



**GENDER and CARE**  
**Supporting Resources Collection**

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## ACRONYMS

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BPfA	The Beijing Platform for Action
CEDAW	The Convention on the Elimination of All Forms of Discrimination Against Women
DAW	Division for the Advancement of Women
EC	European Commission
EU	European Union
HBC	Home-based care
IDS	The Institute of Development Studies
ILO	The International Labour Organization
NGO	Non-governmental organisation
SRC	Supporting Resources Collection
UN	United Nations
UNAIDS	The Joint United Nations Programme on HIV/AIDS
UNRISD	United Nations Research Institute for Social Development
WHO	World Health Organization

# 1. INTRODUCTION

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## 1.1 What is in this Supporting Resources Collection?

This *Supporting Resources Collection* (SRC) show-cases existing work on gender and care. It presents a mix of accessible and engaging research papers, policy briefings, advocacy documents, case study material, and practical tools from diverse regions and disciplines, focusing on different aspects of care. By bringing together multiple, disparate perspectives and approaches, we hope to prompt a better understanding of the links between different care issues and actors, and support greater dialogue and sharing among people working on distinct yet related care issues.

The SRC presents summaries and links to key resources which provide further information on the range of issues addressed in the *Overview Report*. These include:

- How can we prompt a re-conceptualisation of care as something that is valuable and productive?
- How can we bring about a more equal sharing of care responsibilities between women and men?
- What social policy options are available to reduce the burden of care on household members and to lessen the disadvantages experienced by unpaid care-givers?
- What strategies are needed to reduce the enormous burden of AIDS-related care which falls disproportionately on women and girls?
- How can we protect the rights of domestic workers and other paid carers, including migrant care workers?

The SRC also provides information on international frameworks and conventions relating to care, and offers snapshots of current thinking and action on gender and care in different regions of the world. Finally, it contains a networking and contacts section which gives details of the organisations featured in this *Cutting Edge Pack*. Details of how to obtain copies or download the full texts are provided with each summary. Most of the resources can be downloaded for free from the Internet.

This SRC forms part of the *Cutting Edge Pack* on Gender and Care. The pack also includes an *Overview Report* and the *Gender and Care In Brief* bulletin. Download copies from <http://www.bridge.ids.ac.uk> or contact BRIDGE ([bridge@ids.ac.uk](mailto:bridge@ids.ac.uk)) for more information.

## 1.2 New resources

At a time when impetus for action on care is mounting, new resources relating to gender and care are constantly being produced. The *Siyanda* website, hosted by BRIDGE, features all of the resources in this collection, as well as new materials. We welcome suggestions of resources on gender and care to be included on *Siyanda*. See <http://www.siyanda.org>.

## 2. GLOSSARY OF TERMS

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As conceptual debates relating to care have evolved, a variety of terms have been used – ‘care work’, ‘the care economy’, ‘domestic work’, ‘reproductive work’, ‘unpaid work’. While there are overlaps between these terms, they are not all interchangeable. The glossary below provides some simple definitions to help people navigate between key gender and care concepts and terms. For more discussion of the range of understandings and types of care that exist, see Section 2 of the *Gender and Care Overview Report*.

Care work	Care work involves the direct care of persons – such as feeding and bathing a young child – as well as the domestic tasks that are a precondition for care giving, such as preparing meals, cleaning sheets, purchasing food, and collecting water and fuel. Care can be unpaid – carried out for one’s own family or friends without any explicit monetary reward. It can also be paid – performed, for example, by nannies, domestic workers, nurses, or carers in homes for older people. <sup>1</sup>
Community and home-based care	Community and home-based care is any form of care given to ill people in their homes. Such care includes physical, psychosocial, palliative and spiritual activities. <sup>2</sup>
Domestic worker	Domestic workers are people who are exclusively engaged by households to provide domestic services for payment in cash or in-kind (for example, in exchange for food and/or accommodation). <sup>3</sup>
Gender	Gender refers to the range of socially constructed roles, behaviours, attributes, aptitudes and relative power associated with being female or male in a given society at a particular point in time.
Gender equality	Gender equality entails women and men having equal opportunities and equal outcomes in life, including equal access to, ownership of and control over resources and decision-making. It also entails that women and men are equally valued and have the freedom to develop their personal abilities and make choices without the limitations set by rigid gender roles, prejudices and discrimination. Further, it requires that all human beings – women and men – are able to realise their fundamental human rights.

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1 Adapted from Razavi, S. (2007) *The political and social economy of care in a development context: contextual issues, research questions, and policy options*, Geneva: United Nations Research Institute for Social Development: 6.

2 World Health Organization (2002) *Community home-based care in resource-limited settings: a framework for action*, the Cross Cluster Initiative on Home-Based Long-term Care, Non-communicable Diseases and Mental Health and the Department of HIV/AIDS, Family and Community Health, Geneva: World Health Organization.

3 ILO/Regional Office for Arab States and Centre of Arab Women for Training and Research (2008) *Gender, Employment and the Informal Economy: Glossary of Terms*, ILO: Beirut, Lebanon.

Gender mainstreaming	Gender mainstreaming is an organisational strategy to bring a gender perspective to all aspects of an institution's policy and activities.
Gross Domestic Product (GDP)	GDP is the measure which is commonly used to calculate the size of a national economy and its growth over time.
Labour force participation rate	The labour force participation rate is defined as the ratio of the labour force to the working age population, expressed in percentages.
Productive work (also referred to as the 'productive economy')	Productive work is the largely market-oriented work that is generally done for pay. It involves the production of goods and services for consumption and trade.
Reproductive work (also referred to as the 'care economy')	Reproductive work is the work of managing a household, cooking, cleaning, fetching fuel and water, keeping the home, clothing and domestic equipment in good repair, and caring for family members, friends and neighbours. This work is vital for maintaining and reproducing the labour force, and the human population as a whole. The reproductive sector is generally unpaid and excluded from national accounts. <sup>4</sup>
Social protection	Social protection refers to particular policy approaches and instruments that prevent, manage and overcome problems of risk and vulnerability, including various forms of social insurance and social assistance such as pensions, cash transfers and public services. <sup>5</sup>
Time use surveys	Time use surveys provide information on the activities that people perform over a given time period – generally a day or a week – as well as how much time they spend on each of the specified activities. While the scope and purpose of time use surveys differ enormously, they are often intended to highlight the time spent on unpaid activities, particularly care work.
Unpaid care work	Unpaid care work is the care of persons for no explicit monetary reward.
Unpaid work	Unpaid work includes a diverse range of activities that take place outside the cash economy. It includes unpaid work on a family plot or in the family business, activities such as the collection of fuel and water for self-consumption, and unpaid care work. <sup>6</sup>

4 Elson, D. (1999) 'Labour Markets as Gendered Institutions: Equality, Efficiency and Empowerment Issues', *World Development Journal* 27:3.

5 Kabeer, N. (2008) *Mainstreaming Gender in Social Protection for the Informal Economy*, London: Commonwealth Secretariat.

6 Razavi, S. (2007a) *The political and social economy of care in a development context: contextual issues, research questions, and policy options*, Geneva: United Nations Research Institute for Social Development.

### 3. OVERVIEWS: GENDER AND CARE

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Why is care becoming such a contested issue? Why *now*? The three resources summarised below provide comprehensive overviews of the changing global dynamics of care – unpaid and paid – and raise challenging questions from a gender equality perspective about the impacts of these shifts on the lives of women and men.

**Esplen, E. (2009) *Gender and Care: Overview Report*, Brighton: BRIDGE/IDS**

[http://www.bridge.ids.ac.uk/reports\\_gend\\_CEP.html#Care](http://www.bridge.ids.ac.uk/reports_gend_CEP.html#Care)

Providing care can be both a source of fulfilment and a terrible burden. For women and girls in particular, their socially prescribed role as carers can undermine their rights and limit their opportunities, capabilities and choices – posing a fundamental obstacle to gender equality and well-being. How can we move towards a world in which individuals and society recognise and value the importance of different forms of care, but without reinforcing care work as something that only women can or should do? This *Overview Report* hopes to inspire thinking on this fundamental question.

The report discusses why care is such an important issue for development work and social justice activism – especially in the face of ageing populations, the AIDS pandemic, and the growing global market for paid care. Drawing on diverse examples of exciting interventions taking place in countries across the world, it considers which strategies offer the best prospects for change. Three approaches are explored: challenging gender norms to encourage a more equal sharing of unpaid care responsibilities between women and men and a less gender segmented labour market in the care professions; bringing about greater recognition of the huge amount of unpaid care work performed and of the value of this work; and putting in place the social policy measures needed to ensure that care-givers are not disadvantaged because of their unpaid care responsibilities. The final section of the report considers measures to better protect the rights of paid carers – to decent working conditions, minimum wages, basic benefits and protections, and the freedom to form associations and trade unions.

Among the recommendations made in this report, four are particularly key:

- Care work must be recognised as a core development issue which should be accounted for and addressed in all development interventions in gender-sensitive ways.
- Development policies and programmes must challenge stereotyped assumptions about gender roles, seeking to expand women’s and men’s choices rather than restricting them to traditional gender roles.
- Initiatives to promote women’s economic participation must include an analysis of the interrelationship between paid work and care work.
- Opportunities for dialogue and collaboration between those working on the full range of care issues from diverse disciplines and perspectives are needed – to build a diverse alliance of people calling for change.

**Kabeer, N. (2007) 'Marriage, Motherhood and Masculinity in the Global Economy: Reconfiguration of Personal and Economic Life', *IDS Working Paper 290*, Brighton: IDS**

<http://www.ids.ac.uk/ids/bookshop/wp/wp290.pdf>

*This summary is adapted from the paper.*

How are women and men dealing with the 'feminisation' of the global labour force in the face of the widespread prevalence of male 'breadwinner' ideologies and the apparent threat to male authority represented by women's earnings? This provocative paper argues that, in spite of the steady rise in female participation in the labour force in most regions of the world, there is a remarkable resistance to changes in the domestic division of unpaid work within the household. Evidence is cited from a range of countries, suggesting that women receive very little support for care work from male family members; nor do they find much public policy support for their care responsibilities. Working women have sought to cope with these dual responsibilities in various ways – often with adverse consequences for themselves and their children. While working women at the lower end of the economic spectrum generally turn to family, kin and neighbours for assistance, those at the higher end turn to the market for paid help – often relying on the low-cost labour of women migrants from lower-income countries. Other women put in longer hours of work to cope with the 'double shift' – leading to exhaustion or 'burn out'. For these reasons, among others, this paper argues that it is critical that women's care responsibilities are taken seriously in policies intended to promote pro-poor growth and human development.

**Razavi, S. (2007) 'The Political and Social Economy of Care in a Development Context: Conceptual Issues, Research Questions and Policy Options', *Gender and Development Programme, Paper 3*, Geneva: United Nations Research Institute for Social Development**

[http://www.unrisd.org/unrisd/website/document.nsf/\(httpPublications\)/2DBE6A93350A7783C12573240036D5A0?OpenDocument](http://www.unrisd.org/unrisd/website/document.nsf/(httpPublications)/2DBE6A93350A7783C12573240036D5A0?OpenDocument)

*This summary is adapted from the paper.*

The dynamics of care are receiving more attention from activists, researchers and policymakers than they did 20, even 10, years ago. In part, this is because women's massive entry into the paid work force has squeezed the time previously allocated to the unpaid care of family and friends. While declining fertility across many regions means there are fewer children to be cared for, demographic ageing in some countries and major health crises in others have intensified the need for care services. In many developing countries where public health services have been severely weakened during the decades of market reform, much of the care burden has fallen back on women and girls. In more developed economies, paid care services have become a growing sector of the economy, in turn employing many women – particularly those from disadvantaged racial and ethnic groups. It is in this context, argues the paper, that the quality of care and the pay and working conditions of carers have become such contested policy issues.

The paper, which was prepared for a United Nations Research Institute for Social Development (UNRISD) project on the *Political and Social Economy of Care*, traces the evolution of ideas in the area of gender and care. It examines the contribution of feminist economics, particularly in terms of developing methods for measuring and valuing unpaid care work. It also explores the sociological and social policy literature relating to care. The paper outlines different social policy options to address care challenges in developing countries, including cash benefits, taxation allowances, different types of paid and unpaid leave from employment, and the expansion of social services. The final section explores the implications of the current emphasis on ‘investing in children’ for gender equality and the provision of quality care. It argues that while this creates opportunities for reducing the burden of unpaid care work on women – for example, through the expansion of pre-school facilities for young children – it is important that programmes designed to benefit children do not end up relying on women’s voluntary or unpaid work for their success.

#### **The UNRISD *Political and Social Economy of Care* project**

An exciting example of the growing momentum around gender and care is UNRISD’s *Political and Social Economy of Care* project (2006–9). This project combines a variety of qualitative and quantitative research methods to examine how, in very different countries, care is provided by the state, the market, the not-for-profit sector, and by family and community members. The research spans across eight countries from four regions: Argentina and Nicaragua; South Africa and Tanzania; South Korea and India; Switzerland and Japan. The research seeks to bring about a better understanding of the gender inequalities and power dynamics that are embedded within these different institutions, and to capture the implications of different care arrangements for those who provide care, on a paid or unpaid basis, in terms of poverty and access to social rights.

For information on the findings emerging from the research, see the country research reports, which are available to download from the UNRISD website.

See: [http://www.unrisd.org/unrisd/website/projects.nsf/\(httpProjectsForProgrammeArea-en\)/37BD128E275F1F8BC1257296003210EC?OpenDocument](http://www.unrisd.org/unrisd/website/projects.nsf/(httpProjectsForProgrammeArea-en)/37BD128E275F1F8BC1257296003210EC?OpenDocument).

## 4. INTERNATIONAL FRAMEWORKS AND CONVENTIONS

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How can we better guarantee the rights and inclusion of those who perform care work? One strategy is for gender equality and human rights advocates to hold decision-makers accountable for existing national and international legal and policy commitments to gender equality. The sections below outline existing commitments made with respect to challenging gender inequalities in the provision of care.

### 4.1 The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979

CEDAW has been ratified by 185 countries – over 90 per cent of the members of the United Nations. Countries that have ratified or acceded to the Convention are legally bound to put its provisions into place, and are committed to submit national reports at least every four years on measures they have taken to comply with their treaty obligations. Many of the Articles are directly relevant to promoting equal sharing of care responsibilities between women and men, and ensuring that appropriate policies and provisions are in place to mitigate the disadvantages experienced by carers. Selected articles from the Convention are presented below. One avenue by which gender advocates can hold governments accountable for these commitments is through the CEDAW shadow reporting process, where the CEDAW Committee invites non-governmental organisations (NGOs) to submit ‘alternative’ or ‘shadow’ reports as part of the reporting process. See: [http://www.un.org/womenwatch/daw/cedaw/NGO\\_Information\\_note\\_CEDAW.pdf](http://www.un.org/womenwatch/daw/cedaw/NGO_Information_note_CEDAW.pdf)

#### Drawing on CEDAW to challenge gender norms and protect the rights of care-givers

CEDAW requires States Parties to take all appropriate measures to:

- Eliminate prejudices based on stereotyped roles for men and women (*Article 5*)
- Eliminate any stereotyped concept of the roles of men and women at all levels and in all forms of education, in particular by the revision of textbooks (*Article 10*)
- Ensure that family education promotes recognition of the common responsibility of men and women in the upbringing and development of their children (*Article 5*)
- Ensure the right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave (*Article 11*)
- Introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances (*Article 11*)
- Encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities (*Article 11*)

Extracts from CEDAW – <http://www.un.org/womenwatch/daw/cedaw/cedaw.htm>. The full text of the Convention is available in Arabic, Chinese, English, French, Russian and Spanish.

## 4.2 The Beijing Platform for Action (BPfA), 1995

At the Fourth World Conference on Women in Beijing, 189 governments adopted the Beijing Declaration and Platform for Action. The box below presents commitments enshrined in the Platform for Action which are closely related to the issue of care responsibilities.

### **Drawing on the BPfA to challenge gender norms and protect the rights of care-givers**

- Governments, educational authorities and institutions should promote shared responsibilities between girls and boys from pre-school level onward, including by developing educational modules to ensure that boys have the skills necessary to take care of their own domestic needs and to share responsibility for their household and for the care of dependants (paragraph 83)
- Governments, educational authorities and institutions should develop appropriate education and information programmes that make the public, particularly parents, aware of the importance of the equal sharing of family responsibilities by girls and boys (paragraph 83)
- Governments should undertake efforts to measure and better understand the type, extent and distribution of unremunerated work, particularly work in caring for dependants and unremunerated work done for family farms or businesses, and encourage the sharing and dissemination of information on studies and experience in this field, including the development of methods for assessing its value in quantitative terms, for possible reflection in accounts that may be produced separately from, but consistent with, core national accounts (paragraph 165)
- Governments should promote the adjustment of employment policies to facilitate the restructuring of work patterns in order to promote the sharing of family responsibilities (paragraph 165)
- Governments, NGOs and the private sector should provide affordable support services, such as high-quality, flexible and affordable childcare services, that take into account the needs of working men and women (paragraph 173)
- Governments and employers should review, analyse and, where appropriate, reformulate the wage structures in female-dominated professions, such as teaching, nursing and childcare, with a view to raising their low status and earnings (paragraph 178)
- Governments should recognise that shared work and parental responsibilities between women and men promote women's increased participation in public life, and take appropriate measures to achieve this, including measures to reconcile family and professional life (paragraph 190).

