

Theoretical Review: The Importance of Unpaid Care Work

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Introduction

Unpaid care work is the kind of work people do in taking care of each other and building up each other capabilities in particular very young children. People who are sick need more significant amount of attention, care and very often it is women who do this type of work.

The main characteristic of unpaid care work is that is directly paid or remuneration. Now in theory this kind of work should be counted as a part of GDP. Unpaid care work is really what makes in of the society and the economy tick in many ways this kind of work can be seen as a solid foundation on which officials industries, services, economics, schools; universities sit down without this kind of work. It would be very difficult to even think of the society that can function. One kind of universal fact seems to be that nearly all human societies. It is often upon women this kind of works falls. What we said highly feminized. We have some data which shows that something like 75% of all unpaid distribution men and women. In fact it does penalized women because taking on the bulk of this work often carries a penalty in terms of not being able to have a full time job with a decent wage to not being able to accumulate pension, not getting all of the benefits comes from formal sector employment. So the penalties are many even though the benefit structure society is huge.

Redistributing care is really critical, so that really involves rethinking and redoing of working of social relationship. Sates can go along way in terms of making such that they are good quality public services, child care services, but also we trying to change our expectations on social norms so that women and men can share those responsibilities more equally. So with more policies we also increase the social expectation that more can be done to redistribute the work and not to just say this is a private matter and it's for family is to deal with it. Which every often falls on women and girls.

Care

Care includes direct care of people, house work that facilities caring for people (indirect care) and volunteer community care of people, and paid carers, cleaners, health and education workers.

- Care is a social good, underpins and development progress.
- Sustains and reproduces society.
- Markets depend on care for their functioning.

Importance of unpaid care work

Care has a widespread long term, positive impact on well-being and development and is critical to address inequality and vulnerability.

Care is important in understanding women's lives:

- Occupies large amount of women's and girls time – restricting participation in civil, economic and social spheres.
- Lack of leisure time – reduction in women and girls well-being.
- Drudgery – adverse health outcomes.
- Income from paid work – eroded with costs of care substitution.
- Economic empowerment through paid work – individualized limited and unsustainable.
- Who cares when women work in paid jobs – reduction of care adverse outcomes for care recipients?

Problems of unpaid care work

1. It is unequal:

Unequal distribution of care undermines women's and girl's rights, limit their opportunities, capabilities and choices and impedes their empowerment.

2. It is invisible:

- In policy – Intent and implementation.
- In research – political economy analysis of processes; M&E impact evolution

- In programming – entry points, integration/ mainstreaming (women-related and general programmes).
- Amongst donors, government officials, researchers
- In budgeting- It has inadequate investment.

Social protection and early childhood development

- Social protection mainly focuses on redistribution of care responsibility from the family to the state. Nothing about redistribution within the family.
- Early childhood development focus is on support for careers in aims of better parenting, including the inclusion of men as father. Redistribution to the state mainly based on recognition of women working outside the home in paid jobs

Policy asks and strategies for change: Approach

- Recognize care and care work
- Reduce difficult in efficient tasks
- Redistribute responsibilities for care more equitably- from women to men and from families to the state/employers
- Representation of careers in decision making as a precondition for achieving women's political, social and economic empowerment and for addressing poverty and equality Societies provides care through "care diamond".

Examples of policy asks, intervention

- **Recognize**

1. Government ensures includes care work, unpaid care work, time uses serves.
2. Education- appreciation of cares, school curriculum
3. Developments actors- (unpaid) care documented with time use diaries, stories
4. Media – Radio, sports, TV, posters, street, theatre, viral emails.

- **Reduce**

1. Available, assessable time and labour - saving devices, infrastructure development.

- **Redistribution**

1. Men learn cooking, do cleaning, child care, elder care , families to the state ,/ employer's ; increased care budgets; employer's child care, health, maternity, pensions.
2. Away from poor women and families:- infrastructure and services in poor communities; domestic worker's rights

- **Represents**

1. Women unpaid careers represent themselves n municipal planning. Domestic involved in labor rights, or economic planning

Getting care on the Agenda

1. **Naming**: Make care visible in policy discussion- care is important to sustaining any society, yet unequal and concentrated care provision by a few is a problem.
2. **Faming**: Promote care as integral to human well-being- women's rights, well-being, inequality and poverty, national development.
3. **Claiming**: Demand government action- changing policies to recognize reduce and redistribute unpaid care work through public service delivery, improved regulation on labour conditions.
4. **Programming**: Support more equitable distribution of care responsibilities- Designing programmers that address unpaid care work.

Getting care on the agenda: action and suggestion's

Discussion happens in many different ways but here are some of the steps. We have taken at action aid to make care visible.

- Participatory research and awareness rising amongst women.
- Building the capacity of women and their groups or organization to value unpaid care work.
- Comparative participatory research with men.
- Women's groups identify and priorities their demands for changes.

- Presentations of participatory research during community meetings.
- Using research care studies and women's testimonies to make care visible to national makers.
- Identifying allies, building national coalitions, and working with the media.

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