



women, youth &
persons with disabilities
Department:
Women, Youth and Persons with Disabilities
REPUBLIC OF SOUTH AFRICA



3R NATIONAL CONSULTATIVE CONFERENCE REPORT- UNPAID CARE WORK IN SOUTH AFRICA

28-30 MARCH 2023



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Acknowledgements

This report captures inputs and recommendations from a national consultative workshop with relevant stakeholders. The workshop was a necessary part of the 3R programme implemented in South Africa. This milestone event was aimed at advocating further mobilisation of various sectors and stakeholders to understand and address unpaid care within the broader care economy and advancing gender equality and women economic empowerment.

UN Women would therefore like to acknowledge and express their appreciation for everyone who participated and contributed to the 3R programme's successful outcomes and the consultative workshop. We would like to thank our funders, Global Affairs Canada, for supporting the entire programme. We also want to acknowledge and extend our gratitude to the Department of Women, Youth and Persons with Disabilities (DWYPD) under the leadership of Advocate Mikateko Joyce Maluleke, Director General, for their contribution in co-hosting).

Special appreciation is extended to all the government departments, agencies, trade union representatives, women's organisations, Non-Governmental Organisations (NGOs), speakers and participants who attended the 3-day workshop and shared their knowledge and experience in contributing to the recommendations for future actions and outcomes.

In terms of our speakers, we wish to thank the following people:

- Advocate Mikateko Joyce Maluleke, Director General, Department of Women, Youth and Persons with Disabilities ;
- Dr Hazel Gooding – Deputy Representative of UN Women South Africa Multi Country Office (SAMCO);
- Ms Valentine Waroga – Programme Analyst, UN Women Eastern & Southern African Regional Office (ESARO);
- Ms Silvia Lanzarini – Global 3R coordinator for UN Women.
- Ms Ranji Reddy – Chief Director of Research, Policy and Knowledge Management at DWYPD;
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- Ms Dihlolelo Phoshoko – Director of Labour Statistics at Statistics South Africa;
- Mrs Bongzi Owusu – Director at Department of Social Development;
- Ms Madumezulu Girlie Silinda, Interim Executive Director at South African Women In Dialogue (SAWID);
- Mrs Desiree Manamela – Chief Director at Statistics South Africa (Stats SA);
- Ms Nkateko Chauke – Programme Director at Oxfam South Africa; Dr Matome Kganakga – Executive Director at Azali Health;
- Ms Mpho Mabhena – Men Care Global Coordinator at Sonke Gender Justice; Reverend Bafana Khumalo – Co-Executive Director at Sonke Gender Justice;

UN Women Team

- Ms Ayanda Mvimbi – Programme Management Specialist responsible for Women Economic Empowerment at UN Women South Africa Multi Country Office;
- Mr Willie Kalumula – 3R Programme Coordinator in South Africa;

Finally, we do like to thank the workshop Moderator, Ms Valerie Geen and the UN Women support team. An attendance register of all participants is appended to this report.

Acronyms and Abbreviations

BMZ	Federal Ministry for Economic Cooperation and Development
ECCE	Early Child Care and Education
ECD	Early Childhood Development
ESARO	Eastern and Southern African Regional Office (UN Women)
DWYPD	Department of Women, Youth and Persons with Disabilities
GEWE	Gender Equality and Women Empowerment
GDP	Gross Domestic Product
GAC	Global Affairs Canada
IDP	Integrated Development Plan
ILO	International Labour Organisation
LTSM	Learning and Teaching Support Material
NEDLAC	National Economic and Labour Council
NGO	Non-Governmental Organisation
SALGA	South African Local Government Association
SAMCO	Southern African Multicountry Office
SAWID	South African Women in Dialogue
SDGs	Sustainable Development Goals
SNA	System of National Accounts
SRH	Sexual Reproductive Health
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women

