



The Care Manifesto

A joint call for action by the Economic Justice and Rights Action Coalition civil society organisations and youth group leads



The African Women's Development and Communication Network



Towards a Caring Economy, as envisioned by Women from Latin America, Asia and Sub-Saharan Africa

Care and domestic work are the backbones of our societies and economies. It includes supporting people to meet their needs, including caring for children, the elderly, people with disabilities, and people facing illness, as well as teaching and providing basic necessities and food for a household.¹ In fact, unpaid care work adds an estimated US\$10.8 trillion to the global economy each year, which is equivalent to 9% of global GDP.²

Yet, care and domestic work has been largely un- or undervalued by economies and societies, and remains lacking focus in public policies and corporate structures. Underlying gender-discriminatory norms contribute to care work consistently being undervalued, meaning when it is paid work it is often poorly paid.

Women and girls also perform an inequitable amount of unpaid care and domestic work,³ which is one of the biggest

structural barriers to women's economic justice and the fulfilment of their rights. Inequity in unpaid care prevents women and girls from pursuing paid work or education, taking on political and workplace leadership, limits their time for relaxation and poses negative impacts on their physical and mental health.⁴ The COVID-19 pandemic has further increased women's and girls' unpaid care work by 30-40%.⁵ Women and girls facing multiple forms of discrimination, particularly those belonging to equity seeking groups including women of colour and women with disabilities, have been impacted hardest by the pandemic.

A bold rethink of the care economy is needed to build a feminist, sustainable, resilient, inclusive and caring economy and future. The time to do so is now - without dedicated action, the COVID-19 pandemic risks rolling back progress on gender equality by a generation.⁶ Increasing ambition and financing to build a caring economy is the pathway to getting there. It is key to achieving economic justice, decent work, equitable development and to [Build Forward from COVID-19](#).

Regional consultations on care work with women from Latin America, Asia Pacific and Sub-Saharan Africa

In the run-up to the Paris Generation Equality Forum 2021 and the Action Coalitions starting their work, the Economic Justice and Rights (EJR) Action Coalition CSO and youth organizations leaders' have been working together to chart a way forward on building the care economy and have run a number of regional consultations to gather local civil society inputs on women's and girls' needs and priorities when it comes to unpaid care work. The goal of these consultations was to understand how care and domestic work is impacting women and girls at the regional level, to highlight how the current care system is systemically inequitable, and how intersecting forms of discrimination (such as race and gender identity) further disadvantage certain groups of women and girls engaged in paid and unpaid care work more than others.

Consultations comprised interviews and surveys across three regions - Latin America, Asia Pacific and Sub-Saharan Africa.⁸ The consultations captured perspectives from diverse women⁹ and sought to highlight how care work impacts women's economic justice and rights broadly, whilst specifically highlighting how a caring economy provides the fundamental basis for decent and safe work; sustainable green jobs; women's leadership; and a just recovery from COVID-19. This is complemented by civil society organisations' (CSO) joint work across the sector to raise ambition on addressing inequalities in the care system.

The results are captured in this Care Manifesto, which aims to provide grounded solutions towards building a caring economy, placing women at the center of the response. Video statements from participants across the regions further show regional nuance and commonalities. With this joint manifesto and call for action on care, the CSO and youth group leaders seek to complement the ambition of the Action Coalition on Economic Justice and Rights (EJR), and chart a way forward to build a caring economy.

Recommendations towards a caring economy

Responses from the diverse women consulted and directly affected by unpaid care work have outlined the complexity and deeply structural nature of the multiple inequities in the current care system. They also outline the multifaceted impacts inequalities in care have on women's and girls' lives, from reduced opportunities to take on paid work or pursue an education, to increased risk of experiencing



gender-based violence, and being overly reliant on their communities when public systems and safety nets don't exist.

“Care work is closely linked to the prevailing form of production, capitalism. In crisis, the mode is accentuated, aggravated. And it is not something alien to us, it impacts us constantly. This structural colonial form is maintained and we haven't had the opportunity to break it. All of the negative historical burden of slavery, we continue to carry it now. If you compare with what happened with slavery, which was precisely a labor of care work so that others can enrich themselves, it is no different. [Care work] is still a cheap labor force so that others can be in better conditions. But [care workers] women do not have the tools to change the system for themselves and their family.”

