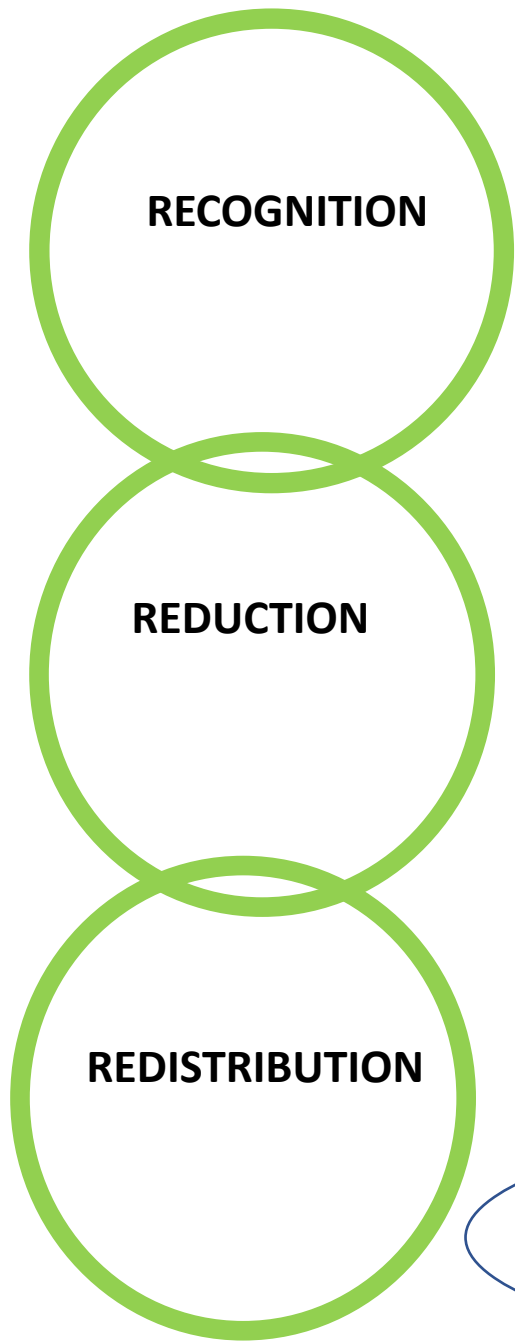