Extracts from the BPfA – <http://www.un.org/womenwatch/daw/beijing/platform/>.

### 4.3 International Labour Conventions

A range of International Labour Conventions exist to protect the rights of workers, including those with unpaid caring responsibilities, as well as those engaged in paid care work.

In order to promote equal opportunities and treatment of women and men workers with family responsibilities, the International Labour Organization (ILO) adopted the Workers with Family Responsibilities Convention in 1981. This Convention, which has been ratified by 40 countries to date, applies to men and women workers with responsibilities for dependent children or other family members in need of care, where such responsibilities restrict their possibilities of preparing for, entering, participating in or advancing in economic activity.

#### **ILO Workers with Family Responsibilities Convention, 1981**

The Convention calls on signatories to take all measures compatible with national conditions and possibilities to, for example:

- Enable workers with family responsibilities to exercise their right to free choice of employment, and take account of their needs in terms and conditions of employment and in social security (*Article 4*)
- Take account of the needs of workers with family responsibilities in community planning, and develop or promote community services, public or private, such as child-care and family services and facilities (*Article 5*)
- Promote information and education which engender broader public understanding of the principle of equality of opportunity and treatment for men and women workers and of the problems of workers with family responsibilities, as well as a climate of opinion conducive to overcoming these problems (*Article 6*)
- Enable workers with family responsibilities to become and remain integrated in the labour force, as well as to re-enter the labour force after an absence due to those responsibilities (*Article 7*)

The Convention also stipulates that family responsibilities shall not constitute a valid reason for termination of employment (*Article 8*).

Extracts from the Convention – <http://www.ilo.org/ilolex/english/convdisp1.htm>.

The full text of the Convention is available in English, French, Spanish, Dutch, Russian, Chinese, Arabic and Portuguese.

Other international labour standards pertaining to the rights of unpaid carers include:

- **The Maternity Protection Convention** (2000), which stipulates, for example, the length of maternity leave, maternity benefits (such as pay and medical benefits), and necessary facilities for nursing and day care at the workplace.

- **The Home Work Convention** (1996) and **Part-Time Work Convention** (1994), which specify the right of workers to organise, the right to a minimum wage in accordance with national law and practice, and the right to social security protection. These Conventions are of particular relevance to the issue of care work because women are often obliged to take up home-based or part-time work in order to accommodate care responsibilities.

The ILO has also been calling for an international convention on domestic workers. In March 2008, its governing body agreed to place 'decent work for domestic workers' on the agenda of the International Labour Conference in 2010. The result is likely to be a new ILO Convention and recommendations to provide stronger protections for domestic workers, to be adopted in June 2011 (ILO 2008b:2, in this SRC). Other ILO Conventions in effect which pertain to the rights of paid carers include: Convention No. 97 on Migration for Employment, 1949; Convention No. 143 on Migrant Workers (Supplementary Provisions), 1975; and the International Convention for the Protection of the Rights of All Migrant Workers and Members of Their Families, 1990.

For a full list of international labour standards relating to the rights of workers see: ILO (2006) *Gender Equality and Decent Work: Selected ILO Conventions and Recommendations Promoting Gender Equality*, Bureau for Gender Equality & International Labour Standards Department, Geneva: International Labour Office.

English:

<http://www.ilo.org/dyn/gender/docs/RES/309/F946263477/WEB%20Promoting%20Gender%20ANG.pdf>

French: <http://www.ilo.org/dyn/gender/docs/RES/310/F95442967/Promoting%20Gender%20FR.pdf>

Spanish: [http://www.ilo.org/dyn/gender/docs/RES/500/F765069013/WEB%20Promoting%](http://www.ilo.org/dyn/gender/docs/RES/500/F765069013/WEB%20Promoting%20ES.pdf)

## 5. ADDRESSING CORE CARE ISSUES

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How can we move towards a world in which individuals and society recognise and value the importance of different forms of care, but without reinforcing care work as something that only women can or should do? In Section 4 of the *Overview Report*, we explored three development responses which, used in combination, offer the best prospects for change:

- Bringing about a more equal sharing of care responsibilities between women and men by challenging the gender norms which prescribe care work as ‘women’s work’;
- Producing greater recognition of the huge amount of unpaid care work performed, and of the significant contribution this work makes to the economy and to human development more broadly;
- Ensuring that appropriate state policies and services are in place to reduce the burden of care on the household, and to lessen the disadvantages experienced by carers because of unpaid care responsibilities.

This section of the SRC brings together a selection of resources which offer further key insights and reflections on these different types of responses, including country-specific examples and case studies, and practical tools to support people to put these approaches into action.

### 5.1 Towards a more equal sharing of care responsibilities

#### **The equal sharing of responsibilities between women and men – a UN priority**

The United Nations Commission on the Status of Women will consider the theme: ‘The equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS’ at its 53rd session at UN Headquarters in New York from 2–13 March 2009. The Commission will return to this theme in two to three years to review the implementation of the policy recommendations adopted and to identify remaining gaps and challenges.

As part of its preparations for the Commission, the UN Division for the Advancement of Women (DAW) organised an Expert Group Meeting to access the latest research and practical experience on the theme. The meeting was attended by independent experts from all regions of the world. The report of the meeting and expert papers are available from the DAW website:

[http://www.un.org/womenwatch/daw/egm/equalsharing/egm\\_equalsharing.htm](http://www.un.org/womenwatch/daw/egm/equalsharing/egm_equalsharing.htm). Some of the papers are also featured in this SRC.

Prior to the Expert Group Meeting, DAW also organised an online discussion on the theme. A total of 340 messages were posted by 147 participants from 67 countries. The discussion can be viewed at:

<http://esaconf.un.org/wb/default.asp?boardid=equalsharingofresponsibilities>.

This information was accessed from the DAW website:

[http://www.un.org/womenwatch/daw/egm/equalsharing/egm\\_equalsharing.htm](http://www.un.org/womenwatch/daw/egm/equalsharing/egm_equalsharing.htm).

**Barker, G. and Verani, F. (2008) *Men's Participation as Fathers in the Latin American and Caribbean Region: A Critical Literature Review with Policy Considerations*, Rio de Janeiro, Brazil: Promundo and Save the Children – Sweden**

English: <http://www.promundo.org.br/Pesquisa/Artigos/DOC%20ING%20Paternidade.pdf>

Spanish: <http://www.promundo.org.br/Pesquisa/Artigos/DOC%20SPA%20Paternidade.pdf>

*This summary is adapted from the paper.*

If men's involvement as fathers is generally positive – for children, women, and men themselves – how can we promote this through policies and programmes? This comprehensive document provides a literature overview and analysis of men's participation as fathers in the Latin American and Caribbean region. It finds that the number of research, programme and policy initiatives addressing men's participation as fathers in Latin America and the Caribbean has been scant. At the programme level, however, a few promising initiatives have emerged, including mass media campaigns, programmes to enhance men's skills in caring for children, and fathers' education or support groups. But due to a lack of funding for work related to fatherhood, there has been little systematic evaluation of these efforts and only limited dissemination of their approaches. Moreover, only a handful of these initiatives have grown out of a concern for gender equality – that is, of engaging men in *sharing* childcare and domestic chores with women. Men's participation in such programmes has also been hindered by assumptions from programme staff and policymakers that fathers are incompetent and deficient as care-givers. The paper concludes with recommendations for the region, including: reviewing existing policies to analyse how they are influencing men's participation as fathers; incorporating questions about men's roles as fathers in existing national surveys; and scaling up fatherhood preparation courses and information campaigns.

**Buhaenko, H., Flower, C., and Smith, S. (2003) *'Fifty Voices Are Better Than One': Combating Social Exclusion and Gender Stereotyping in Gellideg, in the South Wales Valleys*, Cardiff: Gellideg Foundation Group and Oxfam GB**

<http://www.oxfam.org.uk/resources/ukpoverty/downloads/fiftyvoices.pdf>

*This summary is adapted from the paper.*

This report tells the story of how the people of Gellideg – a housing estate in Wales – came together to take steps to combat social exclusion and gender stereotyping. Frustrated by the lack of opportunities available to their children, six local women formed the Gellideg Foundation Group. With help from Oxfam GB, the group conducted an assessment of men's and women's different needs in relation to issues such as training, employment and childcare. It soon became clear that gender stereotyping is a critical factor holding women back from better training and employment opportunities. Most people on the estate believed a woman's job was primarily to care for family members, particularly children, while men were expected to be the primary earners. As a result, women are only able to take up jobs that fit around the needs of their children – yet such jobs are invariably low-paid and part-time. To access better-paid, full-time jobs, women need the right qualifications and appropriate childcare. Moreover, while job training is

available, many women on the estate are drawn into stereotypical training opportunities in childcare or catering, which also tend to be low-paid. In response to these obstacles, the Foundation has called for an audit of gender stereotyping within the local authority to help identify where stereotyping could be challenged. With European funding, they are also challenging gender stereotyping in their community education work – for example, by recruiting male care-givers. In addition, efforts are underway to ensure that childcare provision is available on the estate.

### **Website: Coresponsibility**

English: <http://www.coresponsibility.org/index.php?id=1>

French: <http://www.coresponsibility.org/index.php?id=1&L=6>

Spanish: <http://www.coresponsibility.org/index.php?id=1&L=5>

*This summary is adapted from the website.*

What role can local authorities play in promoting the role of men, especially fathers, in striking a better balance between work and family life? The Coresponsibility project was designed to examine this question. The project has been led by the European New Towns Platform (<http://www.newtowns.net>), a network of 30 European towns in nine countries, working in partnership with local councils and research centres. It was financed by the European Commission through its gender equality programme. Below are summaries of selected outputs from the programme – an inventory of European policies on men and work-life balance; a report of an international conference on ‘Men and Work Life Balance’; and a research study with fathers in the UK:

### **Coresponsibility website highlights:**

#### **Beauzamy, B. (undated) *Comparative Perspective of Work Life Balance in France, Spain, UK and Belgium***

English: [http://www.coresponsibility.org/fileadmin/FCV/resources/docs/Publication\\_draft\\_7\\_-\\_comparative\\_study.pdf](http://www.coresponsibility.org/fileadmin/FCV/resources/docs/Publication_draft_7_-_comparative_study.pdf)

French: <http://www.coresponsibility.org/index.php?id=1&L=6>

Spanish: <http://www.coresponsibility.org/index.php?id=1&L=5>

*This summary is adapted from the paper.*

This inventory provides an overview of local and regional policies relating to fatherhood and work-life balance in Europe, including initiatives to educate fathers about their parental responsibilities, private-sector initiatives, provision of childcare facilities in the workplace, and flexible working hours policies. It draws on four national-level inventories carried out in Spain, France, the UK and Belgium. It argues that women’s ‘double day’ is very much a reality in these four countries, where the imbalance between women’s and men’s contributions to care and domestic work is huge. However, the findings also show that the situation of fathers in all four countries has seen changes, in turn creating a more favourable

environment for the emergence of new policies fostering more involved fatherhood. In general, the research suggests that fathers are viewed in a more positive light by policymakers and the media, and are increasingly described as important care-givers. However, the studies also find that men are often inhibited from taking on a more active care-giving role as a result of conservative practices in the workplace, including a culture of long and inflexible working hours, and stereotypes about women as carers and men as breadwinners. In addition, very few policies exist which target men as a gendered category; instead, policies targeting gender equality focus more explicitly on women, while family policies often target parents in an undifferentiated way.

The four national inventories can be found at: <http://www.coresponsibility.org/index.php?id=27>.

**European New Towns Platform (2007) 'Final Report of the International Conference on 'Men and Work Life Balance', Brussels, 22–23 February 2007'**

[http://www.coresponsibility.org/fileadmin/FCV/resources/docs/ENTP\\_20conference\\_20final\\_20report.pdf](http://www.coresponsibility.org/fileadmin/FCV/resources/docs/ENTP_20conference_20final_20report.pdf)

*This summary is adapted from the report.*

The European Union (EU) is playing a major role in driving work-life balance policies, especially in relation to paternity leave. For instance, it has funded a number of projects which have evaluated the situation of work-life balance in Europe. A set of regulations have also been defined at the European level, and all Member States have established standards in accordance with them. This international conference on 'Men and Work Life Balance' was organised in Brussels in 2007 to learn from existing work in this area and to encourage further initiatives. One of the challenges discussed at the conference was the gap between legislation and practice. In Spain, for example, the government passed a law ensuring that every citizen has the right to receive care; in practice, however, it is unlikely that more than a third of 'dependents' will receive this care, because not enough budget has been allocated towards it. The law also fails to address the reluctance of many men to use public services. As a result, responsibility for providing care is likely to remain at the household level. A key recommendation emerging from the conference was for businesses to allow more flexible working hours. Suggested measures included flexible arrival and departure times, arranging meetings only within core working hours (i.e. not at the beginning or end of the day), and introducing mandatory and non-transferable paternity leave.

**Case study: Pilot in Harlow: An Intranet for Fathers Employed by the City Council and a Booklet for Young Dads Living in Harlow**

For more information see: <http://www.coresponsibility.org/index.php?id=66>

*This summary is adapted from the website.*

In 2006, the organisation Working With Men carried out research with fathers living in Harlow in the UK about their experiences of balancing work and family responsibilities. They talked to two groups of men: one made up of fathers employed by Harlow Council, the other made up of young fathers. Both groups

shared their experiences of getting time off work when their children were born and to look after them when they were older. They also described what support they would like to help them achieve a better balance between their work and family lives. In particular, they wanted to be clearer about what rights they have to take time off and how to access these rights. By getting a better picture of the views and experiences of fathers themselves, Working With Men was able to help Harlow Council develop appropriate policies and initiatives. As a result, an Intranet initiative was set up which makes information available about leave entitlements for fathers employed by them. The Council has also distributed a booklet for young fathers with information about being a young dad, and local sources of help and advice. Fathers from both groups were involved in the development of these initiatives.

**Website: Fostering Caring Masculinities (FOCUS)** <http://www.caringmasculinities.org/>

*This summary is adapted from the website.*

What workplace obstacles do men face in striking a better balance between work and family responsibilities? What kinds of working practices and legislative measures have proved effective at facilitating men's more active involvement in care-giving? These questions were central to the Fostering Caring Masculinities (FOCUS) project (2005–7), funded by the European Commission. Five countries were involved in the study: Germany, Iceland, Slovenia, Spain and Norway. Each country carried out two national studies – one of a public company, the other of a private one – based on interviews with company representatives (managers, human resources staff, and trade union representatives). The findings, which were presented at a conference in 2006, revealed that very few measures exist targeted specifically at men to enable their participation in family activities and caring tasks. The Norwegian offices of Microsoft, which actively encourages male employees to share parental leave equally with their partner, was the only exception.

Several recommendations emerged from the studies. The first is that increased flexibility is key to achieving a better work/family life balance for male employees – for example, through allowing job sharing or working from home. In particular, it was felt that male managers should be encouraged to make use of measures such as paternity leave, to set a positive role model. Other suggestions included: providing work-life balance training for men; offering special paid days off work to fathers with young children; and ensuring that a playroom and family canteen are available at the workplace. On the basis of the findings, practical tools and guidelines are being developed, including a workshop module on work-life balance designed for men. The project's website contains links to each of the national reports, as well as to the overview report which synthesises the findings from the national studies, and the conference report.

**Instituto Papai (2004) 'Fatherhood and Caregiving', *The Program H Manual Series*, Brazil: Instituto Promundo** <http://www.promundo.org.br/396>

*This summary is adapted from the manual.*

Program H works in group educational settings and at the community level to promote reflection on the costs of 'traditional masculinity', and to encourage more gender-equitable behaviours. As part of the initiative, a training manual series has been developed, including a manual on fatherhood and care-giving. Based on a review of the literature, direct programme experiences, and group discussions on the issue of men's participation in care-giving, the manual questions the assumption that men are not concerned with care-giving and do not know how to provide care. Instead, it invites the reader to listen to how young men themselves define care-giving and the place it has, and should have, in their daily lives. Module 1 provides an introduction to the issue, discussing questions such as: What is care-giving? Can a man learn to be caring? How can we engage young men in caring for their children? Module 2 presents a number of activities – field-tested with young men – for facilitators to carry out with men on the issue of fatherhood and care-giving. The activities touch on a variety of themes, including adolescent fatherhood, men's socialisation, gender and parenting, self-care, childcare, daily housework and homophobia, among others. One of the activities from the manual – 'Childcare in the daily life of men' – is presented below.