—Jaqueline Gallegos,
Afroecuatorialian communicator, Ecuador.

“Unpaid care work consumes lots of energy and time of women, as well as limits women's capacity in engaging in paid work (access to jobs), which leads to financial dependency on male members. In most cases, less income or access to finance leads to domestic violence.”

—Rashmila Prajapati,
Indigenous Newar Woman, Nepal.

“In order to organize themselves around maternity and other care obligations, women call for community solidarity because they don't have access to any social protection.”

—Survey Respondent from Niamey, Niger.

Their recommendations highlight that there is a need for a 360 degree approach to address care: care is all around us, it is part of our lives. Building a caring economy requires holistic and coherent action, whilst working towards systemic change.

Governments, private sector stakeholders, multilateral agencies and activists alike have a unique chance to contribute to tackling inequality in care by advancing progressive action as part of the multi-stakeholder Action Coalition work. This would also be in line with the vision contained in the [Beijing Declaration and Platform for Action](#) back in 1995, which inspired Generation Equality Forum and should be realised once and for all. We must build a caring economy if we want to call ourselves feminists and visionaries for a just and equitable post-pandemic world.

The EJR Action Coalition CSOs and Youth Groups are calling on decision makers and private sector stakeholders to adopt and finance four cornerstones to build a caring economy:

1. Recognise care as a right, building the care economy and Building Forward from COVID-19. The public sector should recognise care as a right, enshrined in law, and build a caring economy by addressing the 5 'Rs' – Recognition, Reduction, Redistribution, Representation and Reward for care work, whilst overturning gender-discriminatory norms enshrined in societies and communities. This also requires Building Forward from COVID-19 by addressing systemic inequalities in care.

2. Publicly fund public quality care and social services, including decent care jobs. Invest at least **10% of domestic national income in the care economy**, including for childcare, care for elderly people and care for people with disabilities. Commit to providing increased public funding to ensure universal health coverage, quality education and universal social protection. A global fund for universal social protection is a good first step. At the same time, promote decent work by creating 80 million care jobs and ensuring care workers are paid living wages.

3. Provide decent work and quality education for women, girls and gender non-conforming people whilst addressing gender-based violence and harassment at home and in the world of work, including in caring situations. This includes the wide ratification of ILO Convention 190, its effective implementation, including ILO Recommendation 206 to ensure the right for everyone to a world of work free from violence and harassment. Furthermore it requires public policies and private sector action to provide family friendly



work places, and build a green economy with sustainable green jobs for women.

4. Build women's and girls' leadership in economies, societies, politics and the workplace. This means including women and girls in decision-making and leadership positions and investing in local women-led and women's rights organisations which often focus on supporting the most marginalised, and provide essential, but under-resourced services that are critical if women and girls are to realise their rights and / or recover from crises, such as the effects of pandemics or climate change.

Providing childcare will free up parents' time; ensuring equitable and publicly funded health care, education and community infrastructure will provide the quality public services so that women and girls no longer need to fill in these gaps. Investing in care and social services, while fostering the recognition, reduction and redistribution of unpaid care work, is the groundwork needed to build the care economy. This will help us to prevent COVID-19 rolling back progress on gender equality by a generation, and instead build an equitable, sustainable and caring future.

Please help us share these crucial recommendations using the hashtags **#unpaidcare**, **#StopTalkingStartFunding** and **#ActForEqual** on social media and advocating for a caring economy. For further questions please get in touch with Mareen Buschmann, Senior Adviser on Women's Economic Justice with CARE International UK, at Buschmann@careinternational.org



The Care Manifesto

A joint call for action by the Economic Justice and Rights Action Coalition civil society organisations and youth group leads



The African Women's Development and Communication Network



Towards a Caring Economy, as envisioned by Women from Latin America, the Asia Pacific and Sub-Saharan Africa

Care and domestic work are the backbones of our societies and economies. It includes supporting people to meet their needs, including caring for children, the elderly, people with disabilities, and people facing illness, as well as teaching and providing basic necessities and food for a household.¹⁰

Yet, care and domestic work has been largely un- or undervalued by economies and societies, and remains lacking focus in public policies and corporate structures. Women and girls perform an inequitable amount of unpaid care and domestic work,¹¹ which is one of the biggest structural barriers to women's economic justice and the fulfilment of their rights.

