questions and time diaries. It discusses the importance of capturing the quantity and quality of time, in order to achieve richer insights into gendered time-use patterns and trends.

Tracking care in public policies and investments

- **[A Guide to Public Investments in the Care Economy: Policy Support Tool for Estimating Care Deficits, Investment Costs, and Economic Returns.](#)** I. Ikkaracan, 2021, UN Women and ILO. This tool provides a methodology for how to identify national coverage gaps in care services, estimate the costs of public investments and expenditures for eliminating these coverage gaps, and assess the social, employment, and fiscal returns to such investments in the short- and long-term. Available in English, Arabic, French, and Spanish.
- **[Care Policy Scorecard: A Tool for Assessing Country Progress Towards an Enabling Policy Environment on Care.](#)** C. Bernandini *et al.*, 2021. This scorecard provides a practical tool to assess and track the extent to which government policies related to care are adopted, budgeted for, and implemented, and whether they have a transformative effect on care. It can be used at the national or sub-national level by those in government, civil society, and academia. Available in English and Spanish.
- **[Prioritizing Community Health Worker Data for Informed Decision-Making.](#)** Frontline Health Workers Coalition, 2016. This report provides information and urges countries to address the significant gaps in data collection on access to and support for healthcare workers to gain the necessary information to strengthen support, planning, and decision making, and address gaps in access to services.

Documenting the social and economic multipliers of investments in care

- **[Childcare and Mothers' Labor Market Outcomes in Lower- and Middle-Income Countries.](#)** D. Halim *et al.*, 2021, World Bank. This paper reviews 22 studies that identify the causal impact of institutional childcare on maternal labor market outcomes in low- and middle-income countries (LMICs). All but one study finds positive impacts, which aligns with findings for developed countries.
- **[Can Subsidized Early Child Care Promote Women's Employment?: Evidence from Kenya.](#)** S. Clark *et al.*, 2017, IDRC. This brief presents research from Kenya showing that subsidizing child care for women in poor urban settings can be a powerful mechanism to improve women's employment outcomes and reduce gender inequalities.
- **[Investing in the Care Economy: A Gender Analysis of Employment Stimulus in Seven OECD Countries.](#)** ITUC, 2016. This report makes the case for investing in physical and social infrastructure, particularly social care activities. It demonstrates that investment in care industries would create jobs, address the care deficit, contribute to a more inclusive development model, and reduce gender inequality.
- **[Gender Equality, Child Development and Job Creation: How to Reap the 'Triple Dividend' from Early Childhood Education and Care Services.](#)** S. Staab, 2015, UN Women. This brief discusses different mechanisms for financing, delivering, and regulating early child education and care services and highlights promising avenues for realizing the "triple dividend" it brings. Available in English, French, and Spanish.

Recognising women's work and care responsibilities across their life course

- [*Older Women: The Hidden Workforce*](#). Age International, 2021. This report highlights the essential work that older women do, including significant unpaid care work, which is often lower paid and undervalued. It gives voice to older women's experience of work and sets out recommendations for how to address this inequality.
- [*Having a Child Before Becoming an Adult: Exploring the Economic Impact in a Multi-Country Analysis*](#). Population Council and Women Deliver, 2019. This report presents findings from one of the first multi-country analyses to examine the short- and long-term impacts of having a child before age 18 on employment and earnings.

Reduce

Increasing access to care-relevant infrastructure and time- and labour-saving technologies

- [*Access to Infrastructure, Women's Time Allocation and Economic Growth*](#). P.R. Agénor and M. Agénor, 2020, *Care Work and the Economy*. This paper emphasizes the relationship between access to infrastructure and women's time allocations between home production, child rearing, and the labor market.
- [*How Can Infrastructure Address Women's Unpaid Care Work*](#). OECD, 2019. This chapter examines physical infrastructure's potential for reducing and redistributing the time and effort women spend on unpaid care work. Examples include water access, electrification, transport, and labour- and time-saving technologies.