### **Childcare in the daily life of men**

**Purpose:** To discuss how men perceive childcare.

**Recommended time:** 1 hour and 30 minutes.

- 1) Initially, ask the participants to spread out and walk around the room.
- 2) Tell them that when they hear a time of day followed by the word STATUE, they have to freeze in a position that represents the activity they would be engaged in at the respective time.
- 3) Then, say out loud, a time of day followed by the order STATUE! Proceed like this for the following times:
  - a) 3:00 a.m.
  - b) 10:00 a.m.
  - c) Noon
  - d) 3:00 p.m.
  - e) 10:00 p.m.
- 4) Afterwards, ask the participants to imagine what they would be doing at these times if they had a child to care for. Repeat the same command for the five times mentioned above.
- 5) Open up the discussion, exploring the differences between the two occasions, before and after the child, identifying what time of day the presence of the child meant a greater (or lesser) change to the young men's routine.

### Discussion questions

- Does daily life change when you have a child to care for? In what way? Why?
- And if it was a woman, would it be different? Why?
- Is having a child one of your life plans?
- At what time or times is it easier to care for a child? Why?
- At what times is it more difficult to care for a child? Why?
- What is the bad side of being a father?
- What is the good side of being a father?

At the end, it is important to explore the doubts and anxieties that young men may have in relation to childcare, reinforcing the idea that childcare is a skill that one learns.

Extract from Instituto Papai 2004:130

This manual can be purchased in English and Spanish. Go to <http://www.promundo.org.br/352>.

### **Instituto Promundo, Salud y Género, ECOS, Instituto Papai and World Education (2009) *Working with Young Women: Empowerment, Rights and Health, Brazil*: Instituto Promundo**

<http://www.promundo.org.br/materiais%20de%20apoio/publicacoes/MANUAL%20M.pdf>

*This summary is adapted from the manual.*

How do rigid ideas of what it means to be a woman or man affect women's life choices? This manual includes a series of group educational activities designed to help educators engage young women (15–24 years old) in reflecting on this question. It is intended to promote young women's awareness about gender inequities, rights and health, and support them to develop skills so they can feel more capable of acting in empowered ways in different spheres of their lives. The manual is organised into 10 sections, covering a broad range of issues.

- One section focuses on **motherhood and care-giving**, containing activities to promote discussion of the experience of motherhood and the social and cultural expectations related to being a mother. One exercise prompts young women to reflect on questions such as: Should all women be mothers? How do people respond to women who do not want to have children? Are expectations of being a mother different from expectations of being a father? Another exercise promotes discussion of the multiple roles and responsibilities that women often take on, and the importance of sharing childcare and domestic responsibilities with men.
- Also of particular relevance to gender and care is the section on **young women and work**, which explores the traditional gender divisions which exist in different types of work, and discusses the rights of women in the workplace. It explains how women's higher participation in jobs that require care-giving and domestic skills is directly linked to gender-related norms through which domestic responsibilities are learned as part of socialisation. It also discusses how the activities which are

predominantly carried out by girls and women, such as domestic chores and care-giving, are undervalued by society, and by women themselves. Several activities are outlined to help to address these issues – the box below provides one example.

### **Activity 29: What is a woman's work?**

**Purpose:** To discuss the traditional gender divisions which exist in different types of work.

**Materials required:** Flip chart paper and markers.

**Recommended time:** 1 hour and 30 minutes.

#### **Procedure**

1. Explain to the participants that the purpose of the activity is to discuss the types of work that women and men traditionally carry out.
2. Hand out a sheet of paper and pen to each participant. Ask each participant to create a list of all the different types of work done by different individuals in their family, including themselves. Ask the participants to think about the types of work done by male relatives in comparison to the types of work done by female relatives. For low literacy groups, divide the participants into pairs or small groups and ask them to discuss these points.
3. Allow 10–15 minutes for the participants to write and/or discuss.
4. Invite each participant to share a few examples from her list with the larger group. She should specify whether each type of work is carried out by men, women, or both.
5. Write the different types of work mentioned on a flip chart paper. Create a list of those types of work done by men, a list of those done by women, and a list of those that are performed by either sex.
6. After all of the participants have contributed, review the list that you created with the types of work done by men and those done by women. Go through each item and ask participants whether this type of work can be done by the other sex as well. If participants say that something cannot be done by the other sex, challenge them to think about this further and question their reasoning, until the group comes to the ultimate realisation that this type of work probably can be done by both sexes.
7. Engage the participants in a discussion about the gender division of work, using the discussion questions provided below.

#### **Discussion questions**

- Are there certain types of work which men more commonly do? Are there certain types of work which women more commonly do? What are the reasons for these differences?

- If not mentioned – Is taking care of children and the household considered work? Why or why not? Who is better at taking care of children and the household, men or women? Why? Do you think women have an instinct for this type of work? Explain.
- Do you believe that there are certain types of work that women are not able to do? Why? What are these types of work?
- Do you believe that there are certain types of work that men are not able to do? Why? What are these types of work? What is the role of family in shaping and reproducing norms of what is work for men and what is work for women? (see Text box – Barbie dolls, toy trucks and what they teach us about work).
- Is it easier for women to find jobs than for men? Explain.
- Is it easier for a woman with a higher education to find work than for a woman with little or no education? What types of work do you need more education for?
- What have you learned in this activity? Have you learned anything that can be applied to your own life and relationships? Will you make any changes as a result of this activity?

Extract from Instituto Promundo et al. 2009: 116–117

### **Instituto Promundo, *Once Upon a Boy* Video/DVD and *Once Upon a Girl* Video/DVD**

To accompany the manuals above, two no-words cartoon video/DVDs have been developed:

- *Once Upon a Boy* – a story about the challenges faced by a boy in the process of ‘learning to be a man’, including issues related to fatherhood. The scenes do not contain any spoken dialogue – just sound effects – so the video can be used in a variety of contexts.
- *Once Upon a Girl* – the story of a girl who begins to question the ‘dos’ and ‘don’ts’ of the world around her. Touching on topics ranging from children’s play and household roles to sexuality and intimate relationships, the video is a tool to promote critical reflection on the challenges girls and young women face when growing up.

To purchase the video/DVDs, or to see a short clip, go to: <http://www.promundo.org.br/354>.

**International Labour Organization (2007) *Equality at Work: Tackling the Challenges. Global Report under the Follow-up to the ILO Declaration*, Geneva: ILO**

English: [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms\\_082607.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_082607.pdf)

French: [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms\\_082608.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_082608.pdf)

Spanish: [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms\\_082609.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---webdev/documents/publication/wcms_082609.pdf)

*This summary is adapted from the report.*

In 1998, the ILO's Declaration on Fundamental Principles and Rights at Work was adopted. The Declaration is an expression of commitment by governments and employers' and workers' organisations to uphold basic human values vital to our social and economic lives, including the elimination of discrimination in the workplace. This is the second Global Report on discrimination under the follow-up to the Declaration. It finds that, despite considerable progress in women's educational achievements, the unequal burden of family responsibilities continues to place women at a disadvantage in finding full-time employment. One way of tackling this is through the introduction of policies to encourage men to take care-related leave.

The report describes a range of parental leave arrangements in place in different countries. In Iceland, for example, no distinction is made between paternity and maternity leave, but a nine-month paid leave (at 80 per cent of salary) after childbirth is granted instead. This leave is split into three equal parts between the mother, the father (whose share is non-transferable) and the couple. In three years, the average number of days of parental leave taken by men increased from 39 to 83. However, a major challenge with care-related leave is that even when men are entitled to take leave, the take-up rate is generally poor – due in part to the low levels of benefits granted and to cultural values that uphold women's role as primary caregivers. The report also explores other strategies to address the discrimination faced by workers due to care responsibilities, such as better access to childcare, including for workers in the informal sector.

This report is also available in German, Arabic, Chinese and Russian. To order, please contact: [pubvente@ilo.org](mailto:pubvente@ilo.org).

**Leach, F (2003) 'Curriculum-materials Analysis', in *Practising Gender Analysis in Education*, Chapter 8, Oxford: Oxfam GB**

The school system can be a powerful entry point for promoting equitable gender relations and diverse possibilities for male and female roles. Conversely, it can also be a dominant source of gender bias and stereotyping. In school textbooks, for example, women and girls are often portrayed in a limited range of subordinate, nurturing roles – as wives and mothers or doing low-income and unskilled employment. Men and boys, on the other hand, are rarely depicted in the home or carrying out domestic activities; instead, they are portrayed doing 'productive' work in the public sphere. Chapter 8 of this book presents a number

of tools and checklists which have been developed to assist with reducing gender bias in learning materials (see the box below). The book recognises that the revision of textbooks does not necessarily mean they will be used in a gender-sensitive way and points to the need for teachers to receive ongoing gender awareness training.

**Tips for encouraging positive representations of diverse gender roles in educational materials**

- Deliberately portray women and girls in a wide range of positive roles
- Apply a role-reversal to portray males and females in atypical roles (e.g. a boy cooking, a woman driving a car)
- Increase the portrayal of women in the public sphere – in economic and political roles as well as social, and in leadership roles (e.g. Member of Parliament, director of a company etc.)
- Place greater emphasis on female intellectual and professional capacities
- Increase the portrayal of men in the private domain, in a family capacity, and sharing domestic duties.

Adapted from Sifuniso et al. 2000, in Leach 2003: 120–1

- Avoid stereotyped family scenes such as the woman cooking and the man reading a newspaper, the boy playing football while the girl mends clothes or fetches water. Instead show the man playing with the children or working in the kitchen, the woman reading the newspaper or playing with the children; show the girl playing football and the boy mending clothes; or show both parents sharing domestic and childcare responsibilities, both the girl and the boy mending clothes etc.
- Avoid stereotyped pictures of occupations and activities: show a female pilot or engineer, or a male nurse or nursery or primary teacher; avoid girls playing only with dolls, and boys with bricks or cars.

Adapted from UNESCO 1997: Section 8, in Leach 2003: 120–1

This book can be purchased from Oxfam.

See: <http://publications.oxfam.org.uk/oxfam/display.asp?isb=0855984937&TAG=&CID>. It is also available from the British Library of Development Studies (BLDS), which offers a document delivery and inter-library loan service. See: <http://blds.ids.ac.uk/docdel.html>.

**Richter, L. and Morrell, R. (eds) (2006) *Baba: Men and Fatherhood in South Africa*, Cape Town: HSRC Press** <http://www.hsrcpress.ac.za/product.php?productid=2113&freedownload=1>

*This summary was based on the description on the HSRC Press website.*

What does it mean to be a father in South Africa? Is it important for fathers to do more for children in a world that assumes that mothers take the primary parenting role? What evidence is there of new fatherhood styles emerging in South Africa? This report provides answers to some of the most difficult questions about fatherhood in South Africa. Authors from a range of backgrounds and disciplines break new ground as they explore the centrality of fatherhood in the lives of men and in the experiences of children. They argue that men can make a major contribution to the health of South African society by caring for children and producing a new generation of South Africans for whom men will be significant by their positive presence rather than by their absence or their abuse. In this collection, authors examine the conceptual and theoretical questions posed and attempt to map the field.

In the second section, fathers and fatherhood are examined from an historical perspective, showing how race and class have shaped fatherhood in South Africa, and how understandings of fatherhood have changed over time. In the third section, authors discuss the ways in which fathers appear in the media – particularly how men as fathers are often portrayed in narrow ways which inhibit alternative forms of fatherhood emerging. In the fourth section, authors offer answers to how men experience fatherhood and what obstacles bar men from expanding their engagement with children. Finally, the book offers examples of local and international programmes working with fathers.

This book can be purchased from HSRC Press. See:  
<http://www.hsrcpress.ac.za/product.php?productid=2113&freedownload=1>.

**Rivero Recuenco, A. et al. (2007) *From Conciliation to Coresponsibility: Good Practice and Recommendations*, Observatory 10. (*De la Conciliación a la Corresponsabilidad: Buenas Prácticas y Recomendaciones. Observatorio 10*), Madrid: Instituto de la Mujer**  
[http://www.migualdad.es/MUJER/publicaciones/docs/Conciliacion\\_Corresponsabilidad.pdf](http://www.migualdad.es/MUJER/publicaciones/docs/Conciliacion_Corresponsabilidad.pdf)

Document in Spanish.

*This summary is adapted from the paper.*

This document was researched and produced by the Spanish National Machinery for the Advancement of Women (Instituto de la Mujer). It identifies good practices in relation to a) promoting women's integration into the labour market, and b) encouraging men's involvement in care and domestic tasks. Building on these good practices, a comprehensive plan is outlined. One main area of focus is on transforming the social attitudes that reproduce the gendered division of labour within the family. Proposed interventions include working with the media to challenge gender stereotypes, and promoting ideas about equal sharing of care responsibilities at school. Another key area of intervention focuses on improving the quality and availability of services providing care. Proposed measures include extending the opening hours of childcare facilities, and putting in place training programmes for care workers. Such measures should be

accompanied by needs assessments, information campaigns on the new services, and the evaluation of the processes and impact of each initiative.

**Welbourn, A. (Adapted by Jewkes, R. and Cornwall, A.) (1998) *Stepping Stones: A Training Manual for Sexual and Reproductive Health Communication and Relationship Skills*, Johannesburg: CERSA, Medical Research Council, Pretoria and the Planned Parenthood Association of South Africa**

*This summary is adapted from the manual.*

Stepping Stones is a workshop series designed to provide opportunities for participants to examine their values and attitudes towards gender and relationships, to build on their knowledge of sexual health, and to develop skills to help communicate with others. The Stepping Stones training package consists of a manual which is intended to be used in its entirety with peer group participants. It contains a wide range of structured exercises involving role play and other participatory methods of group learning, designed to help trainers and community members to organise a workshop. While the focus is on sexual health, some of the sessions are explicitly intended to help participants explore images and realities of the 'ideal' man and woman, and to think about what implications this can have for the individuals concerned. For example, one session – 'Men and Women – Ideal and Reality', uses pictures depicting ideal images of women and men to explore how different people in society are expected to behave. The idea is to recognise how limiting these social labels can be.

The Stepping Stones training package is available from TALC: PO Box 49, St. Albans, Hertfordshire, AL1 5TX, UK. Telephone: (+44) 1727 853869. Fax: (+44) 1727 846852. It can also be ordered from the Strategies for Hope website. See: <http://www.stratshope.org/t-training.htm>. For further information on the Stepping Stones training package, see <http://www.steppingstonesfeedback.org/?s=manual>.

**Case Study: Sharing Care Responsibilities at Household and Community Levels – the Experience of the Municipality of Getxo in the Basque Country, Spain**

In the municipality of Getxo in the Basque Country in the north of Spain, care is high on the political agenda. This is reflected in Getxo's second plan (2006–9) of Equality Between Women and Men, which commits the government to, among other things, encourage men and women to share care responsibilities more equally. Several strategies are proposed. One is to support campaigns that question gender stereotypes and promote a diversity of male and female roles – including through engaging with the local media to use positive messages and images that support co-responsibility. Another is to assess the needs of council employees in relation to care provision, and to introduce flexible working hours for council staff. It is also proposed that men employed by the council be explicitly encouraged to take leave for caring purposes and to post it on the Intranet when they take paternity leave – to advertise this as good practice.

*This case study is based on:*

*II Plan de Igualdad de Mujeres y Hombres (Second Plan of Equality Between Women and Men) in Spanish, [http://www.getxo.net/castellano/igualdad/getxo\\_igualdad\\_plan.asp?MNU\\_Id=315](http://www.getxo.net/castellano/igualdad/getxo_igualdad_plan.asp?MNU_Id=315).*

## **5.2 Re-conceptualising care as valuable and productive**

**Aguirre, R., Cabrera, M., Calvo, C., Damiani, D., Macari, A., Pagnotta, N. Perrotta, V. and Scuro, L. (2008) *Uso del tiempo y trabajo no remunerado en Uruguay. Modulo de la Encuesta Continua de Hogares Septiembre 2007 (Time Use and Unpaid work in Uruguay. Household Survey Module September 2007)*, Instituto Nacional de Estadística, UNIFEM, In *Mujeres*, Departamento de Sociología de la Facultad Ciencias Sociales (DS/FCS) de la Universidad de la República**  
<http://www.ine.gub.uy/biblioteca/uso%20del%20tiempo%202007/Documento%20Uso%20del%20Tiempo%20y%20Trabajo%20no%20remunerado.pdf>

Document in Spanish.