A bold rethink of the care economy is needed to build a feminist, sustainable, inclusive and caring future. The time to do so is now - without dedicated action, the COVID-19 pandemic risks rolling back progress on gender equality by a generation.¹² Increasing ambition and financing to build a caring economy is the pathway to get there. It is key to achieve economic justice, decent work, equitable development and to [Build Forward from COVID-19](#).

In the run-up to the Paris Generation Equality Forum 2021 and the Action Coalitions starting their work, the Economic Justice and Rights (EJR) Action Coalition CSO and youth organization leaders¹³ have been working together to chart a way forward on building the care economy and have run a number of regional consultations to gather local civil society inputs on women's and girls' needs and priorities when it comes to unpaid care work.

Consultations comprised interviews and surveys across three regions - Latin America, Asia Pacific and Sub-Saharan Africa.¹⁴ The results are captured in this Care Manifesto, which aims to provide grounded solutions towards building a caring economy, placing women and girls at the center of the response. With this joint manifesto and call for action on care, the CSO and youth group leaders seek to complement the ambition of the Action Coalition on EJR, and chart a way forward to build a caring economy.

Consultation results

Recommendations from the diverse women consulted and directly affected by unpaid care work have outlined the complexity and deeply structural nature of the inequities in the current care system. They also outline the multifaceted impacts inequalities in care have on women's and girls' lives, from reduced opportunities to take on paid work or pursue an education, to increased risk of experiencing gender-based violence, and being overly reliant on their communities when public systems and safety nets don't exist.

“Care work is closely linked to the prevailing form of production, capitalism. In crisis, the mode is accentuated, aggravated. And it is not something alien to us, it impacts us constantly. This structural colonial form is maintained and we haven't had the opportunity to break it. All of the negative historical burden of slavery, we continue to carry it now. If you compare with what happened with slavery, which was precisely a labor of care work so that others can enrich themselves, it is no different. [Care work] is still a cheap labor force so that others can be in better conditions. But [care workers] women do not have the tools to change the system for themselves and their family.”

—Jaqueline Gallegos,
Afroecuatorialian communicator, Ecuador.

“Unpaid care work consumes lots of energy and time of women, as well as limits women's capacity in engaging in paid work (access to jobs), which leads to financial dependency on male members. In most cases, less income or access to finance leads to domestic violence.”

—Rashmila Prajapati,
Indigenous Newar Woman, Nepal.

“In order to organize themselves around maternity and other care obligations, women call for community solidarity because they don't have access to any social protection.”

—Survey Respondent from Niamey Niger.

Their recommendations highlight that there is a need for a 360 degrees approach to address care: care is all around us, it is part of our lives. Building a caring economy requires holistic and coherent action, whilst working towards systemic change. Responses received were multi-faceted, highlighting individual circumstances and regional specificity.

However, responses from the women consulted kept coming back to the same common issues. Their responses across regions outlined the general need to recognise the right to care in law, build the care economy, and to have good public infrastructure for care and social services. They also stressed the need to provide decent jobs for women whilst addressing gender-based violence. Finally, they emphasised the desire for better opportunities to take on leadership in their communities, workplaces and beyond; and the disproportionate impact crisis situations like COVID-19 and climate change have on their lives, which limits their ability to contribute to the solutions. The below sections highlight a few exemplary answers received on these issues, and are complemented by the individual video statements collected.