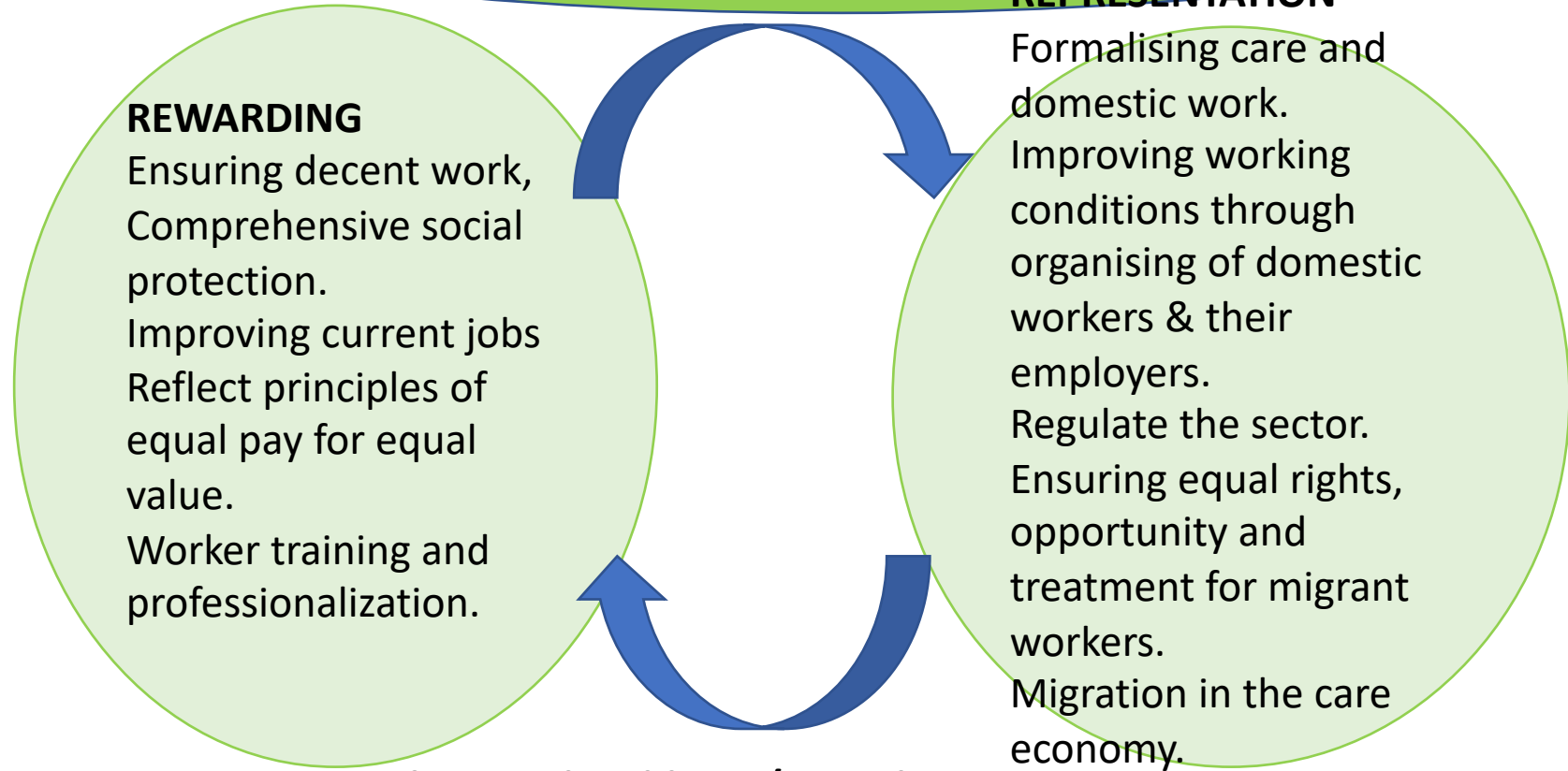