*This summary is adapted from the paper.*

In 2007, the National Statistics Institute of Uruguay introduced a module on time use and unpaid work into the national household survey. This initiative was part of a wider regional project, funded by the United Nations Development Fund for Women (UNIFEM) and the Spanish Development Cooperation, and implemented in collaboration with local governments. The objectives of the module were to generate information on the extent to which women and men participate in unpaid activities – such as domestic work, childcare, care for older people, and unpaid community work – and to find out *how much* time they spend on these activities. This document describes the methodologies used, including the size of the sample and the way the information was gathered. The findings revealed that although 91 per cent of the people surveyed declared that they participate in unpaid activities, women spend on average twice as long as men on these activities on a weekly basis. Women between the ages of 30 and 59 spend three times as long as men doing unpaid work – significantly reducing their ability to participate in the labour market. In respect of childcare, the findings showed that women and men spend almost the same amount of time playing with their children (8.7 and 7 hours per week, respectively), but the gap widens when it comes to bathing and dressing children (4.7 and 2.5 hours per week, respectively). The findings also showed that women in single-parent families dedicate less time to unpaid activities than women in two-parent families because of the time they have to devote to income-generating activities.

**Budlender, D. (2004) *Why Should We Care About Unpaid Care Work?* Harare: United Nations Development Fund for Women, Southern Africa Regional Office**

[http://www.sarpn.org.za/documents/d0000919/P1017-Unpaid\\_Care\\_Work.pdf](http://www.sarpn.org.za/documents/d0000919/P1017-Unpaid_Care_Work.pdf)

*This summary is adapted from the paper.*

The failure of macroeconomic policies to acknowledge unpaid care work – such as housework, cooking, and caring for children, older people, and sick or disabled people – has a significant impact on women's lives. How can we ensure that unpaid care work is visible and accounted for in macro- and micro-level policymaking? This guidebook is written for non-economists and non-statisticians with the aim of better equipping them to influence the economists and statisticians who build the economic models on which much policy is made. It focuses in particular on the issue of unpaid care work in Southern Africa and the Indian Ocean States, where the problem has been exacerbated by HIV and AIDS and cuts in the public health sector.

The guide starts by defining unpaid care work and discussing the links between unpaid care work and poverty. It looks at the different types of work that women and men do, and examines what types of work are fully counted, partially counted and undercounted in standard statistical and economic systems. It also discusses statistical tools and methodologies for data collection, production and analysis of unpaid care work, and asks how we can measure and value this type of work so that it can be 'seen' by economists and considered in economic policymaking. Finally, it discusses how unpaid care work can be inserted into national accounts (from which it is currently excluded), and outlines possibilities for advocacy work.

**Budlender, D. (2007) 'A Critical Review of Selected Time Use Surveys', *Gender and Development Programme – Paper 2*, Geneva: United Nations Research Institute for Social Development**

[http://www.unrisd.org/unrisd/website/document.nsf/\(httpPublications\)/169A34EDDF90D43DC12573240034E24E?OpenDocument](http://www.unrisd.org/unrisd/website/document.nsf/(httpPublications)/169A34EDDF90D43DC12573240034E24E?OpenDocument)

*This summary is adapted from the paper.*

Time use surveys provide information on the activities people perform over a given time period – generally a day or a week – as well as how much time they spend on each of the specified activities. While the scope and purpose of time use surveys differ enormously, they are often intended to highlight the time spent on unpaid activities – those activities which are generally either under-recorded in surveys or not recorded at all. The main purpose of this paper is to critically review selected time use surveys conducted in countries from different regions of the world, in order to assess their quality. The countries reviewed in this paper are Argentina, Brazil, Mexico, Nicaragua, Bangladesh, India, the Republic of Korea, Chad, Mali, South Africa and Tanzania. The paper assesses the design of the surveys and the quality of the data obtained, especially with respect to unpaid care work. It also identifies weaknesses in the data and survey design, and provides recommendations for future time use surveys, including:

- Simultaneous activities must be recorded and analysed in order to obtain accurate records of unpaid care work – this area needs more research and experimentation.
- Given the relative novelty of conducting time use surveys in developing countries, studies should be fully documented regarding both what worked and what did not work well.
- Existing data are often under-utilised – efforts are, therefore, needed to encourage more analysis of the data that are already available.

This paper was prepared as part of the preparatory phase of the UNRISD research project on the *Political and Social Economy of Care*. See Section 3 of this SRC for more information on this project.

**Corner, L. (2003) *From Margins to Mainstream: From Gender Statistics to Engendering Statistical Systems*, New York: UNIFEM** <http://www.unifem-ecogov-apas.org/ecogov-apas/EEGKnowledgeBase/EngenderingNSS/Margins2Mainstream.pdf>

*This summary is adapted from the paper.*

Until recently and almost universally, the majority of decision makers involved in identifying data requirements and developing national statistical systems have been men. As a result, men's concerns, needs and lifestyles are better represented in current statistics than women's. This paper calls for a thorough review of the data collection framework and process from a gender perspective, and a systematic engendering of each specific data collection instrument. In particular, it argues it is necessary to engender data collection for the System of National Accounts (SNA). This is important because women's contributions to the economic production and wealth of economies are currently largely excluded from the data that provide the basis for preparation of national accounts. So what is needed to engender the SNA? Several suggestions are made, including the importance of initiating dialogues between gender advocates, users of national accounts – particularly economic policy analysts and decision makers – and staff in sectors and agencies that provide the administrative data used in the preparation of national accounts. More work needs to be done to bring into the dialogues those responsible for economic data such as trade statistics, price statistics, business and production statistics in order to begin the process of identifying gender issues and gender gaps in these areas, as well as gender biases that may arise from the ways in which such data are used.

**Elson, D. (1999) *Gender-neutral, Gender-blind, or Gender-sensitive Budgets? Changing the Conceptual Framework to Include Women's Empowerment and the Economy of Care*, London: Commonwealth Secretariat <http://www.undp.org/gender/CD-Gender-and-Budgets-2004/3.1-care.htm>**

*This summary is adapted from the paper.*

Budgets are often assumed to be gender-neutral, whereas in reality they tend to be gender blind – failing to take into account the fact that men and women have different roles, responsibilities and resources in society. This failure leads to further discrimination against, and disempowerment of, women. One of the major failures of budgets is their neglect of the unpaid ‘care economy’. This paper makes recommendations to ensure that the unpaid care work so often absorbed by women and girls is measured, valued and included in the budget. It notes that current economic models are based on the unit of the household, which is seen as a consumer of goods and public services rather than as a producer of valuable inputs and resources. Women’s contribution to the economy is largely in this hidden area of production which includes care work, voluntary or civil society activity, subsistence production, and work in the informal sector. The invisibility of this work means not only that it is underestimated or inaccurately measured, but also that it is excluded from Gross National Product (GNP) and usually ignored when making policy decisions.

It is recommended that:

- Parallel budget or ‘satellite accounts’ be set up to measure and quantify the value of unpaid output in the care economy. These would view caring labour in terms of market price and would make the division of labour which underpins this more explicit.
- Investment is made in the care economy – for example, through greater provision of free public services such as health care and education.
- Gender-disaggregated data is collected of all economic activity and set out in a ‘Social Accounting Matrix’. This would give a better picture of how and why women’s economic activity often goes unmeasured and under-valued. Data should be collected on variations in income, expenditure, and government spending within and between households and businesses, and within government committees and departments.

**Folbre, N. (2006) ‘Measuring Care: Gender, Empowerment, and the Care Economy’, *Journal of Human Development*, Vol. 7 No. 2: 183–99, London: Routledge**

*This summary is adapted from the paper.*

How should care be defined and measured in ways that enhance our understanding of the impact of economic development on women? This paper addresses this question, suggesting several possible approaches to the development of indices to measure gender differences in responsibility for the care of dependents. Rather than merely capturing some of the *outputs* of care in terms of improved health and education – as in the Human Development Index – the paper makes a case for the development of additional indices to measure the *inputs* into care. For example, as an alternative to measures of per-

capita income (household income divided by the number of family members), surveys could measure individual income, minus taxes paid to the government, minus transfers for the care of dependents. This measure could be used to develop a better measure of individual poverty than current measures, which are typically based on household rather than individual income. Another measure could be individual disposable time – the amount of time an individual has left over after they have fulfilled responsibilities for paid and unpaid work. This measure could be constructed from existing time use surveys by summing leisure time and personal care (including sleep) time. However, it is important to note that much of the time that women report as leisure is accompanied by childcare constraints; this time needs to be 'discounted'. A Gender Care Empowerment Index is also suggested – an equally weighted sum of men's proportion of direct unpaid care hours relative to women's direct unpaid care hours, and men's proportional representation in paid care work occupations relative to women's representation.

For information about how to subscribe to this journal, visit:

<http://www.tandf.co.uk/journals/titles/14649888.asp> or email: [tf.enquiries@tfinforma.com](mailto:tf.enquiries@tfinforma.com).

**Milosavljevic, V. (2008) Las Encuestas de Uso del Tiempo en América Latina (Time-use Surveys in Latin America), Division de Asuntos de Genero, ECLAC/CEPAL, IX International Meeting on Gender Statistics, 29 September to 1 October 2008, Aguascalientes, Mexico**

[http://www.inegi.gob.mx/inegi/contenidos/espanol/eventos/IXeieg/doctos/1oct/sesion%205%20a/s\\_monta%C3%B1o2.ppt](http://www.inegi.gob.mx/inegi/contenidos/espanol/eventos/IXeieg/doctos/1oct/sesion%205%20a/s_monta%C3%B1o2.ppt)

Document in Spanish.

*This summary is adapted from the paper.*

This presentation by ECLAC provides an overview of the wide range of initiatives that have been carried out in Latin America on the issue of time use. Mandated by international and regional agreements such as the Beijing Platform for Action and the Quito Consensus (see the box below), a number of national governments have introduced time use modules. In Ecuador, for instance, efforts have been taken to implement a time use survey at the national level with the purpose of obtaining information on the paid and unpaid work carried out by women and men. The ultimate aim was to give visibility to unpaid work, and to develop analytical and information tools to help formulate gender-sensitive public policies. In Chile, the government's main objective was to develop tools, systems classifying activities, and methodologies to gather, process and present information which could then be integrated into the system of household surveys. This presentation argues that a number of issues must be taken into account to ensure that time use surveys are gender-sensitive, including recognition of the fact that women often cannot separate work time from non-work time as clearly as men do. Another issue was that while flexible working time can facilitate a better work-life balance, such policies are only effective if workers can choose the working time that best suits them. The document also recommends relevant materials for further reading, including reports, surveys, international meeting documents and courses.

### **The Quito Consensus, 2007**

In 2007, at the 10<sup>th</sup> Regional Conference on Women in Latin America and the Caribbean, 33 Latin American countries approved the **Quito Consensus**, whereby they agreed to adopt all necessary affirmative action measures and mechanisms to ensure the full participation of women in public office and in political representative positions. The Consensus reaffirms the necessity of adopting measures of co-responsibility in family and working life that apply equally to women and men, bearing in mind that sharing family responsibilities equitably and overcoming gender stereotypes help to create conditions conducive to women's political participation. It also commits governments to developing instruments, especially time use surveys, for periodically measuring unpaid work performed by women and men in order to make such work visible and recognise its value, to incorporate their results into the System of National Accounts, and to design economic and social policies accordingly.

Adapted from the ECLAC website: <http://www.eclac.org/>.

For the full text of the Convention, available in English, French and Spanish, see:

[http://www.eclac.cl/cgi-](http://www.eclac.cl/cgi-bin/getProd.asp?xml=/publicaciones/xml/9/29489/P29489.xml&xsl=/mujer/tpl/p9f.xsl&base=/tpl/imprimir)

[bin/getProd.asp?xml=/publicaciones/xml/9/29489/P29489.xml&xsl=/mujer/tpl/p9f.xsl&base=/tpl/imprimir.xsl](http://www.eclac.cl/cgi-bin/getProd.asp?xml=/publicaciones/xml/9/29489/P29489.xml&xsl=/mujer/tpl/p9f.xsl&base=/tpl/imprimir.xsl)

**United Nations Department of Economic and Social Affairs, Statistics Division (2004) *Guide to Producing Statistics on Time Use: Measuring Paid and Unpaid Work*, New York: United Nations**  
[http://unstats.un.org/unsd/publication/SeriesF/SeriesF\\_93E.pdf](http://unstats.un.org/unsd/publication/SeriesF/SeriesF_93E.pdf) (Note – this is a very large document).

*This summary is adapted from the Guide.*

This publication seeks to provide further impetus to the development of statistics on time use, and to assist countries interested in undertaking time use surveys. It is also intended to facilitate the consistent use of methods and practices in collecting, processing and disseminating time use statistics. The Guide:

- explains what time use statistics are and discusses the rationale for producing them;
- provides an overview of data collection methods on time use and of the key issues relevant to planning and conducting time use surveys;
- outlines the scope and coverage of time use data and the survey instruments available for collecting this data (such as 24-hour diaries or stylised questions);
- provides sample designs for time use surveys;
- discusses how to collect, process and disseminate time use data; and
- reviews the trial International Classification of Activities for Time Use, which has been presented for adoption as an international standard classification.

A wealth of country practices are also reported in the annexes to this Guide.

**United Nations Development Programme (1995) *Human Development Report 1995*, Chapter 4: 'Valuing Women's Work', New York and Oxford: Oxford University Press**

[http://hdr.undp.org/en/media/hdr\\_1995\\_en\\_chap4.pdf](http://hdr.undp.org/en/media/hdr_1995_en_chap4.pdf)

*This summary is adapted from the report.*

Much of the work that women do remains unrecognised and unvalued, particularly in economic terms. This has an impact on the status of women in society, their opportunities in public life and the failure of development policy to address gender inequalities. This chapter of the Human Development Report reflects on the scale and nature of women's economic contributions globally. Drawing on time use data from 31 countries, the report reveals that women work longer hours than men in every country. Yet with no economic value given to activities such as caring for household members and carrying out domestic chores – activities which are predominantly undertaken by women – the contribution of women is seriously underestimated. If women's unpaid work were properly valued, the report argues, it is quite possible that they would emerge in most societies as major breadwinners, since they generally put in longer hours of work than men. Moreover, if national statistics fully reflected the 'invisible' contribution of women, it would become impossible for national and global policymakers to ignore women's gender-differentiated needs and priorities when designing policies and allocating budgets.

**United Nations Development Programme (1999) *Human Development Report 1999*, Chapter 3: 'The Invisible Heart – Care and the Global Economy', New York and Oxford: Oxford University Press**

[http://hdr.undp.org/en/media/hdr\\_1999\\_ch3.pdf](http://hdr.undp.org/en/media/hdr_1999_ch3.pdf)

*This summary is adapted from the report.*

In a globally competitive labour market, how can we preserve time to care for ourselves and our families, neighbours and friends? How do we find the resources to provide for those unable to provide for themselves? And how can societies distribute the costs and burdens of this work equitably – between men and women, and between the state, family or community, and the private sector? These are some of the challenging questions explored in this chapter, which starts from the premise that "the role of care in the formation of human capabilities and in human development is fundamental". Without genuine care and nurturing, children cannot develop capabilities, and adults have a hard time maintaining or expanding theirs. But globalisation is putting a squeeze on the time that women and men have available to care for themselves and others, particularly in the light of women's increasing participation in the labour force. At the same time, financial pressures on the state are squeezing public spending on care services. This chapter asks how societies can design new arrangements for care provision in the global economy – to make sure that it is not 'squeezed out'. The first step is to build the commitment of both men and women to care-giving through, for example, supporting incentives such as tax credits – where a household or individual who is responsible for the care of a child, older or disabled person pays less tax. It also requires efforts to bring about more equal sharing of care work between women and men, through initiatives to reduce the hours men are expected to work in order to increase the time they can spend with their families.

### 5.3 Social policy options

#### **Eldis (2006) 'Gender and Social Protection' Key Issues Page, Brighton: Eldis/IDS**

<http://www.eldis.org/go/topics/resource-guides/gender/key-issues/gender-and-social-protection>

Social protection as a poverty reduction strategy has been gaining attention in recent years. The term 'social protection' can be used to describe a range of public, private or informal interventions to reduce vulnerability and risk faced by poor people. Such interventions include, but are not limited to, cash transfers, social pensions, and cash- or food-for-work programmes. This Key Issues Page applies a gender perspective to social protection debates and policies. It contains information on conditional and unconditional cash transfers, public works schemes, social security for informal workers, and the gender dimensions of social protection policies. In each section, an overview of the issues is provided, along with summaries of recommended readings. In particular, the section on conditional cash transfers contains several documents evaluating the well-known Mexican cash transfer programme, Oportunidades, discussed in section 4.3.2 of the *Gender and Care Overview Report* (see also Molyneux's paper summarised below).