Redistribute

Investing in quality, affordable, and accessible care services

- [*Costs and Benefits of Investing in Transformative Care Policy Packages: A Macrosimulation Study in 82 countries*](#). J. De Henau, 2022, ILO. This report examines the annual investment required for universal, collectively funded childcare and long-term care services, as well as adequate paid care leave and breastfeeding breaks to parents in 82 countries.

- [*Between Work and Care: Older Women's Economic Empowerment*](#). F. Samuels *et al.*, 2018, Overseas Development Institute (ODI). This paper explores opportunities and challenges for the economic empowerment of older women in the Global South. It includes research conducted in Ethiopia to shed light on older women's experiences in the labour market and of unpaid care and domestic work, and identifies priorities for policy, programming, and research.
- [*Harnessing the Power of Data for Girls: Taking Stock and Looking Ahead to 2030*](#). UNICEF, 2016. This report includes the first global estimates of the time girls spend doing household chores such as cooking, cleaning, caring for family members, and collecting water and firewood. The data show that the disproportionate burden of domestic work begins early and that these disparities grow as girls get older.
- [*Infrastructure and Equipment for Unpaid Care Work: Household Survey Findings from the Philippines, Uganda and Zimbabwe*](#). S.A. Koissy-Kpein and L. Rost, 2018, Oxfam. This report shares findings from a study testing which infrastructure, equipment, and other factors influence care-work patterns. It finds that access to improved water sources is associated with reduced hours of care work, and household equipment facilitates men's participation in care. It also finds that social norms play a key role in maintaining the gendered division of care work.
- [*Empowering Women: Reducing the Burden of Care Work*](#). Project EMBRACE, 2016. This short film from the Philippines depicts the benefits of providing women with access time- and labor-saving equipment and infrastructure.
- [*Long-Term Care for Older People: A New Global Gender Priority*](#). UN Women, 2017. This brief underlines the need to build long-term care systems that are financially and socially sustainable and discusses a set of measures that can be taken to improve the situation of care-dependent older persons as well as their caregivers.

- **[“Our Children Do Not Get The Attention They Deserve.”](#)** L. Alferts, 2016, WIEGO. A synthesis of research findings on women informal workers and childcare from six membership-based organizations in five countries: Brazil, Ghana, India, South Africa, and Thailand. It argues that the provision of quality, accessible public child care services can greatly improve the incomes and productivity of women informal workers.
- **[Investing in Free Universal Childcare.](#)** UN Women. This discussion paper series makes the case for investing in quality, free universal childcare services in order to reduce gender inequality in earnings and employment. It estimates the employment-generating and fiscal effects of such investment in countries including: [Côte d’Ivoire, Nigeria, Rwanda, Senegal, Tanzania, North Macedonia, the Kyrgyz Republic, South Africa, Uruguay, and Turkey.](#)

Ensuring care-friendly and gender-responsive social protection systems

- **[Universal Child Benefit Case Studies.](#)** UNICEF, 2019. This series of case studies outlines the diverse experiences of countries in implementing universal child benefits, including a description of benefits, monitoring and implementation, impact evaluation, and lessons learned. Countries featured include [Argentina, Armenia, Iran, Kyrgyz Republic, Lesotho, South Africa, Tunisia,](#) and [Ukraine.](#)
- **[World Social Protection Report 2017-19: Universal Social Protection to Achieve the Sustainable Development Goals.](#)** ILO, 2017. This flagship report provides an overview of trends in social protection systems and includes a section on long-term care and modeled projections of related out-of-pocket payments. Available in English, French, Spanish, Chinese, and Russian.
- **[Long-Term Care Protection for Older Persons: A Review of Coverage Deficits in 46 Countries.](#)** X. Scheil-Adlung, 2015. This report provides global estimates on long-term care protection for persons ages 65 and over and reviews the challenges of growing needs for long-term care. It calls for recognizing long-term care as a right and a national policy priority given the benefits in terms of job creation and human welfare.