Rewarding and Representation of Unpaid Care and Domestic Work

AGENDA: ADVANCING THE CARE AGENDA IN EAST AND SOUTHERN AFRICA

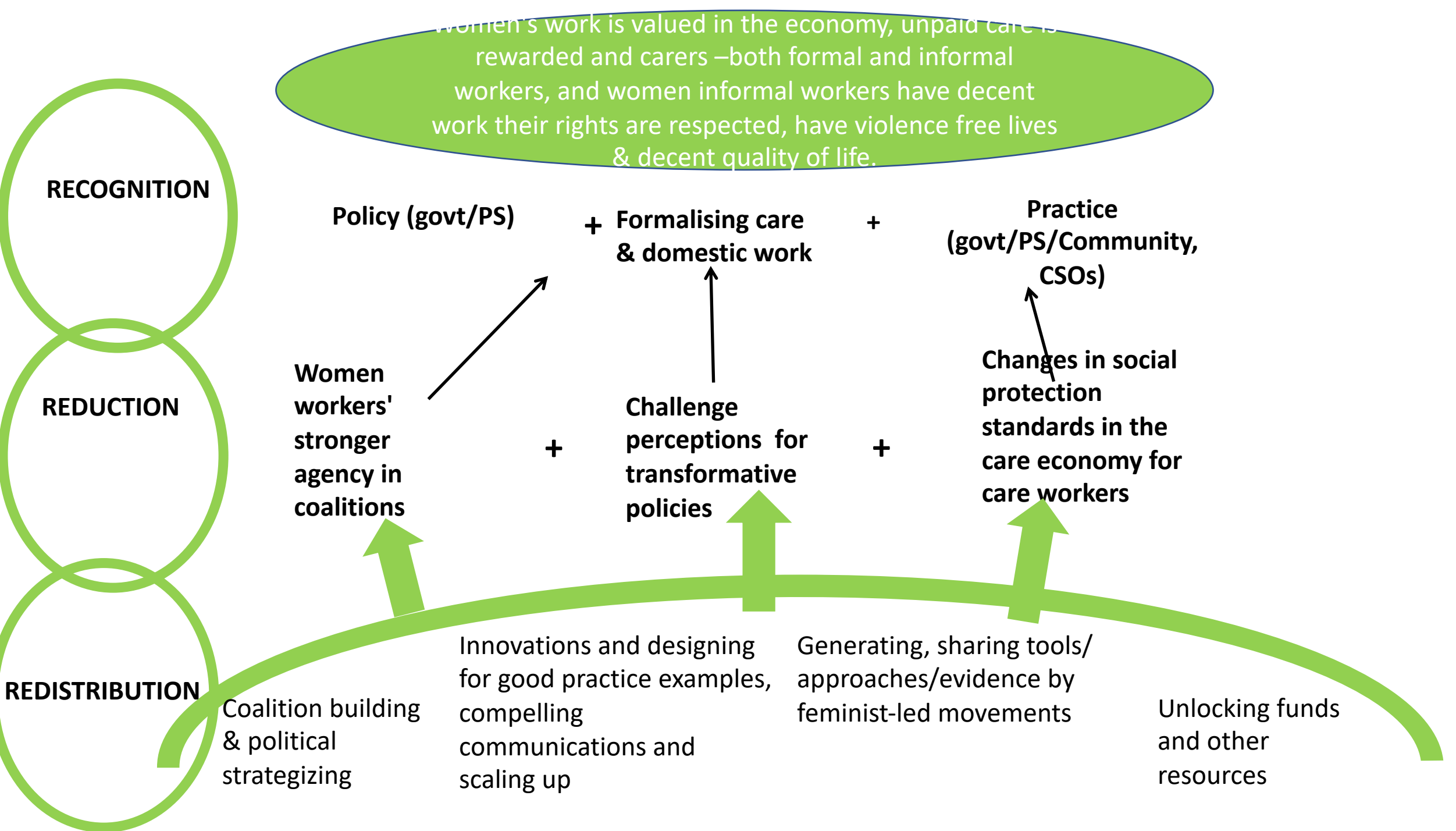


REWARDING AND REPRESENTATION IN UCDW



What needs Addition/Contribution

- Framing of Care Work is key-what/how we define rewarding
- Transformation of policy & practice
- Intersectionality matters-
- Focusing on unpaid & paid informal workers.
- Black migrant and otherwise marginalised workers
- Migration in the care economy
- Create tools/approaches that expand the voice, agency, knowledge, skills and organisation of care



FRAMING WORK ON CARE AND REWARDING.

- Care must be recognised both as a universal right & an essential building block for economic & social well being and sustainable development.
- Quality-of-care work- paid and unpaid, is a central issue for decent work for all.
- We cannot discuss reward without examining the centrality of care work in labour markets and across society.
- Consider the contribution of care work to advancing gender equality and the importance of promoting transformative care policies.
- Clarity on rewarding care workers not only in monetary value, but in other ways. (decent work, law and practice, well being for informal workers, quality childcare services as part of social protection, just transition into the formal economy)

FRAMING CARE WORK AND REWARDING

TRANSFORMATIVE POLICIES- what are transformative policies?

- Care policies are public policies that allocate resources in the form of money and policies (including income, pension), services or time to caregivers or people who need care.
- This include leave policies (parental leave, social protection for domestic workers and informal workers, care services.(early childhood development & care (ECD)), social protection and cash transfers (e.g., childcare grants), work arrangements (e.g., flextime, women led representation, WRO leadership, inclusive community-based care services mode, influence for increased new investments by state/ private sector employers in public care infrastructure and affordable, accessible, quality services.
- Transformative care policies hold opportunities for securing the enjoyment of human rights for those who provide care and for those who need care, creating employment and contributing to labour market inclusion and gender equality in the world of work.- this raises questions:
 - I. How can employment and labour market policies, grounded on a bundle of care related international labour standards, contribute to the rewarding of unpaid and paid care work?
 - II. How can we ensure that care jobs are decent jobs, with adequate reward/remuneration, working conditions and representation?
 - III. How can social protection systems guarantee that all persons in need can access quality care services and cash benefits that simultaneously address unpaid care work and the need to access decent quality work?