#### **European Commission (2008) *Manual for Gender Mainstreaming: Employment, Social Inclusion and Social Protection Policies*, European Communities, Luxembourg: Office for Official Publications of the European Communities**

[http://ec.europa.eu/employment\\_social/publications/booklets/equality/pdf/ke8108293\\_en.pdf](http://ec.europa.eu/employment_social/publications/booklets/equality/pdf/ke8108293_en.pdf)

*This summary is adapted from the paper.*

In its Roadmap for equality between women and men (2006–10), the European Commission set as key priorities the economic independence of women and men and the reconciliation between work, private and family life. This document contains two manuals designed to support the achievement of these goals: the first on mainstreaming gender into employment policies; the second on mainstreaming gender into social inclusion and social protection policies.

The first manual provides an easy-to-grasp explanation of what gender mainstreaming is, and practical, hands-on advice to policymakers on how to mainstream gender into labour market policies, pay and career policies, reconciliation (between work, private and family life) policies, and 'flexicurity' policies (policies designed to increase the adaptability of workers and the work place, while also enhancing employment and social security). With respect to mainstreaming gender in labour market policies, for example, pointers include:

- Do policies address the needs of specific groups such as lone parents (through, for example, childcare provision) or women who are returning to work (through adequately tailored training possibilities)?
- Are the specific needs of women and men considered in the way in which job training is organised – for example, is childcare available?

With regards to producing gender-sensitive reconciliation policies, considerations include:

- Are there any guidelines or targets set with regard to reconciliation policies?
- Are there leave provisions to cope with care for elderly adults?
- What is the take-up of leave facilities by gender?
- Are opening hours for childcare facilities compatible with full-time employment?

The second manual suggests broad gender considerations that should be factored in when designing social protection and social inclusion policies. For example:

- Do women or men face more difficulties in accessing public services?
- Do improvements in the availability of public transport benefit women and men equally (women being more frequent users)?

It also provides pointers on mainstreaming gender into the earnings-related pension systems in place in EU Member States. These systems generally mean that women receive lower benefits than men because of gender inequalities in income, and because women are more likely than men to interrupt their working lives to care for children and other dependents. But pension systems can be designed to give credits for breaks in paid employment or for part-time work resulting from care responsibilities. Finally, the manual provides questions to guide policymakers in assessing the gender impact of health and long-term care reforms. For example, do policies promote the participation of women and men equally in training and life-long programmes for staff in the health and long-term care field?

**International Labour Organization Regional Office for Arab States (2008a) 'Social Care Needs and Service Provisions in Arab States: Bringing Care Work into Focus in Lebanon', *Policy Brief 1*, Beirut: International Labour Office** [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms\\_097022.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_097022.pdf)

*This summary is adapted from the Policy Brief.*

Care needs in Lebanon are being affected by: cuts in public social spending; changes in demographics, family and household structures; and increasing participation of women in the labour force. Yet in the face of these changes, one constant that remains is the expectation that women should assume the customary role of unpaid care providers. In the absence of adequate provision of public and private care services, women are often left having to manage care activities which consume much time and energy and constrain their labour force participation. In Lebanon, one clear indication of the deficit in social care options is the steady increase in the demand for paid care services. These are most often provided by migrant domestic workers, many of whom live in their employers' homes, where they can be vulnerable to labour exploitation and abuses. This policy brief summarises the findings of a preliminary assessment on social care in Lebanon, and concludes with detailed policy recommendations. One finding is the lack of

awareness in Lebanese society, and particularly within trade unions, of the implications of unpaid care work for women's participation in the labour force and gender equality more broadly. Recommendations point to the need for awareness-raising and training for national stakeholders to better equip them to address the care deficits in the country. Public campaigns emphasising the care responsibilities of men as fathers, sons, husbands and siblings are also called for to encourage men to take on more active caring roles.

**Kabeer, N. (2008) *Mainstreaming Gender in Social Protection for the Informal Economy*, London: Commonwealth Secretariat**

*This summary is adapted from the book.*

How can the money spent on social protection measures make more of a difference to the lives of women workers? This book explores the gendered dimensions of risk, vulnerability and insecurity, and the subsequent need for a gender perspective in the design of social protection measures. The emphasis is on the informal economy because that is where the majority of women – and, indeed, poor people – are to be found. Their need for social protection reflects not only their over-representation in precarious and poorly paid jobs, but also the variety of gender-related constraints that limit their ability to overcome labour market disadvantages through their own efforts.

Women's socially ascribed responsibility for the care of family members is one of these gendered constraints. As the book illuminates, care responsibilities reduce women's ability to take up paid work relative to men and limit the kinds of work they can do. For example, women with children are more likely to be self-employed or to work from home than men or women without children, because of their childcare responsibilities. This can mean having to forego the higher earnings associated with regular waged work. However, social protection measures can be designed to reduce women's domestic workloads – for example, through the provision of affordable childcare and other public care services. But in the light of the popularity of cash transfers in the current social protection agenda of international donors, the provision of public care services is receiving less attention. This is in spite of the fact that the participation required by women in cash transfer programmes can place an added burden on them – often failing to recognise their dual responsibilities for care work and waged work. The book argues that listening to the needs and priorities of informal workers who are organising for their rights is likely to lead to more appropriate social protection measures which will better reflect women's need to combine responsibility for childcare and domestic chores with their economic activities.

You can purchase this book from the IDS Bookshop: <http://www.ids.ac.uk/go/bookshop>. It is also available from the British Library of Development Studies (BLDS) which offers a document delivery and inter-library loan service. See: <http://blds.ids.ac.uk/docdel.html>.

**Molyneux, M. (2007) 'Change and Continuity in Social Protection in Latin America: Mothers at the Service of the State?' *Gender and Development Programme, Paper 1*, Geneva: United Nations Research Institute for Social Development**

[http://www.unrisd.org/80256B3C005BCCF9/\(httpPublications\)/BF80E0A84BE41896C12573240033C541?OpenDocument](http://www.unrisd.org/80256B3C005BCCF9/(httpPublications)/BF80E0A84BE41896C12573240033C541?OpenDocument)

*This summary is adapted from the paper.*

Far from 'empowering' women, social protection programmes in Latin America often increase women's unpaid responsibilities and reinforce the gender division of labour. This is the central argument put forward in this paper, which critically analyses two social protection programmes in Latin America. The first is the well-known Mexican-based Oportunidades programme (formerly Progresa). Families selected for the programme receive cash transfers, but these payments come with conditions: mothers must agree to fulfil certain duties, including taking their children for regular health checks, meeting targets for ensuring their children's school attendance, attending workshops, and giving up time to work in the community. The second case study, Comedores Populares (or People's Kitchens), is a food distribution programme in Peru, where women provide cooked food to people in low-income communities on a voluntary basis. Both projects, the paper argues, depend on women fulfilling their traditional gender roles and responsibilities. Oportunidades does so by making cash transfers conditional on 'good motherhood'; the Comedores do so by relying on women's domestic labour and food preparation skills. Neither programme makes any effort to promote shared responsibility between women and men for meeting project goals and for children's welfare. Instead, the work that women undertake – whether cooking or ensuring that children's needs are met – is taken for granted as something that mothers 'do'. The radical challenge, the paper argues, is to 'dematernalise' women's roles and encourage cooperative models of household responsibility.

**Montaño, S. (2007) *Women's Contribution to Equality in Latin America and the Caribbean*, Santiago, Chile: Women and Development Unit of the Economic Commission for Latin America and the Caribbean**

English: <http://www.eclac.cl/id.asp?id=29400>

French: <http://www.eclac.cl/id.asp?id=29406>

Spanish: <http://www.eclac.cl/id.asp?id=29399>

Portuguese: <http://www.eclac.cl/id.asp?id=29408>

*This summary is adapted from the paper.*

*Women's Contribution to Equality in Latin America and the Caribbean* brings to the fore two key drivers in the structural pattern of inequality between women and men: first, political participation and gender parity in decision-making processes at all levels, and, second, women's contribution to the economy and social protection, especially in relation to unpaid work. As far as women's contribution to the economy is concerned, this study shows that women dedicate a significant amount of time to care-giving, irrespective of their employment status. However, this contribution to their household's well-being can disadvantage them when they try to enter the labour force to gain economic independence and access social protection

systems linked to the labour market, such as pensions. The difficulty experienced by women in finding a suitable position in the labour market extends to the world of politics, in which they have achieved only a minority representation. This paper sets out active policies for overcoming the obstacles to equitable access to the labour market, especially those arising from the gendered division of labour. The quantitative evidence collected and analysed points conclusively to the need for policies that foster shared responsibility between men and women in caring for members of the household, especially children, as well as for more comprehensive public action by the State and the business sector to facilitate the work of caring for sick, older and disabled people.

**Peng, I. (2008) 'Political and Social Economy of Care: Republic of Korea', *Research Report 1*, Geneva: United Nations Research Institute for Social Development**

[http://www.unrisd.org/unrisd/website/document.nsf/\(httpPublications\)/25323BDF627A4093C1257417002F7D1B?OpenDocument](http://www.unrisd.org/unrisd/website/document.nsf/(httpPublications)/25323BDF627A4093C1257417002F7D1B?OpenDocument)

*This summary is adapted from the paper.*

Since 1990, many East Asian countries have extended and strengthened their welfare states in response to the increased demand for social welfare and to imperatives arising from changes in their countries' social, economic and demographic structures. This is particularly the case in the Republic of Korea, where there has been a spate of new social care and women-friendly policies passed since 2000, including the Maternity Protection Law, the National Child Care Act and the Elderly Care Insurance. This paper argues that these social policy initiatives reflect the government's concerns over the effects of population ageing, low fertility, changes in family structure, and new labour market conditions. The ageing population, coupled with low fertility rates, has left the government anticipating an increased demand for the care of older people as well as a labour shortage problem in the future. While married women's increased participation in the labour force will be important for the country's economic growth, it is also likely to exacerbate the decline in married women's unpaid family care, which would make more public care provision for older people a necessity. Similarly, if the government hopes to sustain and increase women's participation in the labour market, and at the same time raise the national fertility rate, it will have to provide positive incentives for women and men to have children. This makes social policy reforms such as increased public childcare provision, assistance for families with small children and positive employment regulations, such as maternity and parental leaves, increasingly imperative.

This paper was produced as part of the UNRISD *Political and Social Economy of Care* project (see Section 3 of this SRC for more information on the UNRISD project). It is the first report in a series of research reports on the Republic of Korea, which can be downloaded from the UNRISD website. See: [http://www.unrisd.org/80256B3C005BB128/\(httpProjectsForResearchHome-en\)/37BD128E275F1F8BC1257296003210EC?OpenDocument&panel=unpublished](http://www.unrisd.org/80256B3C005BB128/(httpProjectsForResearchHome-en)/37BD128E275F1F8BC1257296003210EC?OpenDocument&panel=unpublished). See also the BRIDGE Gender and Care *In Brief* for a case study of the Elderly Care Insurance, introduced in the Republic of Korea in 2008: [http://www.bridge.ids.ac.uk/reports\\_gend\\_CEP.html#Care](http://www.bridge.ids.ac.uk/reports_gend_CEP.html#Care).

**Salvador, S. (2007) *Estudio Comparativo de la 'Economía del Cuidado' en Argentina, Brasil, Chile, Colombia, México y Uruguay (Comparative Study of the 'Care Economy' in Argentina, Brazil, Chile, Colombia, Mexico and Uruguay)* in Spanish,**

**Red Internacional de Género y Comercio Capítulo Latinoamericano (International Gender and Trade Network – IGTN – Latin American Chapter), part of the programme Trade, Gender and Equality in Latin America: Generating Knowledge for Political Action, IDRC**

<http://www.americalatinagenera.org/documentos/publicaciones/estudiocomparativo-redgenerocomercio.pdf>

*This summary is adapted from the paper.*

Focusing on Argentina, Brazil, Chile, Colombia, Mexico and Uruguay, this report presents the findings of a study into the types of care services and provisions available in each country, and analyses changes which have taken place. It also examines the gender norms which regulate access to such services, and which shape how family and work responsibilities are reconciled. In addition, it considers how care responsibilities are shared among institutions such as the state, the market, the community and the family, and between women and men within the household. The research reveals that women's increasing participation in the labour market has failed to prompt a redistribution of care responsibilities within the household in any of the countries. Nor have many countries put in place care services to alleviate women's 'care burden' and assist and support the integration of women into the labour force. One exception is Chile, where the state has implemented various initiatives to respond to care needs, such as an extension of the primary school day. But while such efforts are positive, across all countries in the study changes to labour legislation to facilitate reconciling work and family life have generally been targeted at women, reinforcing the stereotype that care is women's – not men's – responsibility. In Argentina, Uruguay and Colombia, social security contributions are available to support those caring for dependent children, but they are so low that they only cover the costs of food and clothing. The report concludes that the analysis of economic policies must include recognition of the unpaid care work performed disproportionately by women.

## 6. ADDRESSING EMERGING CARE CHALLENGES

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### 6.1 HIV and AIDS

An estimated 33.2 million people are living with HIV worldwide, and large numbers of children have been orphaned and made vulnerable as a result. This places a heavy demand on unpaid care, especially in countries where under-investment and depleting numbers of health care workers have decimated the public health sector. As with other types of care, it is women and girls who typically provide much of this care. This section presents a range of resources which map out the challenges faced by care providers and discuss the responses needed. It is intended to accompany sections 3.3.2 and 5.1 of the *Overview Report*.

**Akintola, O. (2006) 'Gendered Home-based Care in South Africa: More Trouble for the Troubled', *African Journal of AIDS Research*: 5 (3): 237–47**

*This summary is adapted from the paper.*

This study investigates the experiences of primary care-givers of people living with HIV in two semi-rural communities in South Africa. Ethnographic methods were used to collect and analyse data on the gendered nature and consequences of care-giving. Findings showed that care-givers experienced physical strains and emotional problems, and were at an increased risk of being infected with HIV and Tuberculosis. Men were largely absent in homes affected by HIV and AIDS, and usually did not assist with care-giving because of rigid gendered divisions of labour. Participants revealed that men generally participate in caring only when forced to by circumstances – for example, when no one else is around. Even then, their roles are usually gender specific: men typically assist with activities such as arranging transport to health facilities or lifting patients, but they are unlikely to bathe a sick family member. Some female care-givers interviewed for the study believed that men were not naturally suited to providing care, stating that they simply would not cope. Men generally had similar perceptions. For example, the two male care-givers in the study spoke of how men in the community saw them as 'deviants', doing unmanly duties. The paper concludes that home-based care is exacerbating gender inequalities by creating a disproportionate burden on women. It argues that it is essential that a gender perspective is incorporated in the planning and implementation of home-based care programmes.

You can request a copy of this article from the *African Journal of AIDS Research* website. See: [http://www.ajol.info/journal\\_index.php?jid=46](http://www.ajol.info/journal_index.php?jid=46).

**Corby, N., O'Farrell, N., Podmore, M. and Sepulveda Zelaya, C. (2008) *Walking the Talk: Putting Women's Rights at the Heart of the HIV and AIDS Response*, London: ActionAid and Voluntary Services Overseas** [http://www.actionaid.org.uk/doc\\_lib/walking\\_the\\_talk\\_hiv\\_and\\_aids\\_report.pdf](http://www.actionaid.org.uk/doc_lib/walking_the_talk_hiv_and_aids_report.pdf)

A compressed web-friendly version of this resource (550 KB) is available at:  
[http://www.siyanda.org/docs/walking\\_the\\_talk\\_hiv\\_and\\_aids\\_report\\_small.pdf](http://www.siyanda.org/docs/walking_the_talk_hiv_and_aids_report_small.pdf).

*This summary is adapted from the paper.*

"It is time to walk the talk on women, human rights and universal access to HIV and AIDS services." This is the main message of this comprehensive report, which incorporates the voices and perspectives of women and girls from 13 different countries. Chapter 5 focuses on the challenges faced by women and girls who provide care for people living with and affected by HIV and AIDS. A distinction is made between primary care providers (family members or close friends who provide care and support in the home) and secondary care providers (visiting nurses, health workers or community care providers from NGOs or community groups). The report argues that neither primary nor secondary care providers are sufficiently supported or recognised for their care-providing efforts. Older women and younger girl carers are hit particularly hard because they tend to be missed by state support programmes. Recognising this, some countries are now targeting support for older women carers, such as Botswana and Lesotho, which have introduced a non-contributory pension fund. Other potential forms of support for primary care providers include cash transfers, loans and microcredit schemes. The report also calls for the rights of secondary care providers to be recognised, including the right to a fair wage. One positive example can be found in Mozambique, where the government has introduced legislation to ensure that care providers receive 60 per cent of the minimum wage. However, these wages are still very low and can be hard to access. Detailed recommendations are made, including:

- Multilateral organisations should ensure that international guidelines, such as the World Health Organization Care Guidelines, are updated to directly support the remuneration of care providers.
- Governments should increase the provision of social protection mechanisms to support primary care providers.
- Civil society must create and/or strengthen local, national and regional community and home-based care alliances, to allow care providers to share knowledge, skills and resources.