- **[Making National Social Protection Floors Work for Women.](#)** S. Staab, 2015, UN Women. This report synthesizes research findings, analysis, and policy recommendations for integrating gender concerns into the design and implementation of social protection floors. Available in English, French, and Spanish.

Implementing gender-responsive maternity, paternity, and parental leave policies

- **[Paid Leave and the Pandemic.](#)** PL+US, Promundo, and the Parental Leave Corporate Task Force, 2021. This report shares the results of a global survey aimed at understanding the impact of paid leave policies on companies during the COVID-19 crisis. It includes recommendations for policies in the private and public sector to achieve gender equality in access to and uptake of paid leave.
- **[Putting Fathers’ Care to Work: Landscape Report on Working Fathers’ Uptake of Parental Leave.](#)** Parental Leave Corporate Task Force, 2020. This report reviews current research on access to and uptake of parental leave by working fathers, and identifies barriers that keep fathers from taking more leave. It includes recommendations for employers on designing and implementing workplace policies that encourage more fathers to use all the leave they are entitled to.
- **[Parental Leave Platform: 10 Ways to Leave Gender Inequality Behind and Give Our Children the Care They Need.](#)** MenCare, 2016. This report calls on governments and employers to provide equitable parental leave policies, and outlines 10 necessary components of such a platform.

Implementing family-friendly workplace policies and arrangements

- **[Childcare Solutions for Women Micro and Small Enterprises.](#)** K. Grantham and A. Somji, 2022, Donor Committee for Enterprise Development (DCED). This research report explores childcare constraints and solutions from the perspective of women micro and small enterprises in LMICs. It fills a gap where existing research has focused mainly on public investment in childcare, and on childcare solutions for large private companies.

- [Family-Friendly Policies and Other Good Workplace Practices in the Context of COVID-19: Key Steps Employers Can Take](#). UNICEF, ILO and UN Women, 2020. This document offers recommendations for employers to mitigate the negative consequences for working families stemming from COVID-19.
- [Family-Friendly Policies: Redesigning the Workplace of the Future](#). UNICEF, 2019. The recommendations presented in this policy brief cover four sets of effective family-friendly policies that span pregnancy to when children start formal schooling. It highlights the powerful roles that governments, employers, and civil society together can play in advocating for and implementing family-friendly policies. Available in English, Arabic, Chinese, French, Portuguese, and Spanish.
- [Family Friendly Policies](#). UN Global Compact Academy and UNICEF. This series of videos feature companies and experts sharing their reasons and examples to illustrate the value of family-friendly workplaces and the varied ways businesses of all sizes can implement strategies and policies to support their employees with families.
- [Empowering Women at Work Capacity Development Platform](#). This interactive platform features videos, self-assessment tools, and training modules for companies on implementing family-friendly policies.

Shifting social norms on care

- [Change in Social Norms Around Men's Unpaid Care Work](#). L. Rost, 2021, Oxfam. This blog post shares insights from Oxfam programming and research in Uganda on how to shift deeply rooted social norms restricting men's participation in unpaid care work.
- [Five Ways to Change Gender Norms in Unpaid Care and Domestic Work](#). C. Leon-Himmelstine, 2021, ODI. This blog post shares evidence that although gender norms in unpaid care and domestic work are complicated and changing them can take considerable time and risks backlash, greater exposure to new ideas and practices through formal (legislation) and informal channels (conversations, role models, the media) can lead to change.
- [Measuring Social Norms on Unpaid Care Work: Insights from Oxfam's Household Care Surveys](#). A. Azevedo *et al.*, 2021, Oxfam. This paper describes the approach to

understanding and measuring social norms related to unpaid care work in Oxfam's Household Care Survey, and discusses benefits and limitations of this approach.

- [Gender, Power and Progress: How Norms Change](#). C. Harper *et al.*, 2020, ALIGN. This report examines how gender norms have changed in the 25 years since the UN's Beijing Platform for Action on women's rights was set out in 1995. Chapter four is focused on norms related to paid and unpaid work and care.