1. Recognising care as a right, building the care economy and Building Forward from COVID-19

Almost all consultation responses outlined that unpaid care is largely seen as the responsibility of women, and to a lesser extent, girls. Across regions, responses showed that women feel reticent about asking their male partners' help in care work because "the partners work", even though most respondents are working women themselves. This demonstrates the belief in the community that these tasks are the responsibility of the women, and also on the other hand excludes men and boys from performing care activities.

"When I was a kid, I liked doing housework, but since I was perceived as a boy, it was denied to me."

—CoCa, transgender activist, Quito, Ecuador.

This has an impact on women's time - to take on paid work, or enjoy free time - and an impact on their mental and physical health. For example, respondents in Pakistan and the Philippines indicated such health issues due to the increase of care work. Across the regions, fatigue was pinpointed as a major consequence of unpaid care work.



Rita Mazive/CARE

COVID-19 has further increased unpaid care work. 89% of respondents agreed that the pandemic, community quarantine and lockdowns increased the time women have to spend on unpaid and paid care work, such as meal preparation and cleaning. Closure of schools, daycares, and care services for the elderly resulted in women performing the majority of this additional unpaid care work. Women were also largely responsible for facilitating online schooling for children.

This highlights both the urgent need to build forward from COVID-19 in gender-just ways, and the complex nature of unpaid care work with links to gender-discriminatory norms. Progress has been achieved when policies and actions addressed inequity in care in a holistic manner and sought to build the care economy along the 5 Rs and enshrine care as a right in law.¹⁵

GOOD PRACTICE

In Latin America: After decades of grassroots organizing among women from different sectors, Uruguay adopted an innovative and integrated care system in 2015, which became the fourth pillar of social protection, along with education, health and social security. The system involves different ministries, secretariats, unions, academia, and civil society to create infrastructure, care services, professional training and communication regarding the care of children, the elderly and people with disabilities. However, with the change of government in 2020, civil society groups fear the hard-won care system may be dismantled due to austerity measures.

In Sub-Saharan Africa: In Senegal, the integration of early childhood policy throughout the national program "la case des tout petits" allows for women to have access to public childcare earlier in their maternity leave and have more time for themselves to work or take care of their household.¹⁶

2. Publicly funding care work and social services

Responses outlined the link between lack of well functioning or funded public services and increased care work. Strained healthcare systems placed a greater amount of unpaid care on women, as women were deemed responsible for patients discharged from hospitals early or placed in quarantine at home. In the context of COVID-19, this also placed them at higher risks of infection from the pandemic.

In times of crises, the lack of public services and social and legal safety nets can put people right into crisis without any protection. In the consultation, many respondents outlined that having limited or no access to social protection, sick leave, maternity leave, childcare, or other public support meant they had to rely heavily on their families and communities.

This shows the links between increased care work and the lack of well-functioning public care and social services. Progress happens when states publicly finance and build public care infrastructure and social services, which will reduce the time women have to spend on unpaid care and domestic work. Starting by reinforcing informal mechanisms at community level, such as through integration of savings groups into broader financial inclusion and social protection strategies, can be a good strategy to gradually expand care and protection.

GOOD PRACTICE

In Asia Pacific: In the Cook Islands, financial support of NZD\$ 50 is allocated for every fortnight during school closure; and a one-time additional payment of NZD\$ 400 is available to vulnerable women in their capacity as caregivers.

In Sub-Saharan Africa: Village Savings and Loans Associations were both impacted by the pandemic (their members were unable to meet in groups) and they also became an anchor for their communities in crisis. Informal financial inclusion mechanisms had to step in where public support wasn't available. Savings groups were quick to adapt and help community members to respond rapidly, distributing personal protective equipment (PPE), setting up hand washing stations, and providing access to crisis savings funds to help community members manage during COVID-19.¹⁷

3. Providing decent work and quality education for women and girls whilst addressing gender-based violence and harassment at home and in the world of work

Care and domestic workers are, most often, women from communities that face multiple forms of discrimination and/or have been historically marginalized: migrant, Indigenous and Black women. The majority of care and domestic work is based in the informal sector, without legal rights or social protection. Consultation respondents outlined the direct link between inequitable work and marginalisation.