**Guyer, A. L. (2008) 'Beyond Unpaid Caregiving: Strategic Partnering to Support and Sustain Grassroots Women's Groups' Home-Based Care Work (in the context of HIV)', Background Paper prepared for a 'Strategic Session' at the International AIDS Conference, Mexico City, 6 August 2008** [http://www.huairou.org/assets/download/huairou\\_HBC\\_background-paper\\_guyer.pdf](http://www.huairou.org/assets/download/huairou_HBC_background-paper_guyer.pdf)

*This summary is adapted from the paper.*

While the need for, and existence of, home-based care provision has expanded rapidly across the world, it has received little serious attention or support from governments or donors. 'Home-based care' (HBC) for people living with HIV or AIDS includes all the care-related tasks carried out by members of a household where one or more person is sick. As the prevalence of households with sick people has increased in areas hard-hit by AIDS, HBC has moved beyond the family, first to neighbours and other volunteers, and then into organised networks that provide care-givers with coordination and training support. This background paper provides a concise introduction to HBC, outlining different models of HBC provision and summarising key areas for policy implementation. It raises several issues related to HBC policy and practice: How can HBC providers gain the skills they need without adding excessively to their work burdens? What are the most sustainable ways of ensuring that supplies such as first aid and protective gear are available for HBC providers? How can HBC avoid being undervalued and sidelined as a result of being labelled as 'women's work'? The paper ends with lessons learned, including, for example, the importance of training care-givers in best practices in HBC, as well as providing opportunities and support to them to share their innovative indigenous practices.

**Health & Development Networks and the Southern Africa HIV and AIDS Information Dissemination Service (2008) *Caring From Within: Key Findings and Policy Recommendations on Home-based Care in Zimbabwe*, Harare: HDN and SAfAIDS**

[http://www.safaids.net/files/Caring\\_from\\_within\\_Zimbabwe%20HBC%20findings%20and%20policy%20recommendations.pdf](http://www.safaids.net/files/Caring_from_within_Zimbabwe%20HBC%20findings%20and%20policy%20recommendations.pdf)

*This summary is adapted from the paper.*

In Zimbabwe, as in many parts of sub-Saharan Africa, home-based care (HBC) plays a vital role in the response to HIV, as overwhelmed public health systems fail to meet care needs. Traditionally, the care-giving role has been performed by women, although male participation has increased moderately in recent years as a result of deliberate efforts by HBC programmes. To contribute to better understanding and evidence-based decision-making in the implementation of HBC interventions, Health and Development Networks (HDN) and the Southern Africa HIV and AIDS Information Dissemination Service (SAfAIDS), supported by Irish Aid, assessed and documented lessons from HBC interventions in Zimbabwe. Evidence was gathered using one-to-one interviews with HBC project implementers, focus group discussions with care-givers, beneficiaries and community leaders, an online discussion to solicit broader views about HBC, and an HBC learning event which brought together over 100 participants in Harare. The research revealed that volunteer care-givers often have to make do with very limited resources, which not

only increase the burden of care and the risk of 'burn-out', but also leave them vulnerable to infection. This publication channels the data and personal perspectives elicited into an extensive set of policy recommendations, including:

- Clear guidelines should be developed to promote the recruitment and involvement of men in providing HBC services.
- Effective partnerships between affected communities, NGOs, governments and international organisations are essential to HBC – this should be reflected in future HBC-related policies.
- Community involvement helps to strengthen HBC activities, but implementers and policymakers must ensure that many people in the community are involved as care-givers (not just – as now – women, particularly older women).

This publication is one of five produced in the course of the project. The other publications are:

- *Inside Stories – Local Experiences of Home-based Care in Zimbabwe*  
[http://www.hdnet.org/v2/file\\_uploads/publications/hdn\\_publications/Inside\\_stories\\_lowres\\_RGB.pdf](http://www.hdnet.org/v2/file_uploads/publications/hdn_publications/Inside_stories_lowres_RGB.pdf)
- *Dialogue and Opinion on Home-based Care in Zimbabwe: Summary of Online Discussion*  
[http://www.hdnet.org/v2/file\\_uploads/publications/hdn\\_publications/HBC\\_Online\\_Discussion.pdf](http://www.hdnet.org/v2/file_uploads/publications/hdn_publications/HBC_Online_Discussion.pdf)
- *Looking Back, Mapping Forwards: Research Findings on Home-based Care in Zimbabwe*  
[http://www.hdnet.org/v2/file\\_uploads/publications/hdn\\_publications/Looking\\_Back\\_Mapping\\_Forwards.pdf](http://www.hdnet.org/v2/file_uploads/publications/hdn_publications/Looking_Back_Mapping_Forwards.pdf)
- *Learning and Sharing: Implementers' Meeting Report on Home-based Care Interventions in Zimbabwe*  
[http://www.hdnet.org/v2/file\\_uploads/publications/hdn\\_publications/HBC\\_Learning\\_Event\\_Report.pdf](http://www.hdnet.org/v2/file_uploads/publications/hdn_publications/HBC_Learning_Event_Report.pdf)

To request a CD containing all of the above publications, contact: [publications@hdnet.org](mailto:publications@hdnet.org) or [info@safaids.org.zw](mailto:info@safaids.org.zw).

**HelpAge International (2008) 'Mind the Gap: HIV and AIDS and Older People in Africa', *HelpAge Briefing*, London: HelpAge International** <http://www.helpage.org/Resources/Policyreports>

*This summary is adapted from the Briefing.*

At a time in their lives when many older people might expect to be cared for by their own children, a growing number, particularly women, are taking on caring roles for younger adults living with HIV, and for orphans and vulnerable children. This briefing, aimed at the EU and Member States, highlights the vital support that many older people provide to their children and grandchildren. It also cites examples of interventions that have changed the lives of older people and those who depend on them. A number of international policy commitments are outlined which recognise the role of older people in caring for those affected by HIV. These include the 2001 UN Declaration of Commitment on HIV/AIDS, which pledges to

adjust and adopt economic and social development policies to address the specific needs of older carers. However, the indicators used to track progress in implementing the Declaration neglect people aged 50 and over.

Similarly, the Madrid International Plan of Action on Ageing (2002) calls for recognition of the contribution of older people in their role as care-givers, but these calls are not supported by other UN targets and commitments on HIV. HelpAge is calling for a major shift in the HIV response – to involve and support older people by including them in care and support programmes, and by setting up targeted social protection schemes to respond to the needs of older carers.

This is one in a range of HelpAge resources on older carers of people living with HIV and AIDS, which can be downloaded from the HelpAge website. Case studies of HelpAge's work supporting older carers are also available, along with information on older women's rights, facts and figures, and existing policy frameworks and commitments. See: <http://www.helpage.org/Researchandpolicy/HIVAIDS/Resources>.

**Ogden, J., Esim, S. and Grown, C. (2004) 'Expanding the Care Continuum for HIV/AIDS: Bringing Carers into Focus', *Horizons Report*, Washington, DC: Population Council and the International Center for Research on Women** <http://www.popcouncil.org/pdfs/horizons/xpndngcrcntnm.pdf>

*This summary is adapted from the paper.*

Who cares for the carers? This question is at the heart of this paper, which sets out to provide a review of existing literature on unpaid care work in the context of HIV and AIDS. What it found was a resounding silence; that the role of women in HIV care outside the health sector is largely taken for granted by policymakers and programme planners. The focus of the paper was, therefore, expanded to include an analysis of *why* this perspective is missing, and to explore the provision of care by family members and the extent to which this links with formal care provision. It examines key challenges faced by family care providers who are not connected to existing services, such as stress and burn-out, impoverishment and increased vulnerability to infection. In addition, due to AIDS-related stigma, care-givers may be closed off from social support at the time they need it most. The paper argues that these care-givers need support in the form of education, information, psychosocial support and counselling, as well as inputs, such as gloves and respite care, to enable them to carry out their work safely and effectively. It goes on to assess responses by the health sector and community to support care-givers, and discusses government- and private-sector-sponsored social protection programmes intended to help sustain the safety nets of households affected by HIV and AIDS.

**Peacock, D. and Weston, M. (2008) 'Men and Care in the Context of HIV and AIDS: Structure, Political Will and Greater Male Involvement', paper presented at the United Nations Division for the Advancement of Women Expert Group Meeting on 'Equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS', at the United Nations Office, Geneva, 6–9 October 2008** <http://www.un.org/womenwatch/daw/egm/equalsharing/EGM-ESOR-2008-EP-9-%20Dean%20Peacock-Updated.pdf>

*This summary is adapted from the paper.*

What drives the enormous burden of AIDS-related care which falls on women and girls? What strategies are needed to reduce this burden? Rather than focusing only on ways to increase men's participation in shouldering a more equitable share of the burden of AIDS-related care, this insightful paper starts out with an analysis of the *structural* forces that affect how AIDS care is provided. It argues that, on the one hand, global economic policies – particularly structural adjustment policies – have led to the erosion of the public sector and the displacement of care into the household and onto women and girls; on the other hand, the burden of AIDS care is driven by a lack of political will and by the failure of governments to invest sufficiently in AIDS care. While recognising that gender norms are a key cause of the excessive care burden on women, the paper emphasises that government policies often underpin these norms. In most countries, for example, paternity leave is much shorter than maternity leave and sometimes does not exist at all – entrenching an image of women, and not men, as carers. Government inaction is not inevitable, however; activism by civil society can make a big difference as shown by the achievements of South Africa's Treatment Action Campaign (TAC). To ensure that governments act on the binding commitments they have made, the paper argues that civil society organisations need to play a more activist role. This will require building new skills and relationships – including with trade unions and other social movements. It also necessitates that donors become more willing to fund advocacy work.

**UNAIDS (2003) *Gender Sensitivity Checklist*, Geneva: UNAIDS**

[http://data.unaids.org/Topics/Gender/genderchecklist\\_en.pdf](http://data.unaids.org/Topics/Gender/genderchecklist_en.pdf)

This checklist has been compiled to provide HIV and AIDS educators and policymakers with a tool to assess the gender sensitivity of their programmes and policies, and of their own organisations. Gender issues relating to care provision are fully integrated into the checklist (see the box below). The Gender Sensitivity Checklist is a component of the *UNAIDS Resource Packet on Gender & AIDS*, which includes additional modules and fact sheets.

## **UNAIDS Gender Sensitivity Checklist**

### **Programme/policy development**

Does your programme/policy...

- Occur at a time and place that is convenient to all participants, especially women and girls?
- Provide childcare for participants during programme activities?

### **Programme/policy implementation**

Does your programme/policy...

- Encourage discussion about socially assigned gender roles affecting women, men, adolescents, and elderly people?
- Encourage men and boys to help with domestic tasks as women's lives are impacted by HIV? (Greater assistance with domestic tasks may be needed if a mother, sister or wife becomes ill, if she has to care for infected loved ones, if she has to begin to generate the family income etc.)
- Encourage men to become more involved in the care of their families?

### **Organisational structure**

Does your organisation...

- Support the needs of employees, both women and men, with families? (For example, provide childcare facilities, allow employees to work flexible schedules, provide leave to care for loved ones etc.)

UNAIDS 2003: 2–4

## **UNAIDS Inter-Agency Task Team on Gender and HIV/AIDS (2006) *Resource Pack on Gender and HIV/AIDS*, Geneva: UNAIDS and DGIS**

<http://www.genderandaids.org/downloads/events/Operational%20Guide.pdf>

This Resource Pack aims to strengthen the impact of national HIV and AIDS programmes by tackling a key factor fuelling the epidemic: gender inequality. It contains an operational guide, which provides checklists to help development practitioners to integrate gender and rights into their HIV and AIDS policies and programmes. The box below presents questions from the checklists which are of particular relevance to the issue of care provision.

### **Checklist for a gender and rights-based approach to HIV/AIDS in programming**

- Do Home-Based Care programmes seek to involve both men and women?
- Are Home-Based Care programmes accompanied by appropriate systems of reward and recognition to avoid such programmes adding to the (unrewarded) burden of care on women and girls?
- Does the programme encourage men and boys to take on care-related and domestic tasks and to shift the burden of care for people living with HIV/AIDS and their dependents away from women and girls?
- Does the programme help to protect and realise the human rights of newly vulnerable groups due to HIV/AIDS, like widows, girls in affected households, grannies who look after AIDS orphans etc?

UNAIDS 2005: 15

The checklists also emphasise the need to challenge gender norms in HIV and AIDS policies and programmes:

- Are dominant gender stereotypes and perceptions of femininity and masculinity in relation to responsibility for care and domestic tasks challenged, rather than reinforced?
- Is explicit attention given to making visible the oft-unnoticed roles played by women and girls in coping with the consequences of HIV/AIDS, and to challenging the fact that this is considered normal?

Ibid: 19

The pack also contains fact sheets, including one on *HIV/AIDS, Gender and the Care Economy* (fact sheet 13). This discusses the high opportunity costs that women pay when they carry out unpaid care work – as their ability to participate in income-generation, skills-building and leisure activities is drastically reduced. This can intensify experiences of poverty for many, and may mean that young girls and adolescents are forced to sacrifice their education to assist with providing care. Key actions are proposed to help mitigate or alleviate the social and economic impacts of the pandemic on the lives of people in affected households. These include the expansion of social protection benefits targeted at carers to compensate for their loss of income – reducing the need for adolescent girls to leave school prematurely to seek work. Advocacy and education campaigns are also recommended to encourage men to contribute more to the care of family and community members.

**Voluntary Services Overseas (2006) *Reducing the Burden of HIV and AIDS Care on Women and Girls*, London: VSO** [http://www.vso.org.uk/Images/RBHACWG\\_tcm8-8415.pdf](http://www.vso.org.uk/Images/RBHACWG_tcm8-8415.pdf)

*This summary is adapted from the report.*

Community and home-based care, delivered with little support from the public health system, is currently the key response to the HIV and AIDS pandemic globally. Due to traditional gender norms and unequal gender relations, it is women and girls who generally assume primary responsibility for providing this care, while possibly being HIV-positive, and often needing care themselves. This clear and comprehensive policy briefing argues that while community and home-based care is an important and appropriate approach to care provision, care-givers have a right to be valued, supported and to receive appropriate compensation for their work. To this end, the briefing calls on the international community, governments and civil society to:

- provide financial support and/or compensation for women's unpaid labour through reimbursements, stipends, salaries or improved social protection mechanisms such as pensions, child support grants or cash transfers;
- promote the involvement of men and boys in providing community and home-based care – for example, by encouraging traditional leaders to 'role-model' care-giving behaviour; and
- strengthen public health systems through increased training for all health care workers, including community care-givers, and by improving conditions of work and promotion opportunities to increase the retention of health workers.

This resource is part of a larger programme of work by Voluntary Services Overseas (VSO) on the burden of HIV and AIDS care on women and girls. The annual VSO-RAISA (Regional AIDS Initiative of Southern Africa) conference at the end of 2007 focused specifically on the 'Challenges of Care'. You can download the conference report at

[http://www.vsointernational.org/Images/RAISA%20Challenges%20of%20Care%20Report%20-%202007\\_tcm37-14851.pdf](http://www.vsointernational.org/Images/RAISA%20Challenges%20of%20Care%20Report%20-%202007_tcm37-14851.pdf).

## **6.2 Protecting the rights of domestic workers and other paid care-givers**

Paid care services are making up a growing sector of the economy. But – as discussed in Section 3 of the *Overview Report* – jobs in care are notoriously low status and badly paid, working conditions tend to be poor, and since much of the work is informal, care workers rarely have access to basic labour rights and entitlements. This section of the SRC highlights a range of reports, briefings and guides which discuss the situation of paid care workers, particularly with respect to migrant domestic workers, and make recommendations to better protect the rights of those engaged in paid care.

**Eşim, S. and Smith, M. (eds) (2004) *Gender and Migration in Arab States: The Case of Domestic Workers*, Beirut: International Labour Organization, Regional Office for Arab States**

[http://www.siyanda.org/docs/gender\\_and\\_migration\\_in\\_arab\\_states\\_the\\_case\\_of\\_domestic\\_workers\\_040813041046.pdf](http://www.siyanda.org/docs/gender_and_migration_in_arab_states_the_case_of_domestic_workers_040813041046.pdf)

*This summary is adapted from the paper.*

Domestic work is the single most important category of employment among women migrants to the Gulf States, as well as to Lebanon and Jordan. As much as 81 per cent of all women migrant workers from Sri Lanka and 39 per cent from the Philippines to Arab League countries are being attracted by this large 'domestic work' market. But while having a job might be empowering, women's participation in international migration is no guarantee of a decent wage, good working conditions, social security coverage or labour protection. This publication presents an ILO regional review of gender migration, in addition to four country studies from Bahrain, Kuwait, Lebanon and the United Arab Emirates. It discusses why migrant women domestic workers are vulnerable – pointing particularly to the lack of labour protections – and suggests effective ways of tackling these problems. Recommendations aimed at destination countries include: extending labour laws to cover domestic workers; creating a national body that monitors the treatment of domestic workers; and setting up a database of key information for domestic workers in the case of grievances. With respect to countries of origin, it is suggested that pre-departure information be provided, outlining whom domestic workers should contact in case of problems.