Engaging men and fathers in care

- [State of the World's Fathers 2021: Structural Solutions to Achieve Equality in Care Work](#). Promundo, 2021. This report presents research on care work during the COVID-19 pandemic, focusing on structural barriers that prevent equitable distribution of caregiving between women and men. The report provides seven solutions—from the individual to the structural level - to create a more care—and gender-equal world. Available in English, French, and Spanish.
- [MenCare](#). A global fatherhood campaign that promotes men's involvement as fathers and caregivers in more than 50 countries, coordinated by Promundo and Sonke Gender Justice. MenCare works at multiple levels to engage individuals, communities, institutions, and policymakers, offering advocacy, media, and educational resources customizable to different countries, languages, and cultural contexts.

Developing care-relevant training and advocacy tools

- [Unpaid Care Work Modules](#). ActionAid, 2020. A series of training modules on unpaid care work based on Action Aid's POWER project, which worked through local partners in Bangladesh, Ghana, Pakistan, and Rwanda to raise awareness and to mobilize and organize rural women to claim their rights as farmers and carers.
- [Redistributing Care Work for Gender Equality and Justice: A Training Curriculum](#). ActionAid, IDS, and Oxfam, 2015. Designed for community facilitators, this training curriculum is intended for women and men to understand how power can be challenged at the household, community, and state levels to recognize, reduce, and redistribute women's unpaid care work.

Reward

Ensuring decent work for all care workers, including in the informal economy

- [*Securing Decent Work for Nursing Personnel and Domestic Workers, Key Actors in the Care Economy.*](#) ILO, 2022. This report provides a comprehensive review of the situation in law and practice with respect to care workers. Available in English, Spanish, and French.
- [*Making Decent Work a Reality for Domestic Workers.*](#) ILO, 2021. Ten years after the adoption of ILO Convention 189, this report shows that working conditions for many domestic workers have not improved and have been made worse by the COVID-19 pandemic.
- [*Domestic Work Policy Resource Toolkit.*](#) ILO, 2017. This toolkit provides policy resources for understanding and improving conditions in the domestic work sector, organized by theme.
- [*A Good Gig? The Rise of On-Demand Domestic Work.*](#) A. Hunt and F. Machingura, 2016, ODI. This report calls for urgent action to ensure that the “Uberisation” of domestic work in developing countries evolves to the benefit of all. It calls for proactive efforts by companies to design-in good practice, as well as by government to ensure an integrated future policy, legal, practice, and research agenda.

Extending social protection to informal workers

- [*Family-Friendly Policies for Workers in the Informal Economy: Social Protection and Care Systems for Children and Families During COVID-19 and Beyond.*](#) UNICEF, ILO, and WIEGO, 2021. This brief is focused on

the wellbeing and working conditions of caregivers in the informal economy and their children’s development in LMICs. It highlights the need to consider sustainable policy and protection responses. Available in English and French.

- [*Childcare for Workers in the Informal Economy: Policy Brief Series.*](#) ILO and WIEGO, 2020. This policy brief series explores how universal, publicly funded, and quality childcare services, as part of social protection systems, can improve the lives and economic security of women workers in the informal economy, support their transition to the formal economy, and promote gender equality at work.
- [*Women Informal Workers Mobilizing for Childcare.*](#) R. Moussié, 2017, WIEGO. This paper argues that maternity benefits and childcare for women informal workers deserve the attention of authorities, organizations, and movements. Using examples from Brazil, Ghana, and India of different childcare strategies, the report discusses what actions member-based organizations can take to address their members’ childcare needs.
- [*Maternity Cash Benefits for Workers in the Informal Economy.*](#) L. Addati *et al.*, 2016, ILO. This report highlights the necessity of promoting maternity protection for women, including in the informal economy.
- [*Social Protection for Domestic Workers: Key Policy Trends and Statistics.*](#) ILO, 2016. This report documents the extent of social protection coverage of domestic workers, as well as best practices in increasing effective social security coverage of domestic workers, including migrant workers.