“It is not by chance that they are excluded and vulnerable groups. It comes from a history of slavery, colonization and patriarchy.”

—**Adriana Paz**, Latin America Regional Coordinator of the International Domestic Workers Federation (IDWF)

The COVID-19 pandemic has laid bare the vulnerability of informal work, and has had a disproportionate impact on women workers because they make up the majority of the informal workforce globally. According to the survey consultation, 83% of respondents agreed that COVID-19 has caused women to lose their informal jobs. Often, women have been forced to give up their jobs to take on increased unpaid care at home. Moreover, COVID-19 has put women care workers, such as domestic workers, nurses and teachers on the frontlines, with increased risks to their health.

The consultation also showed the links between care work and gender-based violence. Nearly 41% respondents agreed that women risk physical violence if care work is not “done well”, while 62% said that they risk verbal abuse. More than three-quarters answered that gender-based violence and harassment occur when they are engaged as care workers.



“Unpaid care work consumes lots of energy and time of women, as well as limits women’s capacity in engaging in paid work (access to jobs), which leads to financial dependency on male members. In most cases, less income or access to finance leads to domestic violence.”

—Rashmila Prajapati

Indigenous Newar Woman, Nepal

The COVID-19 pandemic has exacerbated gender-based violence, resulting in a shadow pandemic of violence against women and girls,¹⁸ at home and in the workplace. There are public solutions to address gender-based violence. The ILO Convention 190 aims to tackle violence and harassment in the world of work and also captures domestic violence. Governments could drive progress by ratifying and implementing the Convention, which would require them to undertake meaningful national reforms and finance their implementation.

Finally, respondents asked for both better public policies¹⁹ on decent work, and private sector interventions. Governments can improve women’s access to paid work through training programs that allow them to access the labour market of decent work, whilst implementing a combination of labour market and social protection measures.²⁰ Both the public and private sector should advance and implement these approaches whilst providing access to childcare programs in the workplace.



GOOD PRACTICE

In Asia Pacific: Some countries have attempted to redistribute unpaid care work by allowing for paternity leave. For example, in Japan, both parents can enjoy parental leave up to 12 months. In Southeast Asia, only the Philippines, Vietnam, Myanmar and Indonesia have implemented paternity leave policies. However, even where paternity leave is available, social and cultural norms remain as obstacles to the redistribution of care and domestic work.

In Latin America, three countries have already ratified the ILO Convention 190 to tackle violence and harassment in the world of work: Uruguay was the first country in the world to ratify it, followed by Ecuador and Argentina. Ratification is what allows the Convention to be applied at the national level, together with relevant national reforms, in order to effectively protect workers from all sectors, and particularly the groups most at risk of gender-based violence and harassment, such as women, migrant workers, LGBTQI+ people, precarious workers and other marginalised groups.

4. Building women’s and girls’ leadership in economies, societies, politics and the workplace

Nearly three-quarters of respondents said that unpaid care work impacts women’s access to decision-making roles in their household, community or broader society. This can link back to gender-discriminatory norms and devaluing of care work, as well as reduced opportunities and time due to performing large amounts of care work.

“Recognizing household tasks performed by women as ‘work’ will assist women in advocating for women’s wages and welfare gains for housework.”

—Noraeri Thungmuangthong

Indigenous Karen Woman

This is true for leadership positions in community, society and the work place, as well as being aware of the legal rights and provisions that should protect individuals and workers. For instance, the majority of women consulted said they were unfamiliar with the work of unions.



GOOD PRACTICE

In Asia Pacific: In India, interventions such as drudgery saving devices including agricultural technologies and livestock management in rural areas for women farmers have reduced the time spent on unpaid care and domestic work by five to six hours each day, which gave women time to form village level groups and take on leadership roles.²²

Crisis further affects women and girls disproportionately, as the COVID-19 pandemic has shown.²¹ The impact of protracted and intersecting crises, and how this hits women and girls in marginalised communities hardest, was also highlighted throughout the consultation through the example of climate change increasing the amount of unpaid care work, largely done by women and girls.