**Website: FeMiPol** <http://www.femipol.uni-frankfurt.de/index.html>

Migration flows to EU countries during the last few decades indicate a 'feminisation' and 'informalisation' of migration, with female migrants increasingly entering informal labour markets in care, health, domestic services and the sex industry. This EU-commissioned research project (2006–8) explored the impact of integration policies – policies to help migrants settle into life in their new countries – on the position of migrant women in 11 European countries over the last decade. The situation of migrant domestic and care workers was a central focus of the project. A range of research methods were used, including document analysis and expert interviews, as well as interviews with migrant women. On the basis of the research, recommendations have been made for appropriate policies to foster the social integration of new female migrants into EU countries. Policy recommendations made with particular respect to domestic and care workers include:

- Policies need to take into account the variety of domestic and care worker categories and experiences.
- There should be a re-evaluation of domestic and care work, and recognition that it is 'work' instead of 'help'. There is a need for the professionalisation of such work, and training and supervision should be offered accordingly.

- Language and cultural orientation courses are needed so that mobility within and outside the domestic sector becomes possible for those who wish to do so.
- Trade unions should support migrant domestic and care workers to organise.

A range of country-specific working papers, newsletters and policy briefs produced as part of the project are available to download from the FeMiPol website. See: <http://www.femipol.uni-frankfurt.de/index.html>.

**Gothoskar, S. (2005) *New Initiatives in Organizing Strategy in the Informal Economy*, Bangkok: Committee for Asian Women**

<http://www.wiego.org/publications/Gothoskar%20%20New%20initiatives%20in%20organizing%20strategy%20in%20the%20informal%20economy%20INDIA.pdf>

The unpaid work that women do in the household is often overlooked and invisible, regarded as the natural domain of women and, therefore, not respected in the same way as waged work done outside the home. This paper argues that this low regard for unpaid domestic work translates to the paid domestic labour sector – a sector that is often forgotten but where wages are pitifully low and conditions are often poor. The paper provides background information on the role of women in the informal sector, then goes on to explore the situation of domestic workers in India. It also discusses the work of various organisations working with domestic workers, and provides insights into the activities of Pune Shahar Molkarin Sanghatana, a thriving domestic workers' organisation. The paper concludes by asking if there is a replicable model of a rights-focused domestic workers' organisation.

**Human Rights Watch (2006) 'Swept Under the Rug: Abuses Against Domestic Workers Around the World', 18, 7(C), New York: HRW** <http://www.hrw.org/en/reports/2006/07/27/swept-under-rug>

The summary and recommendations are also available in Arabic, Indonesian, Spanish and French. See: <http://www.hrw.org/en/reports/2006/07/27/swept-under-rug>.

*This summary is adapted from the report.*

Women and girls make up the overwhelming majority of domestic workers around the world. In recent years, abuses against domestic workers – typically taking place in private homes and hidden from the public eye – have garnered increased attention. But this has not been matched by concerted government action. Since 2001, Human Rights Watch has conducted research on abuses against domestic workers originating from or working in El Salvador, Guatemala, Indonesia, Malaysia, Morocco, the Philippines, Saudi Arabia, Singapore, Sri Lanka, Togo, the United Arab Emirates, and the United States. This report sets out the findings – providing information on the main criminal and labour abuses experienced by domestic workers, and discussing the specific vulnerabilities of child domestic workers and migrant workers. It also presents best and worst government responses and practices. Hong Kong offers one

positive example: domestic workers have the right to a minimum wage, a weekly day of rest, maternity leave, and public holidays. This is unlike most countries around the world, which exclude domestic work from their labour codes or provide for lesser rights. Singapore is also praised for increasing by one and a half times the criminal penalties for the physical abuse of domestic workers. The report ends with detailed recommendations for action, including:

- Labour Ministries should increase awareness about the rights of domestic workers by developing public information campaigns to educate domestic workers, labour recruiters, and employers about domestic workers' rights and the penalties for committing abuse. This information should be disseminated in the languages spoken by domestic workers.
- Governments should enact specific regulations governing minimum age of employment, hours of work, pay, and entitlement to rest and leisure.
- The police should develop protocols and train officers on how to respond appropriately to domestic workers' complaints, how to investigate and collect evidence in such cases, and how to provide referrals for health care, counselling, shelter, and legal aid.

Country-specific reports on abuses against domestic workers are available from Human Rights Watch's website. See: [http://www.hrw.org/en/publications/reports?filter0=732&filter1=\\*\\*ALL\\*\\*](http://www.hrw.org/en/publications/reports?filter0=732&filter1=**ALL**).

**Human Rights Watch (2007) *Bottom of the Ladder: Exploitation and Abuse of Girl Domestic Workers in Guinea*, New York: HRW**

English: <http://www.hrw.org/en/node/10932/section/1>

French: <http://hrw.org/french/docs/2007/06/15/guinea16153.htm>

*This summary is adapted from the report.*

Worldwide, domestic work is the largest employment category for children – especially girls. While other children in the family attend school, these girls are often denied an education. Many of them work up to 18 hours a day; some also suffer beatings and sexual harassment or abuse. This report explores the situation of girl domestic workers in Guinea, although the situation is similar across West Africa. The report argues that the new Guinean government, established in March 2007, should establish a child protection system that allows for systematic monitoring of the well-being of children without parental care, particularly girl domestic workers. The government should also take measures to sensitise judicial staff to the situation of child domestic workers, improve access to the justice system for ordinary people, and ensure that crimes against children – such as exploitation and sexual and physical violence – be prosecuted. It is further recommended that the new Guinean government specifically target girl domestic workers when devising programmes to promote access to education and apprenticeships.

**International Labour Organization (2003) 'Preventing Discrimination, Exploitation and Abuse of Women Migrant Workers: An Information Guide', *Booklet 4: Working and Living Abroad, Gender Promotion Programme*, Geneva: International Labour Office**

<http://www.ilo.org/public/english/employment/gems/download/mbook4.pdf>

*This summary is adapted from the Guide.*

Why are women migrant domestic workers vulnerable to discrimination, exploitation and abuse? What actions are needed to prevent violations of their basic human rights? This clear and practical information booklet outlines the main types of discrimination, exploitation and abuse experienced by women migrants, with a focus on migrant domestic workers. Common types of discrimination include: violation of employment contract or no contract; poor working and living conditions; limited freedom of movement; lack of social protection; harassment and violence; forced labour and debt bondage. Actions are proposed to better protect their rights. Destination country governments are recommended to pass specific legislation to cover domestic workers, to regulate and supervise recruitment agencies, and to facilitate the organisation and representation of migrant workers. Recommendations to employers' organisations include providing model employment contracts to be adopted by employers, and developing a standard code of practice or good practice guidelines for employers. Guidelines are also provided for individual migrant workers to help them avoid vulnerability and abuses of their human rights.

This Guide is one of six booklets produced by the ILO to enhance understanding of the vulnerability of migrant workers – especially women – to discrimination, exploitation and abuse, and to promote and improve legislation, policies and actions to better protect vulnerable migrant workers. The other booklets are available at: <http://www.ilo.org/public/english/employment/gems/advocacy/protect.htm>.

**International Labour Organization Regional Office for Arab States (2008b) 'Promoting the Rights of Women Migrant Domestic Workers in Arab States: The Case of Lebanon', *Issue Brief 1*, Beirut: International Labour Organization, Regional Office for Arab States**

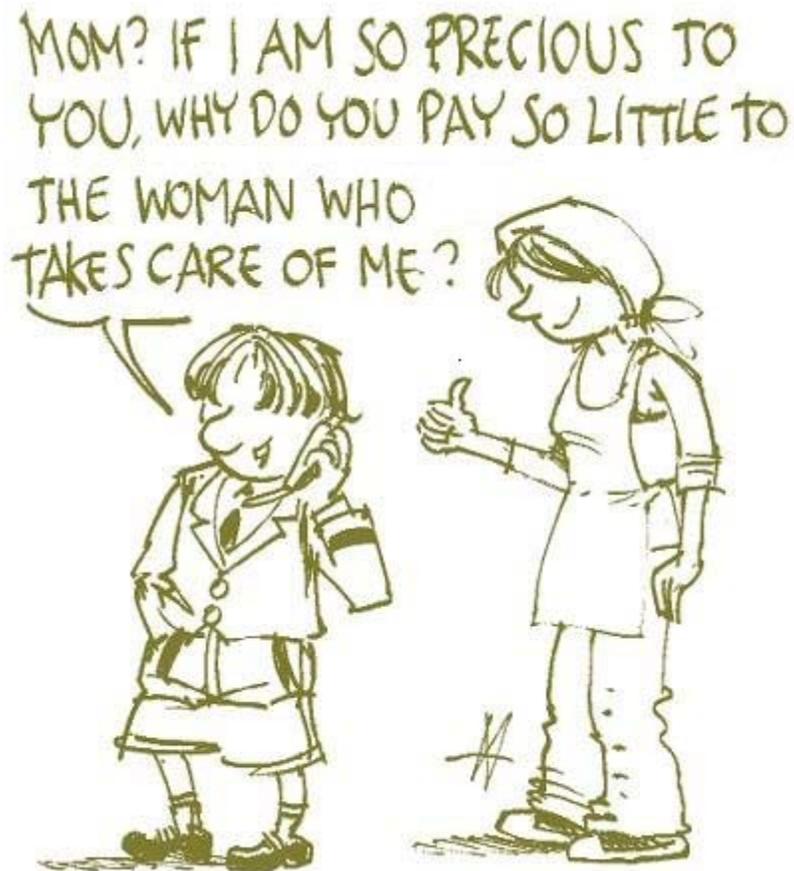
[http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms\\_097023.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_097023.pdf)

*This summary is adapted from the Issue Brief.*

Thousands of women leave their homes each year to work as domestic workers in the Arab world with the hope of securing a better economic future. Some have their dreams fulfilled; others find themselves in a financial and emotional bind. Based on work in Lebanon, this Issue Brief discusses the increasing employment of women migrant domestic workers in the absence of adequate social care services, and examines their lack of legal protection and resulting vulnerabilities. A huge problem in Arab States is that migrant domestic workers are classified as foreigners rather than workers. As in many other countries, the majority of Arab States do not regulate the private sphere, which is where most women migrant workers are found. As a result, migrant domestic workers remain largely invisible in labour statistics, laws, policies and programmes. The ILO is responding by trying to bring about legal recognition of migrant domestic

workers as *workers*, entitled to labour protections and rights, and to establish mechanisms to regulate placement agencies and households. In Lebanon, for example, the ILO, in collaboration with the Ministry of Labour, has drafted a proposal to change articles in relevant laws to include domestic workers. They have also drafted a standard labour contract to be adopted throughout Lebanon, to be signed by worker and employer. In addition, several awareness-raising multi-media materials have been produced, including two documentary films. See:

[http://www.ilo.org/global/About\\_the\\_ILO/Media\\_and\\_public\\_information/Feature\\_stories/lang--en/WCMS\\_069056/index.htm](http://www.ilo.org/global/About_the_ILO/Media_and_public_information/Feature_stories/lang--en/WCMS_069056/index.htm).



This cartoon was drawn during a domestic workers' organisations workshop by Maarten Wolterink, see: <http://home.filternet.nl/~fn001073/>

**Zimmerman, M.K., Litt, J. S. and Bose, C. E. (eds) (2006) *Global Dimensions of Gender and Carework*, Stanford: Stanford University Press**

*This summary is adapted from the book.*

How has globalisation affected women's traditional work of unpaid caring, as well as their employment in jobs that incorporate these same tasks? Why are so many migrant women going into jobs that involve forms of care work? What happens to the care of their own families when women leave? These questions are at the heart of this book, which brings together classical work in the field of women's studies and globalisation with recent research studies to explore the multiple 'care crises' occurring in the context of globalisation. One of these crises is the 'commodification' of care – where care activities that were previously carried out informally at home or among friends are increasingly being purchased through the market. Rather than providing economic security and independence, jobs in paid care work often bring low wages and unregulated work conditions. The commodification of care can also, the authors argue, suppress the emotional, nurturing aspects of providing care. Furthermore, when women take up paid care work, other care deficits are often created – for example, when nurses migrate from low-income to high-income countries, creating a shortage of health workers in poorer countries, or when mothers migrate to perform domestic work, leaving their children or older relatives in the care of others. These issues are explored in depth, alongside issues of gender, race, and class inequality; migration and citizenship; and changing ideas of motherhood. The book concludes by emphasising the value of efforts by social movement groups and NGOs to improve the situation of paid care workers by challenging national and transnational governments and organisations to protect the citizenship and employment rights of *all* workers. This book is available from the British Library of Development Studies (BLDS), which offers a document delivery and inter-library loan service. See: <http://blds.ids.ac.uk/docdel.html>. It can also be purchased directly from Stanford University Press. See: <http://www.sup.org/search/search.cgi?search=gender+dimensions+of+gender+and+carework>.

## 7. NETWORKING AND CONTACT DETAILS

This section provides details of the organisations featured in this *Cutting Edge Pack*.

### Global

<p><b>HelpAge International</b>          PO Box 32832          London N1 9ZN          UK          Tel.: +44 (20) 7278 7778          Fax: +44 (20) 7713 7993          Web: <a href="http://www.helpage.org/">http://www.helpage.org/</a></p>	<p>HelpAge International is an international NGO which helps older people in all regions of the world to claim their rights, challenge discrimination and overcome poverty. One area of their work focuses on the impact that HIV and AIDS is having on older people, many of whom are caring for those affected by HIV and AIDS.</p>
<p><b>The Huairou Commission</b>          249 Manhattan Avenue          Brooklyn, NY 11211-4905          USA          Tel.: +1 (718) 388-8915          Fax: +1 (718) 388-0285          E-mail: <a href="mailto:info@huairou.org">info@huairou.org</a>          Web: <a href="http://www.huairou.org/">http://www.huairou.org/</a></p>	<p>The Huairou Commission is a coalition of ‘grassroots’ women’s organisations which partners with networks, institutions and professionals that share a commitment to supporting the advocacy work of women’s community development organisations. One of their key areas of work is HIV and AIDS. The Huairou Commission, in partnership with GROOTS International, is supporting the Home-Based Care Alliance in Africa, and is also coordinating the UNDP-funded ‘Compensations for Contributions’ programme (see the section on UNDP below).</p>
<p><b>Human Rights Watch (HRW)</b>          350 Fifth Avenue, 34th floor          New York, NY 10118-3299          USA          Tel.: +1 (212) 290-4700          Fax: +1 (212) 736-1300          E-mail: <a href="mailto:hrwnyc@hrw.org">hrwnyc@hrw.org</a>          Web: <a href="http://www.hrw.org/">http://www.hrw.org/</a></p>	<p>Human Rights Watch is one of the world’s leading independent organisations dedicated to defending and protecting human rights. Its Women’s Rights Programme has carried out extensive research into abuses against domestic workers.</p>
<p><b>International Labour Organization (ILO)</b>          Headquarters          4 route des Morillons          CH-1211 Geneva 22          Switzerland          Tel.: +41 (22) 799-6111          Fax: +41 (22) 798-8685          E-mail: <a href="mailto:ilo@ilo.org">ilo@ilo.org</a>          Web: <a href="http://www.ilo.org">http://www.ilo.org</a></p>	<p>The ILO aims to advance opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. The ILO has adopted several Conventions which pertain to the rights of unpaid carers, including the ILO Workers with Family Responsibilities Convention and the Maternity Protection Convention. The protection of migrant workers’ rights is also enshrined in the ILO Constitution, and the ILO has been calling for an international convention on domestic workers.</p>