Represent

Formalizing care and domestic work

- [*Formalizing Domestic Work.*](#) ILO, 2016. This report provides information on the domestic work sector and shares recommendations for formalizing care and domestic work based on examples from a multitude of country contexts.

Promoting freedom of association, social dialogue, and collective bargaining for care workers

- [*COVID-19, Collective Bargaining and Social Dialogue.*](#) ILO, 2021. This report sheds light on the impact of the COVID-19 pandemic on the process and outcomes of collective bargaining in particular, and social dialogue more generally, including for care workers.

- [**Improving Working Conditions for Domestic Workers: Organizing, Coordinated Action and Bargaining.**](#) C. Hobden, 2015, ILO. This issue brief argues that the organization of domestic workers and their employers, and social dialogue, including collective bargaining, are key means of improving working conditions in a sector that is notoriously difficult to regulate. Available in English, French, Spanish, and Serbian.

Ensuring equal opportunity and treatment for migrant care workers

- [**Domestic Workers in Europe: Getting the Recognition They Deserve.**](#) European Federation of Food, Agriculture and Tourism Trade Unions, 2021. This booklet provides information on Europe's largely migrant domestic worker workforce, and calls upon EU Member States to ratify and implement ILO Convention C189 on Decent Work for Domestic Workers, and to support the setting up and strengthening of social dialogue structures in the domestic work sector.
- [**Equal Rights for Migrant Care Workers: The Case for Immigration Policy Transformation.**](#) R. Wadehra, 2021,

Canadian Centre for Policy Alternatives. Restrictive immigration policies and programs that promise a pathway to permanent residency but place limitations on care workers' rights and freedoms have led to the creation of a highly vulnerable workforce that is subject to low wages and few protections. This report argues for immigration policy transformation, with a focus on the Canadian context.

- [**Trade Union Action to Promote Fair Recruitment for Migrant Workers.**](#) M. Gallotti and V.H. Ricco, 2020, ILO. This brief highlights trade union action to promote and protect fair recruitment for migrant workers, including through policy advocacy, service provision and outreach. Available in English, French, and Spanish.
- [**The Social Construction of Migrant Care Work: At the Intersection of Care, Migration and Gender.**](#) A. King-Dejardin, 2019, ILO. This report examines the implications of migration in the care economy. It focuses on the working conditions of women and men migrants performing care work in destination countries, how migration in the care economy affects gender equality at work, and areas for policy action.

Resilience

COVID-19

- [**COVID-19 Crisis and the Informal Economy: Global Summary.**](#) WIEGO, 2021. This report presents the key findings of a 12-city study assessing the impact of the COVID-19 crisis on specific occupational groups of informal workers and their households, including domestic workers. Countries include Bulgaria, Ghana, India, Mexico, Senegal, South Africa, Tanzania, Thailand, and the United States.
- [**Evidence Review of the Global Childcare Crisis and the Road for Post-COVID-19 Recovery and Resilience.**](#) K. Grantham *et al.*, 2021, IDRC, The Bill and Melinda Gates Foundation, FemDev Consulting, and IWWAGE. This evidence review points to ways the COVID-19 pandemic has deepened the childcare crisis and widened gender gaps. It highlights the steep cost of inaction, with a focus on LMICs, and offers solutions for governments, donors, and employers.

- [**Impact of COVID-19 on Domestic Workers.**](#) International Domestic Workers Federation (IDWF), 2021. This research by the IDWF explores how the pandemic has affected the lives of domestic workers and their families in [Africa](#) and in [Latin America](#). Reports are available in English, Spanish, French, and Portuguese.
- [**Impacts of the COVID-19 Pandemic and Unpaid Care Work on Informal Workers' Livelihoods.**](#) A.C. Ogando *et al.*, 2021, WIEGO. This article draws on data from a study by WIEGO in partnership with informal worker organizations in 12 cities. It assesses the impact of the COVID-19 crisis on care responsibilities and the resulting effect on livelihoods and food security.
- [**COVID-19 and the Care Economy: Immediate Action and Structural Transformation for a Gender-Responsive Recovery.**](#) B. Diallo *et al.*, 2020, UN Women. This brief presents early evidence on the impact of COVID-19 on the care economy, highlights key measures needed to address the increase in unpaid care and domestic work,

ensure adequate compensation and decent working conditions for paid care workers, and enable the participation of all caregivers in the policy decisions that affect them. Available in English, Arabic, French, Russian, and Spanish.

