

FRAMING THE CARE ECONOMY IN EAST AND SOUTHERN AFRICA

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2022 REGIONAL SHAREFAIR
CONFERENCE

THIS PRESENTATION...

SUMMING UP THE LAST 3 DAYS:

- ESAR Definitions of Care
- Breaking down the 5Rs (Recognize, Reduce, Redistribute, Representation and Reward)
- Stakeholder Roles

DEFINITIONS OF CARE WORK:

***Care work** refers to the activities and social relations that are needed to satisfy the needs of all living human beings. 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.*

Care work also includes the continuous work that is undertaken to reproduce the workforce for the labor market - meaning the existence of a workforce is impossible without the often-unpaid care work done to raise and teach them. Care work is considered to include domestic housework (e.g., cooking, cleaning), healthcare, childcare, elderly care, community care and education.

ESAR DEFINITIONS OF CARE

- Care work is community work (true for the ESAR context, as many African societies are sustained by community ties and relationships). It is part of our social fabric and is evident in the work performed collectively at community events e.g. funerals, weddings, ceremonies etc.
- Definitions of care work in Africa should include spousal care, extended family care (relatives, orphans), humanitarian work (care for people in refugee camps, settlements, migrants), indigenous healing practices (traditional), spiritual care.
- Must acknowledge the influences of social and cultural norms on assigned gender roles, not disdaining cultural practices that have built the social order of African societies.
- Femininization of care work should be addressed and abolished in due time – the roles men play in providing care should be acknowledged.

ILO 5R FRAMEWORK

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- **RECOGNIZE** – that care work is a form of productive work amounting to an enormous number of hours and contributing to well-being both at micro (household) and macro (economy/state) levels. Unequal division of caring labour linked to social and economic inequalities.
- **REDUCE** – the burden of unpaid care work for women and society through public investments in social care service infrastructure and physical rural infrastructure to make caring work easier and ensure universal access to quality care services.
- **REDISTRIBUTE** – unpaid care work through complementary public service provision and policies by stakeholders that provide for redistribution of unpaid care work from women to men.