THE 5TH R- REWARDING

REWARD: means having a a more strategic gender- and care-lens and contributing to the rewarding and representation of care work, in line with investment objective that promote sustainable socioeconomic development in developing countries.

Some examples

- Products, services and initiatives that ensure that care and domestic workers are paid fairly and can progress in their careers, providing them with financial reward and security.
- More secure, better remunerated and protected employment for care economy workers
- More decent work conditions and opportunities provided by care and domestic employers.
- Access to affordable childcare is one transformative opportunity, elder care is another.
- Technology , services and supportive policies /practices that improve conditions for domestic and care workers, including informal workers.

THE 5TH R- REWARDING

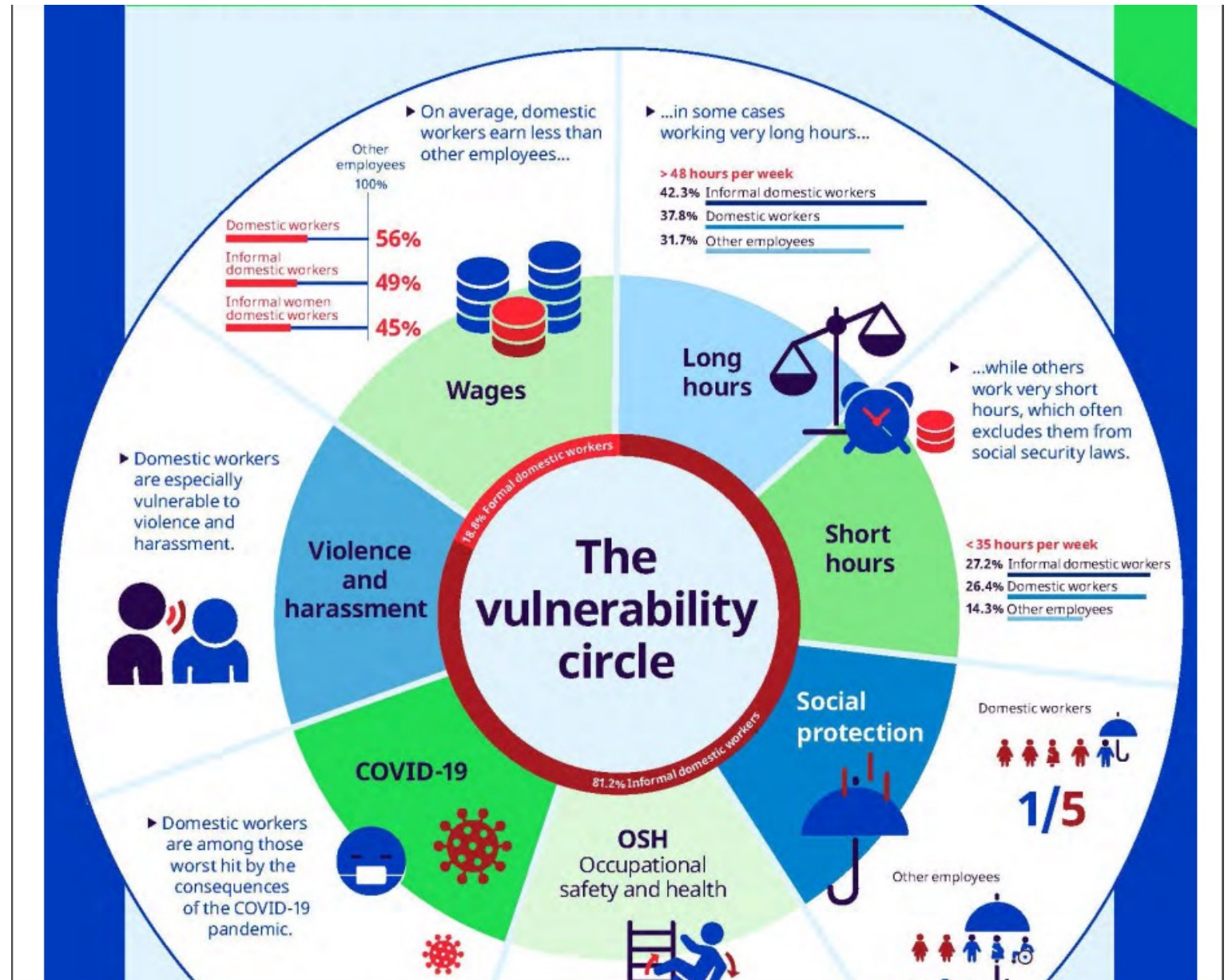
OUR role (input and output)