Climate change and environmental degradation

- [*Caring in a Changing Climate: Centering Care Work in Climate Action.*](#) S. MacGregor *et al.*, 2022, Oxfam. This report examines the interaction between climate change impacts and the amount, distribution, and conditions of unpaid care and domestic work. It focuses on care workers rather than those who are cared for, while stressing the relational nature of care and acknowledging that carers too require care. Available in French, Arabic, and Spanish.
- [*Care and Climate: Understanding the Policy Intersections.*](#) Feminist Green New Deal, 2021. This landmark brief makes the case for investment in high-quality jobs in the care sectors of the economy, including childcare, residential care, and home healthcare, as part of a climate and infrastructure package.
- [*How Climate Change and Environmental Degradation Hurts Women More Than Men in Slums of South Asia.*](#) A. Patel *et al.*, 2018. IDRC and McGill University. This brief presents research from India, Bangladesh, and Pakistan which finds that women who reside in slum communities are disproportionately impacted by environmental degradation and climate shocks compared to their male counterparts, particularly with respect to its impacts on unpaid care and domestic work.

Conflict

- [*War-Time Care Work and Peacebuilding in Africa.*](#) F. Osman Ibnouf, 2020. This book emphasizes the value of care arrangements in conflict and post-conflict situations in Africa. It employs a deeper understanding of an often forgotten and marginalized aspect of conflicts. Presents findings from research in Darfur.
- [*On the Move: Women's Economic Empowerment in Contexts of Migration and Forced Displacement.*](#) E. Gettliffe and S. Rashidova, 2019, DCED. This research report explores key issues, approaches, and recommendations for promoting women's economic

empowerment in contexts of migration and forced displacement, including a strong focus on paid and unpaid care work.

- [*Rapid Care Analysis: A Contextualized Tool for the Occupied Palestinian Territory.*](#) A.M. Asmaa *et al.*, 2019, Oxfam. This report examines the trends that influence unpaid care work roles and responsibilities, particularly in a context of protracted crisis, and how issues like economic deterioration, electricity crisis, and climate change in the Gaza Strip increase the care work carried out by women and girls.

Building back better

- [*A Feminist Agenda for People and the Planet.*](#) Feminist Economic Justice for People and Planet Action Nexus, 2021. This report contributes to the existing bodies, resources, tools, and broad advocacy strategies through recommendations of the key shifts and transformations necessary to achieve global feminist economic justice and climate justice, with an emphasis on care.
- [*ASEAN Comprehensive Framework on Care Economy.*](#) Association of Southeast Asian Nations (ASEAN), 2021. This framework serves to guide ASEAN's development of the care economy in response to complex crises and challenges —such as the COVID-19 pandemic, changing demographics, and the climate crisis— to further sustainable development and protect different segments of populations and sectors in the region.
- [*Beyond COVID-19: A Feminist Plan for Sustainability and Social Justice.*](#) UN Women, 2021. This report maps the ambitious and transformative policies —on livelihoods, care, and the environment— that are needed to build a more equal and sustainable future. It calls for context-specific policy pathways, tailored political strategies, and financing, and identifies key levers and actors to create change at global, national, and local levels.
- [*Creating a Caring Economy: A Call to Action.*](#) Women's Budget Group, 2020. This report lays out a roadmap to building a new, caring economy: one which has the well-being of individuals, communities, and the planet at its center; values paid and unpaid care as activities that nurture us all; and ensures that no one faces discrimination, violence, poverty, or is left behind.

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