“When communities are displaced because of calamities, such as floods, droughts, and landslides, women are more impacted, as women are caregivers. Women have to arrange food and fuel for their families. Moreover, because of climate change, there are less trees and greenery, which makes the lives of rural women more difficult in terms of fetching wood and food for their cattle.”

—Rashmila Prajapati, Indigenous Newar Woman, Nepal

Yet, despite being heavily impacted by crises, women and girls rarely have a voice in designing the solutions to crises or policies that would improve their lives. In the context of the pandemic, respondents highlighted the need for increased technical and financial support to existing women’s organisations in their communities, to raise awareness and support local communities to better face the impact of the pandemic.

The women who were consulted also asked for governments to ensure women’s inclusion and representation in the policy-making process. For instance, respondents suggested governments develop climate change mitigation policies in consultation with women from all backgrounds, including women from the most marginalized communities, so women can propose solutions to reduce their increased unpaid care work caused by the climate crisis.

5. Recommendations towards a caring economy

Governments, private sector stakeholders, multilateral agencies and activists alike have a unique chance to contribute to tackling inequality in care by advancing progressive action as part of the multi-stakeholder Action Coalition work, and achieve the vision of the Beijing Declaration and Platform for Action, once and for all. We must build a caring economy if we want to call ourselves feminists and visionaries for a just and equitable post-pandemic world.

The EJRC Action Coalition CSOs and Youth Groups are calling on decision makers and private sector stakeholders to adopt and finance four cornerstones to build a caring economy:

- 1. Recognise care as a right, building the care economy and Building Forward from COVID-19.** The public sector should recognise care as a right, enshrined in law, and build a caring economy by addressing the 5 ‘Rs’ – Recognition, Reduction, Redistribution, Representation and Reward for care work, whilst overturning gender-discriminatory norms enshrined in societies and communities. This also requires Building Forward from COVID-19 by addressing systemic inequalities in care.
- 2. Publicly fund public quality care and social services, including decent care jobs.** Invest at least **10% of domestic national income in the care economy**, including for childcare, care for elderly people and care for people with disabilities. Commit to providing increased public funding to ensure universal health coverage, quality education and universal social protection. A global fund for universal social protection is a good first step. At the same time, promote decent work by creating 80 million care jobs and ensuring care workers are paid living wages.



Josh Estey/CARE

3. Provide decent work and quality education for women, girls and gender non-conforming people whilst addressing gender-based violence and harassment at home and in the world of work, including in caring situations. This includes the wide ratification of ILO Convention 190, its effective implementation, including ILO Recommendation 206 to ensure the right for everyone to a world of work free from violence and harassment. Furthermore it requires public policies and private sector action to provide family friendly work places, and build a green economy with sustainable green jobs for women.

4. Build women's and girls' leadership in economies, societies, politics and the workplace. This means including women and girls in decision-making and leadership positions and investing in local women-led and women's rights organisations which often focus on supporting the most marginalised, and provide essential, but under-resourced services that are critical if women and girls are to realise their rights and / or recover from crises, such as the effects of pandemics or climate change.

Providing childcare will free up parents' time; ensuring equitable and publicly funded health care, education and community infrastructure will provide the quality public services so that women and girls no longer need to fill in these gaps Investing in care and social services, while fostering the recognition, reduction and redistribution of unpaid care work, is the groundwork needed to build the care economy. This will help us to prevent COVID-19 rolling back progress on gender equality by a generation, and instead build an equitable, sustainable and caring future.

Please help us share these crucial recommendations using the hashtags **#unpaidcare**, **#StopTalkingStartFunding** and **#ActForEqual** on social media and advocating for a caring economy. For further questions please get in touch with Mareen Buschmann, Senior Adviser on Women's Economic Justice with CARE International UK, at Buschmann@careinternational.org

Credits

This Manifesto was developed by the following CSOs and youth organisation leaders of the Economic Justice and Rights Action Coalition: The International Trade Union Confederation (ITUC), Women's Working Group on Financing for Development, The African Women's Development and Communication Network (FEMNET), Manki Maroua and CARE International.