1. Invest in frontrunner pilots/innovative programmes to claiming rights by women workers in informal economy with a focus on marginalised groups; and reward and increase their representation on UDCW and informal workers associations*.
2. Generate and share inspiring examples of good practice and change supporting diverse women workers.
3. Support cross sector convening, integration of informal women workers and unpaid carers.
4. Create and share tools/approaches/research on new aspects and issues.

NOTE: *self-employed, own-account or waged - no-contract, unrecognized by States, agency/zero-hours with few rights

Working conditions of domestic workers-

- Decent work deficits affect all domestic workers, informally employed.





• (TIAA) THERE IS AN ALTERNATIVE – an example

- Collective bargaining agreement in São Paulo, Brazil, a first CBA was signed in 2017 between the Domestic Workers Union of the Municipality of São Paulo (STD MSP) and the Union of Domestic Employers of the State of São Paulo (SEDESP).
- The agreement, renegotiated and concluded on 1 March 2021, includes provisions that grant domestic workers better working conditions than those included in Law 150/2015, including a minimum wage above the national minimum wage, which varies according to the role and function of the domestic worker, as well as a specific minimum wage per day for domestic work on that basis.
- It also fixes weekly rest periods specifically for live-in domestic workers; Requirements to keep proof of salary payments; Determination of deadlines for payment of salary, vacation and thirteenth salary.
- Recent agreement introduced a social insurance scheme (Bem+Familiar) that provides protection to both workers and employers in situations of adversity and is based on the payment of a monthly social benefit per worker by the employer. Forerunner of the BOLSA FAMILIA (Family Allowance 2006)
- Social partners provide assistance to domestic workers and employers of domestic workers, in order to promote compliance with applicable labour and social security laws, including guidance on costs, tax payments and the contractual obligations of both parties in the domestic labour relationship

THE ORIGINAL 4TH R- REPRESENTATION

REPRESENTATION: means the voice of carers is heard, carers they are represented in decision making spaces at all level and carers push for the asks in terms of designs, interventions in policy and practice

Some examples

- Formalising care and domestic work- the how based on country contexts.
- Promoting freedom of association, social dialogue, and collective bargaining for care workers, Kenya county government recognising and rewarding care workers
- Improving working conditions for domestic workers, organising and coordinating action and bargaining.
- Ensuring equal opportunity and treatment for migrant care workers, trade union action to promote fair recruitment for migrant workers, and the implications of migration in the care economy

Making decent work a reality for domestic workers

Social dialogue, employers' and workers' representation

- Safe work
- Adequate earnings
- Decent working time
- Stability and security of work

Employment opportunities

- Social security
- Work, family and personal life balance
- Abolishing child labour and forced labour
- Equal opportunity treatment

Empowerment

Arrival

Decent work

14.2 million

- ▶ Domestic workers have access to effective protection

Close implementation gaps

- ▶ Domestic workers covered by laws that are insufficiently implemented in practice

20.7 million

Close legal gaps

- ▶ Domestic workers not covered by labour and social security laws

40.7 million

Aim for adequate levels of protection

Recognition of the employment relationship

Social dialogue between employers, workers and governments

Start

Conclusion.

Full rewarding and representation would contribute to reducing income inequality and relative poverty at the household level and in the workplace and bring about decent work.

Rewarding and representation advances social justice and promotes decent work