How does the community and governments interact with the care economy?
In economies where development is equated to market expansion, life is cared for in order to assure that the market economy can work. Care is taken for granted. It is an indisputable requisite, but is also not considered a priority or a collective responsibility.
Human Development

Human development – or the human development approach - is about expanding the richness of human life, rather than simply the richness of the economy in which human beings live. It is an approach that is focused on people and their opportunities and choices.

If we are worried about human development, we need to be worried about care as care is a set of activities that allow for life to exist.
Problems with care

1: LACK OF CO-RESPONSIBILITY
All members of society are held responsible for care, and it is not considered a women's issue. It also includes the community playing a role in care.

2: CONSIDERED A WOMEN’S ISSUE
Care is normally associated with women and gender stereotypes construct a different relationship for women and men with regards to care. Gender equality requires that care is understood as a shared responsibility between women and men, and that care work is equally distributed between them.

3: LINKED TO INEQUALITY
Socioeconomic equality requires that all social groups have access to decent care (not dependent on privately available resources) and that no social groups perform a disproportionate share of care tasks while they are less able to fulfill their own care needs.
Unjust care systems: Co-responsibility
Co-responsibility
Households
Households are workshops which produce services, and no other productive sector matches it in terms of volume and economic importance. Households are the final place where care needs can be met. Indeed, they usually assume the ultimate responsibility for care provision. Where State’s responsibility for care is lacking, households resolve the issue of care with the resources privately available, drawing upon the unpaid labour of family members for using monetary resources to purchase care services – especially domestic employment. A major contributor to unjust care systems is the invisibility of this unpaid care work preferred within the household.
The State sometimes takes on responsibility for the provision of care. It can do so through a wide range of policies, for example, through the implementation of public care services and family friendly policies, or through the guarantee of access to improved water sources. The State might also recognize labour rights that favour the combination of care and job duties, and ask private companies to respect them. But, most often, the State does so only partially and inadequately and private companies are not asked to assume any responsibility. Therefore, the bulk of the care requirements are delegated to households.
Civil society

The involvement of the community can be a powerful way for tightening social ties. A variety of civil society organizations ranging from formalized entities, to rather unofficial community-based network rights assume an active role in care provision. There are challenges in supporting their work while ensuring that:

It does not perpetuate the negligence of public institutions. The services are not based on women’s unpaid/poorly paid care work.
Companies

Private companies can and do play a critical role in care provision but this role can vary considerably. There are three main ways private companies take responsibility for care needs and responsibilities:

- Avoiding the notion of the standard worker. Companies should not ask workers to act as if they are care-free.
- Taking into account that their workers have care responsibilities for themselves and others when organizing working schedules and spaces.
- Paying for the reproduction of the workforce. Companies can contribute to social security schemes that fund care rights, such as maternity and paternity leave. They can also fund public care services and benefits through taxation.
The State

V

Private companies
What can the State do?

In some contexts, care is one of the more dynamic areas of public policy. This is related to processes such as the increased presence of women in paid employment, which urges to a redistribution of their unpaid care tasks.

There is a trend towards increasing the role of the State, in contrast to the reduction of State participation in healthcare or education. But despite the above, the role of the state is clearly insufficient and there are still several problems, mainly:

- The rights are only implemented partially
- Many measures tend to rely on unpaid and badly paid care work
- Care policies are among the expenditures most vulnerable in times of crises
- Many policies only benefit women.
What can private companies do?

• In many countries companies make significant contributions to social security so that the state can finance maternity and paternity leave. In others this is not the case.

• For example, in the US, employed mothers are entitled to 12 weeks leave, but it is unpaid. This violates Convention 183 of the ILO on maternity protection (Convention 183) has not been ratified by the US.
What can households do:
State-imposed familism

In India, Singapore and China legislation has been implemented that imposes on adult children the responsibility to provide the care their parents need, under threat of jail or fines if they do not.
What can households do: Familism

Familism is a social conception of care that considers the family to be the natural, best and/or only place for care. It frequently finds its way into public policies.
What can households do:
Beyond nuclear

When thinking about households, we should not forget that households go beyond the nuclear family. Families are much more diverse and dynamic than that and may involve single persons or lone mothers. They may be extended, multi-generational, transnational or recomposed. This can easily be seen when looking around us.
Gender equality

The causes and underlying drivers of unsustainability and of gender inequality are deeply interlocked. Both are produced by development models that support particular types of under-regulated market-led growth and the persistence of unequal power relations between women and men. Such development patterns rely on and reproduce gender inequalities exploiting women’s labour and paid work.
Which gender do you associate with each of the following?
Gender stereotypes

Social class

Gender division of labour
Unpaid care negatively impacts on women....
Unpaid care negatively impacts on women....
Gender inequality in unpaid care work is the missing link in the analysis of gender gaps in the labour outcomes, “(Ferrant et al. 2014) such as labour force participation, wages and job equality.
The kind of employment and labour conditions are worse for women e.g. part-time and informal employment. Women may choose this due to unpaid care responsibilities or it may be imposed on them. Sometimes they are dismissed because of pregnancy. Women have worse access to retirement and unemployment benefits.

All of the above add up to significant gender pay gaps.

**ACCESS TO WORK**

**WHEN EMPLOYED**

**JOB LOSS**

**GENDER PAY GAP**
How do women cope?

Absorbing the shocks of care...
Thank you