Our collective thanks go to Fabiola Mizero, Melissa Vida and Emilie Pradichit for conducting the consultations with women's rights and feminist organizations in Sub Saharan Africa, Asia Pacific and Latin America, and ensuring that the voices and recommendations of women impacted by unpaid care work are central to this Manifesto.

Special appreciation goes to all the individuals, women, feminist organizations and partners who contributed to the various surveys, consultations and interviews.

For further questions please contact Mareen Buschmann, Senior Adviser on Women's Economic Justice with CARE International UK, at Buschmann@careinternational.org



Shabnam Amini/CARE

Contributing Organizations



Endnotes

- 1 GEF Economic Justice and Rights Action Coalition (2021), Blueprint. In this paper care work refers to both paid and unpaid care work.
- 2 Oxfam (2020) Press Release: [World's billionaires have more wealth than 4.6 billion people](#)
- 3 Before the pandemic, women and girls performed approximately three times the amount of unpaid care and domestic work than men and boys do. UN Women, "Gender Equality: Women's Rights in Review 25 Years After Beijing," March 2020, <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-womens-rights-in-review-en.pdf?la=en&vs=934>
- 4 CARE International (2020), [Building Forward: Creating a More Equitable, Gender-Just, Inclusive, and Sustainable World](#)
- 5 CDC Group. (2020). ['COVID-19 and Women's Economic Empowerment: A Chance to Invest for Change?'](#)
- 6 World Economic Forum (2021): [COVID adds another 36 years to closing the gender gap](#)
- 7 The International Trade Union Confederation (ITUC), Women's Working Group on FFD, FEMNET, Manki Maroua and CARE International
- 8 Interviews were conducted with 23 women and 177 survey responses were received.
- 9 Diverse women include women with caring experience, women workers in the formal and informal economy, young and older women, women with disability, indigenous backgrounds, transgender identities, and feminists from across the regions
- 10 Generation Equality Forum (GEF) Economic Justice and Rights Action Coalition, Blueprint (2021). In this paper care work refers to both paid and unpaid care work.
- 11 Before the pandemic, women and girls performed approximately three times the amount of unpaid care and domestic work than men and boys do. UN Women, "Gender Equality: Women's Rights in Review 25 Years After Beijing," March 2020, <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-womens-rights-in-review-en.pdf?la=en&vs=934>
- 12 World Economic Forum (2021): [COVID adds another 36 years to closing the gender gap](#)
- 13 The International Trade Union Confederation (ITUC), Women's Working Group on FFD, FEMNET, Manki Maroua and CARE International
- 14 Interviews were conducted with 23 women and 177 survey responses were received.
- 15 A care economy can be built by implementing and enforcing laws that recognize, reduce, and redistribute unpaid care and domestic work, fairly rewarding paid care work and ensuring representation of care workers, the so-called "5 Rs". Responses in the consultation stressed a sixth core element and that is enshrining care as a right in law.
- 16 <https://journals.openedition.org/ries/903?lang=en>
- 17 CARE (2020): [COVID-19 could condemn women to decades of poverty: Implications of the COVID-19 pandemic on women's and girls' economic justice and rights](#)
- 18 UN Women news (2020), [The Shadow Pandemic: Violence against women during COVID-19](#)
- 19 Governments should ensure existing labor protection laws and policies extend to women employed in the informal sector. In particular, governments must guarantee access to minimum wage, decent working conditions, the right to collective bargaining, and other remedies for rights violations, as well as raise public awareness of the rights and remedies available to workers employed in the informal sector.
- 20 These must include the provision of paid family leave, cash-for-care programmes, flexible and shorter work-time arrangements or continued provision of childcare services, including for essential workers. Particular attention must be given to women from excluded communities, who are being left behind without access to social welfare benefits, such as migrant women and informal workers.
- 21 CARE Blog (2020), [COVID-19 could drive millions of women into poverty, when they are agents of recovery](#)
- 22 This good practice from India was shared during the workshop on unpaid care hosted by the CSOs and youth organisations of the Action Coalition on the Economic Justice and Rights, on 8 June 2021