ILO 5R FRAMEWORK

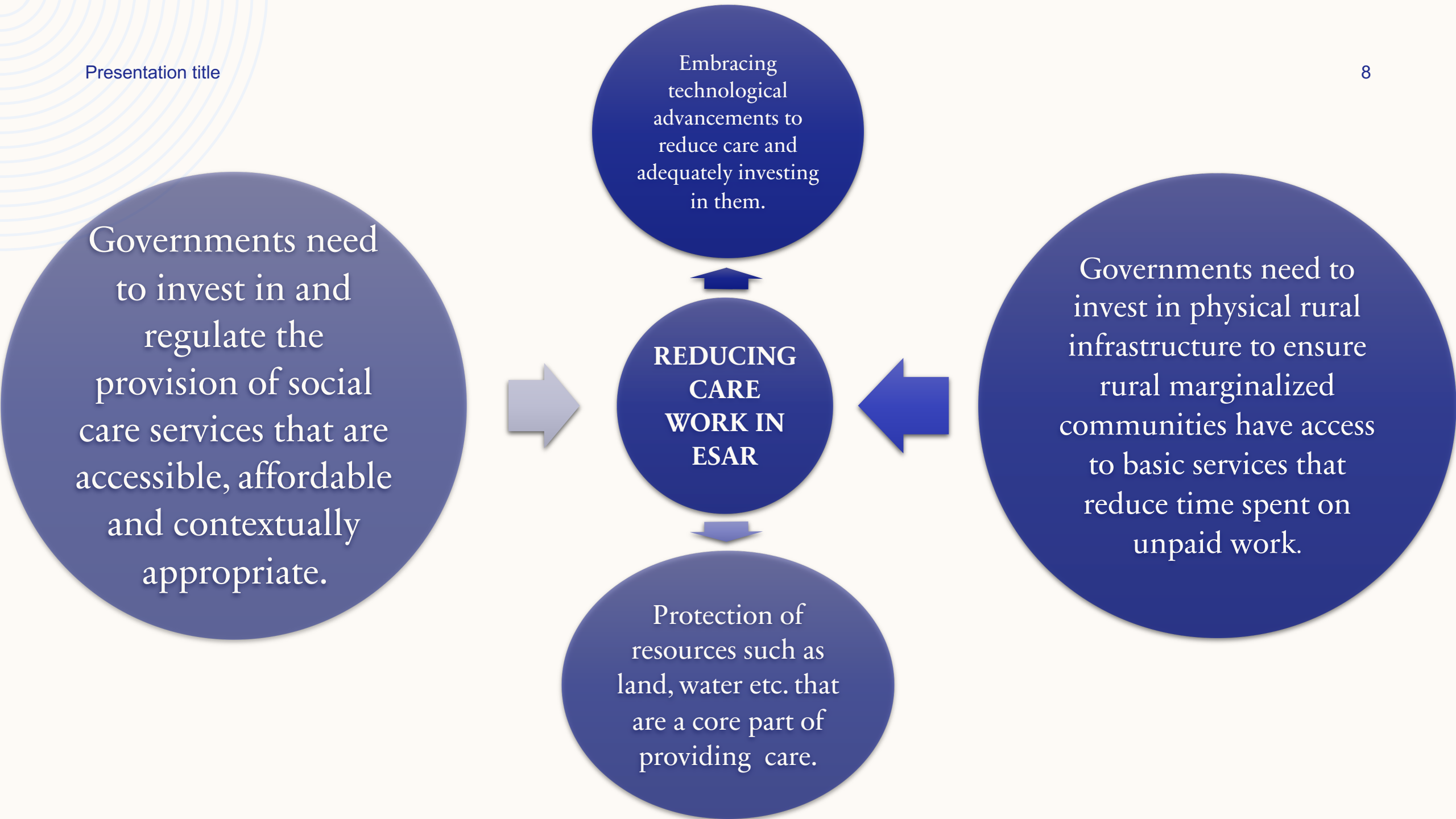
- ***REWARD*** – and remunerate care work and care workers with professionalized work, equal pay for work of equal value, adequate pensions, comprehensive social protection, healthy and safe working conditions, strong representation, unionization, and collective bargaining and social dialogue in line with the ILO Decent Work Agenda?
- ***REPRESENT*** – care workers through collective bargaining and social dialogue, ensuring women are represented in negotiations and decision-making spaces that shape the care economy.

Understand what constitutes care and who is performing care work, distinguished by the context in which care work is performed, including considerations on sector (informal and formal) location (rural, urban, peri-urban) social and economic class, access to essential services etc.

Acknowledge how culture, religion and history have defined care work.

Build a case for care: Document evidence for the importance of recognizing the social and economic contributions of unpaid care work. Time use surveys quantify time investment in unpaid care work; need for raising awareness on this value (and the impacts of unequal division of care) through lived experiences in Africa.

**RECOGNIZING
CARE IN ESAR**



Governments need to be proactive in creating an enabling environment for care services to thrive, by way of developing policies that support investment in care and accountability for care.

Transformation of mindsets including of traditional and religious leaders, to promote men's increased involvement in unpaid care and domestic work. There must be harmonization of recommended changes to care work distribution with existing cultural needs

Emphasis on the role of public and private sector employers in instituting family-friendly workplace policies support women to manage their work and care responsibilities, and encourage men to take a more active role in unpaid care and domestic work responsibilities, in the workplace and in homes.

**REDISTRIBUTING
CARE WORK IN
ESAR**

REPRESENTING AND REWARDING¹⁰ CARE WORKERS IN ESAR:

- Recognizing the need for representation of primary care providers in households, especially rural, in local decision-making spaces, defining care needs and social investments by governments.
- Acknowledging that not all unpaid care work can be paid, therefore, a need to invest in Social Protection by African Governments to support caregivers in homes and communities.

WHAT ARE OUR ROLES:

- **Civil Society Organizations/Women's Rights Organizations:** Broader awareness on care economy, Research and Knowledge generation (to meet data needs), services and initiatives (humanitarian and other) that aid caregiving work.
- **Private Sector:** Institutionalization of policies that support women's care work, investment in technologies that ease care work,
- **Governments:** Formulation of policies on care, implementation and accountability for policies on care, prioritization and investment in care, investment in public services that ensure universal access to quality care for all.

THANK YOU FOR YOUR CONTRIBUTIONS TO

Advancing
the Care
Agenda