<p><b>The Joint United Nations Programme on HIV and AIDS (UNAIDS)</b>  Secretariat  20, Avenue Appia  CH-1211 Geneva 27  Switzerland  Tel.: +41 (22) 791-3666  Fax: +41 (22) 791-4187  Web: <a href="http://www.unaids.org/">http://www.unaids.org/</a></p>	<p>UNAIDS brings together the efforts and resources of 10 UN system organisations in the AIDS response to help prevent new HIV infections, care for people living with HIV, and mitigate the impact of the epidemic. It has produced several resources on gender and HIV, including checklists to provide HIV and AIDS educators and policymakers with a tool to assess the gender sensitivity of their programmes and policies, and of their own organisations.</p>
<p><b>The Men Engage Alliance – boys and men for gender equality</b>  E-mail: <a href="mailto:menengage@menengage.org">menengage@menengage.org</a>  Web: <a href="http://www.menengage.org/who-we-are.asp">http://www.menengage.org/who-we-are.asp</a></p>	<p>MenEngage is a global alliance of NGOs and UN agencies that seek to engage boys and men to achieve gender equality. It views work with men as a vital component of achieving gender equality, together with – rather than apart from – work to empower women and girls. MenEngage members work on a number of key themes, including men, fatherhood and care-giving.</p>
<p><b>United Nations Development Programme (UNDP)</b>  Bureau for Development Policy (BDP) Gender Team  One United Nations Plaza  New York, NY 10017  USA  Tel: +1 (212) 906-5000  Fax: +1 (212) 906-5364  E-mail: <a href="mailto:bharati.silawal@undp.org">bharati.silawal@undp.org</a>  Web: <a href="http://www.undp.org">http://www.undp.org</a> or  <a href="http://www.undp.org/women/index.shtml">http://www.undp.org/women/index.shtml</a></p>	<p>UNDP's Strategic Plan 2008–11 commits UNDP to reducing the burden of care on women and girls in contexts of HIV. The UNDP Gender Equality Strategy 2008–11 also draws attention to the gender-differentiated impact of the provision of unpaid care. In the light of these commitments, UNDP's Gender Team is working with the Huairou Commission (see above) to facilitate a community-led research initiative, 'Compensations for Contributions', which is designed to quantify the contributions of home-based carers responding to HIV and AIDS in Africa.</p>
<p><b>United Nations Division for the Advancement of Women (UNDAW)</b>  Two United Nations Plaza  DC2-12th Floor  New York, NY 10017  USA  Fax: +1 (212) 963-3463  E-mail: <a href="mailto:daw@un.org">daw@un.org</a>  Web: <a href="http://www.un.org/daw">http://www.un.org/daw</a> or  <a href="http://www.un.org/womenwatch/daw/csw/53sessions.htm">http://www.un.org/womenwatch/daw/csw/53sessions.htm</a></p>	<p>DAW advocates for the improvement of the status of women of the world, and the achievement of their equality with men, and provides substantive support to the Commission on the Status of Women. The priority theme of the 53rd session of the Commission on the Status of Women is 'The equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS'.</p>

<p><b>United Nations Research Institute for Social Development (UNRISD)</b>  Palais des Nations  CH-1211 Geneva 10  Switzerland  Tel.: +41 (22) 917-3020  Fax: +41 (22) 917-0650  E-mail: Shahra Razavi, Reseach Coordinator  – razavi@unrisd.org  Web: <a href="http://www.unrisd.org">http://www.unrisd.org</a></p>	<p>UNRISD is an autonomous UN agency engaging in multidisciplinary research on the social dimensions of contemporary problems affecting development. Their Gender and Development unit has a research programme on <i>the Political and Social Economy of Care</i> which combines qualitative and quantitative research methods to examine how, in eight different countries, care is provided by the state, the market, the not-for-profit sector, and by family and community members.</p>
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## Africa

<p><b>GROOTS Kenya</b>  Esther Mwaura  PO Box 10320-GPO  Nairobi  Kenya  Tel.: +254 (27) 189-77 / 783-640  E-mail: <a href="mailto:grootsk@grootskenya.org">grootsk@grootskenya.org</a>  Web:  <a href="http://www.groots.org/members/kenya.htm">http://www.groots.org/members/kenya.htm</a></p>	<p>GROOTS Kenya, a member of GROOTS International, is a network of women's self-help groups and community organisations in Kenya. The network coordinates the Home-Based Care Alliance in Kenya, which aims to shift resources and decision-making into the hands of 'grassroots' women who are caring for those affected by HIV or AIDS on a daily basis.</p>
<p><b>Sonke Gender Justice Network (Sonke)</b>  4th Floor Westminster House  122 Longmarket Street  8001 Cape Town  South Africa  Tel.: +27 (21) 423-7088  Fax: +27 (21) 424-5645  Web: <a href="http://www.genderjustice.org.za/">http://www.genderjustice.org.za/</a></p>	<p>The Sonke Gender Justice Network works with men, women, youth and children in southern, east and central Africa to achieve gender equality, prevent gender-based violence and reduce the spread of HIV and the impact of AIDS. One of its aims is to encourage men to reflect on their roles and responsibilities – in particular in relation to caring for children affected by HIV and AIDS.</p>
<p><b>Southern Africa HIV and AIDS Information Dissemination Service (SAfAIDS)</b>  SAfAIDS Regional Office  479 Sappers Contour  Lynnwood  Pretoria 0081  South Africa  Tel.: +27 (12) 361-0889  Fax: +27 (12) 361-1705  Web: <a href="http://www.safaims.net/">http://www.safaims.net/</a></p>	<p>SAfAIDS has a section of its website that focuses on the issue of care for people living with and affected by AIDS. It contains several publications on the theme, including a Community-based Care Manual and a Caring for Caregivers Manual. SAfAIDS has also carried out a research initiative on home-based care interventions in Zimbabwe.</p>

<p><b>Tanzania Gender Networking Programme (TGNP)</b>  P.O. Box 8921  Dar es Salaam  Tanzania  Tel.: +255 (22) 244-3205 / 244-3450  Fax: +255 (22) 244-3244  E-mail: info@tgnp.org  Web: <a href="http://www.tgnp.org/">http://www.tgnp.org/</a></p>	<p>TGNP is a feminist NGO based in Tanzania which focuses on the practical promotion and application of gender equality objectives through policy advocacy and mainstreaming of gender perspectives at all levels in Tanzanian society and beyond. It has considerable expertise in gender budgeting and time use surveys, and has organised workshops for government officials on the importance of accounting for unpaid care work when developing policies and budgets.</p>
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## Asia and the Pacific

<p><b>Mobile Crèches</b>  DIZ Area, Raja Bazaar  Sector IV, Near Gole Market  New Delhi 110 001  India  Tel.: +91 (11) 2334-7635 / 2336-3271  Fax: +91 (11) 2334-7281  E-mail: mail@mobilecreches.org  Web: <a href="http://www.mobilecreches.org/">http://www.mobilecreches.org/</a></p>	<p>Mobile Crèches is a voluntary organisation based in India working to meet the childcare needs of informal women workers in the construction industry.</p>
<p><b>Self-Employed Women's Association (SEWA)</b>  SEWA Reception Centre  Opp. Victoria Garden  Bhadra,  Ahmedabad 380 001  India  Tel.: +91 (79) 255-06444 / 255-06477  Fax : +91 (79) 255-06446  E-mail: mail@sewa.org  Web: <a href="http://www.sewa.org/">http://www.sewa.org/</a></p>	<p>SEWA is a labour union for women working in the informal economy in India. It supports women to obtain work security, income security, food security and social security. It also runs a crèche programme providing childcare support to its members.</p>
<p><b>Vietnam Women's Union</b>  39 Hang Chuoi Street  Hanoi  Vietnam  Tel.: +84 (4) 971-7225, 971-3436  Fax: +84 (4) 971-3143  E-mail: vwunion@netnam.org.vn</p>	<p>Vietnam Women's Union unites women in the country who are working for the equality and advancement of women. One of their areas of work is HIV and AIDS. In collaboration with partners, it has supported the establishment and capacity building of self-help groups for older people infected and affected by HIV.</p>

## Europe

<p><b>Coresponsibility project</b> Local policies to promote the role of men and fathers in the reconciliation of work and private life Web: <a href="http://www.coresponsibility.org/">http://www.coresponsibility.org/</a></p>	<p>The Coresponsibility project seeks to understand the role that local authorities can play in promoting the role of men, especially fathers, in striking a better balance between work and family life. The project works with partners, including local governments and research institutions. Its initiatives range from action research and mapping out related policies and initiatives, to implementation of pilot actions and conferences.</p>
<p><b>BRIDGE</b> Institute of Development Studies (IDS) University of Sussex Brighton BN1 9RE United Kingdom Tel.: +44 (0)1273 606-261 Fax: +44 (0)1273 621-202 E-mail: <a href="mailto:bridge@ids.ac.uk">bridge@ids.ac.uk</a> Web: <a href="http://www.bridge.ids.ac.uk/">http://www.bridge.ids.ac.uk/</a> Web: <a href="http://www.siyanda.org/">http://www.siyanda.org/</a></p>	<p>BRIDGE is a gender and development research and information programme based at the Institute of Development Studies in Sussex. BRIDGE supports gender advocacy and mainstreaming efforts by producing accessible and diverse gender resources in print and online. BRIDGE also hosts the Siyanda website, an online database of gender and development materials from around the world (<a href="http://www.siyanda.org/">http://www.siyanda.org/</a>). The BRIDGE Gender and Care <i>Cutting Edge Pack</i>, and all of the resources featured in this SRC, are available from Siyanda.</p>
<p><b>Eldis</b> Institute of Development Studies (IDS) University of Sussex Brighton BN1 9RE United Kingdom Telephone: +44 (0)1273 877-330 Fax: +44 (0)1273 621-202 E-mail: <a href="mailto:eldis@ids.ac.uk">eldis@ids.ac.uk</a> Web: <a href="http://www.eldis.org/">http://www.eldis.org/</a> Skype: Eldisinfo</p>	<p>Eldis is a knowledge service based at the Institute of Development Studies in the UK. Its website hosts a range of online material on development policy, practice and research. The Eldis gender resource guide provides access to gender-related documents on a wide variety of topics, including social protection, migration and HIV.</p>
<p><b>European Commission</b> DG Employment, Social Affairs and Equal Opportunities Inclusion and Equality Programme B-1049 Brussels Belgium E-mail: <a href="mailto:empl-info@ec.europa.eu">empl-info@ec.europa.eu</a> Web: <a href="http://ec.europa.eu/social/">http://ec.europa.eu/social/</a></p>	<p>The European Commission's Directorate-General (DG) for Employment, Social Affairs and Equal Opportunities works towards the creation of more and better jobs, an inclusive society and equal opportunities for all within the EU. In its Roadmap for equality between women and men (2006–10), the European Commission set as key priorities the economic independence of women and men and the reconciliation between work, private and family life.</p>

<p><b>FeMiPol Project</b>  Institute of Social Research  J.W. Goethe University  Senckenberganlage 26  DE-60325 Frankfurt am Main  Germany  Tel.: + 49 (69) 75-618-337  Fax: + 49 (69) 749-907  E-mail: <a href="mailto:Kontos@soz.uni-frankfurt.de">Kontos@soz.uni-frankfurt.de</a>  Web: <a href="http://www.femipol.uni-frankfurt.de/index.html">http://www.femipol.uni-frankfurt.de/index.html</a>  Coordinator: Dr. Maria Kontos</p>	<p>FeMiPol is an EU-commissioned research project (2006–8) which explored the impact of integration policies on the position of migrant women in 11 European countries over the last decade. The situation of migrant domestic and care workers was a central focus of the project.</p>
<p><b>Fostering Caring Masculinities (FOCUS)</b>  The Equality and Anti-discrimination Ombud  (coordinator of FOCUS)  P.O. Box: 8048 Dep  N-0031 Oslo  Norway  Tel.: +47 (2) 405-5950  Fax: +47 (2) 405-5960  Web: <a href="http://www.caringmasculinities.org/">http://www.caringmasculinities.org/</a></p>	<p>The FOCUS project is based in Europe and supported by the European Community. It explores the workplace obstacles men face in striking a better balance between work and family responsibilities, and to consider what working practices and legislative measures have proved effective at facilitating men’s more active involvement in care-giving. The project involves five countries: Germany, Iceland, Norway, Slovenia and Spain.</p>
<p><b>Kalayaan</b>  St Francis of Assisi Community Centre  13 Hippodrome Place  London W11 4SF  United Kingdom  Tel.: +44 (207) 243-2942  Fax: +44 (207) 792-3060  E-mail: <a href="mailto:info@kalayaan.org.uk">info@kalayaan.org.uk</a>  Web: <a href="http://www.kalayaan.org.uk/">http://www.kalayaan.org.uk/</a></p>	<p>Kalayaan is a UK-based charity that provides advice, advocacy and support services for migrant domestic workers in the UK. The organisation works with migrant domestic workers to overcome barriers such as gender-based and racial discrimination; physical, psychological and sexual abuse; low pay and long hours of work; and unfamiliarity with the English language. It also informs migrants about their rights in the UK.</p>
<p><b>VSO (Voluntary Service Overseas)</b>  International  Carlton House  27A Carlton Drive  London SW15 2BS  United Kingdom  Tel.: +44 (20) 8780-7200  Web: <a href="http://www.vso.org.uk/">http://www.vso.org.uk/</a></p>	<p>VSO is an international development charity based in the UK that works through volunteers. The burden of HIV and AIDS care on women and girls has been a key focus of its work over the past few years, and it has produced several publications on the theme (see Section 7.1 of this SRC). Its 2007 annual VSO-RAISA (Regional AIDS Initiative of Southern Africa) programme also focused specifically on the ‘Challenges of Care’.</p>

## Latin America and the Caribbean

<p><b>Centro de Comunicación y Educación Popular (CANTERA)</b>          Apdo. A-52          Managua          Nicaragua          Tel.: +505 277-5329          Fax: +505 278-0103          E-mail: cantera@ibw.com.ni          Web: <a href="http://www.canteranicaragua.org/">http://www.canteranicaragua.org/</a></p>	<p>CANTERA (the Centre for Communication and Popular Education) is an NGO based in Nicaragua which works with men to encourage them to examine and 'unlearn' their own society's rules about being a man. CANTERA runs a course on Masculinity and Popular Education, which includes reflections on fatherhood and responsibility for domestic work.</p>
<p><b>Economic Commission for Latin America and the Caribbean (ECLAC/CEPAL)</b>          División de Asuntos de Género          Casilla 179 D          Santiago          Chile          Tel.: +56 (2) 210-2565          Fax: +56 (2) 228-5184          Web: <a href="http://www.eclac.org/mujer/">http://www.eclac.org/mujer/</a></p>	<p>ECLAC is a regional UN Commission, based in Chile, which aims to support the economic and social development of Latin America and the Caribbean. Its Division of Gender Affairs produces research and knowledge and engages directly with governments in the region to ensure that their public policies promote gender equality. One of its programmes focuses on social protection and the care economy.</p>
<p><b>Instituto Papai</b>          Rua Mardônio de A. Nascimento 119          Várzea          50741380 Recife PE          Brazil          Tel./Fax: +55 (81) 3271-4804          E-mail: <a href="mailto:papai@papai.org.br">papai@papai.org.br</a>          Web: <a href="http://www.papai.org.br/">http://www.papai.org.br/</a></p>	<p>The Instituto Papai is a feminist NGO based in Brazil which works with men and boys around health, sexuality and reproduction issues, and builds practices and knowledge that contribute to breaking down gender stereotypes. In 1997, Instituto Papai founded the first Brazilian Adolescent Father's Support Programme, which provides information to help young men take on responsibility for their own sexuality and its consequences, and supports teenagers who are already parents.</p>
<p><b>Instituto Promundo</b>          Rua México, 31 / 1502          Centro          Rio de Janeiro – RJ          Cep. 20031-144          Brazil          Tel./Fax: +55 (21) 2544-3114          Web: <a href="http://www.promundo.org.br/">http://www.promundo.org.br/</a></p>	<p>Instituto Promundo is a Brazilian NGO which works to promote gender equity and prevent violence against children, youth and women, nationally and internationally. Its Program H works with young men in group educational settings and at the community level to promote reflection on the costs of traditional gender norms, including those relating to fatherhood and care-giving. Its Program M similarly uses educational and campaign strategies to engage young women in critical reflections on how rigid ideas of what it means to be a woman or man affect women's life choices.</p>

## Middle East

<p><b>ILO Regional Office for the Arab States</b> Aresco Center 11th and 12th floors Justinien Street, Kantari Beirut Lebanon Tel.: +961 (1) 752-400 Fax: +961 (1) 752-405 E-mail: beirut@ilo.org Web: <a href="http://www.ilo.org.lb/">http://www.ilo.org.lb/</a></p>	<p>The ILO's Regional Office for the Arab States is particularly active on issues relating to unpaid care work, and the rights of female domestic workers. It has produced several publications and information resources on these themes.</p>
<p><b>Women for Women's Human Rights (WWHR)-New Ways</b> Inönü Caddesi, 29/6 Saadet Apt. Gümüşsuyu Istanbul 34437 Turkey Tel.: +90 (212) 251-00-29 Fax: +90 (212) 251-00-65 E-mail: <a href="mailto:newways@wwhr.org">newways@wwhr.org</a> Web: <a href="http://www.wwhr.org/">http://www.wwhr.org/</a></p>	<p>WWHR-New Ways is a Turkish NGO that aims to promote women's human rights in Turkey and at the regional and international level. It is conducting research into the links between unpaid care work and women's participation in the labour force – in Turkey and globally. The aim is to promote more holistic responses to the problem of low levels of female participation in the labour force.</p>