Glossary

Care Economy	The care economy entails the production and consumption of goods and services necessary for the physical, social, mental and emotional wellbeing of care-dependent groups, such as children, the elderly, the ill and people with disabilities, and healthy, prime working-age adults. Care-related economic production activities are wide-ranging, including direct and indirect services and the production of goods. ¹
Gender	Refers to socially constructed stereotypes or the roles attributed to women and men. Different sociocultural contexts determine gender roles. What is expected, allowed or restricted for a girl/woman and a boy/man varies between cultures and is not fixed over time. ²
Gender Equality	Gender equality means equality in rights, responsibilities and opportunities for women and men and requires that the perceptions, priorities and needs of women and men will have equal weight in the planning and allocating of resources.
Recognise	Unpaid care work can amount to many hours and is unequally distributed by gender and class, and is linked to social and economic inequalities in general. Recognition also acknowledges the substantial value of caring labour to wellbeing both at the household level and at the macro level of the economy. This means measuring, valuing, investing and legislating caring labour in both unpaid and paid dimensions. ³
Reduce	Reducing the burden first for women and second, for society but without compromising the principle of access to universal quality care. This can be achieved through public investment in social care service infrastructure and public investment in physical rural infrastructure, which reduces the unpaid work time required for delivering indirect care. ⁴
Redistribute	Redistribution can be achieved partially through complementary, publicly provided care services to reduce some of the unpaid care assumed by families. However, it cannot be perfect substitutes due to its personal and relational nature. Policies directed at the redistribution of unpaid care work from women to men in the domestic sphere, constitute a necessary component of the 3R strategy. The main area of intervention here entails labour market regulation and reforms for improved work-life balance and eliminating gender discrimination. ⁵

1 <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2018/Issue-paper-Recognizing-and-investing->

2 <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2017/UN-Women-gender-and-economics-training-manual-en.pdf>

3 <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2018/Issue-paper-Recognizing-and-investing->

4 <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2018/Issue-paper-Recognizing-and-investing->

5 <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2018/Issue-paper-Recognizing-and-investing->

Reward	Regulate and implement decent terms and conditions of employment and achieve equal pay for work of equal value for all care workers. Ensure a safe, attractive and stimulating work environment for women and men care workers. Enact and implement laws. ⁶
Represent	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. Promote freedom of association for care workers and employers. Promote social dialogue and strengthen the right to collective bargaining in care sectors. Promote the building of alliances between trade unions representing care workers and civil society organisations representing care recipients and unpaid carers. ⁷
Unpaid Care Work	All unpaid services individuals provide within a household or community for the benefit of its members, including care of persons and domestic work. Common examples include cooking, cleaning, collecting water and fuel, and looking after children, older persons, and persons with illnesses or disabilities. Voluntary community work that supports personal or household care, such as community kitchens or childcare, are also forms of unpaid care work.

6 https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633166.pdf

7 https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633166.pdf

Executive Summary

iUN Women South Africa Multi Country office extends its most profound appreciation to the Department of Women, Youth and Persons with Disabilities (DWYPD) for its intentional strategic collaborative partnership. We also want to recognise all **individuals and organizations** whose invaluable contributions have completed the Rapid Care Analysis for the 3R Project in South Africa. The collaborative efforts and unwavering support received have significantly enriched the depth and quality of this final report.

First and foremost, we thank the project stakeholders and participants for their generous collaboration and for sharing valuable time, insights, and expertise. Their commitment has been pivotal in gaining a comprehensive understanding of the healthcare landscape in South Africa from a gender perspective.

A special appreciation goes to Ms Grace Rapholo, the Consultant **who was instrumental in conducting the research**, which played a critical role in shaping the methodology and ensuring the accuracy of our gender-focused analysis.

Our sincere thanks are extended to the dedicated team of researchers, analysts, and field experts who tirelessly worked to collect, analyse, and synthesise gender-disaggregated data, contributing significantly to the nuanced findings presented in this report.

We acknowledge the support from Global Affairs Canada for providing the necessary resources and financial backing that facilitated the seamless execution of this project, reinforcing our commitment to advancing gender equality in healthcare.

Furthermore, we thank the local communities and institutions in South Africa for their warm welcome, which fostered an environment conducive to meaningful collaboration and gender-sensitive data collection.

Finally, we thank families and colleagues for their understanding, encouragement, and steadfast support throughout the challenging yet rewarding journey of conducting the Rapid Care Analysis for the 3R Project in South Africa.

This report is a collective achievement, reflecting all those involved in collaborative spirit and dedication. UN Women South Africa is sincerely grateful for the shared commitment to advancing gender equality in the healthcare sector.

We also want to acknowledge Mr Willie Kalumula (UN Women Consultant) contribution to supporting and managing the project UN Women Consultant and Ms Ayanda Mvimbi, Programme Specialist, Women Economic Empowerment, UN Women, for overseeing this work.

5. Introduction

UN Women South Africa Multi-Country Office, in partnership with the Department of Women, Youth and Persons with Disabilities, hosted a 3-day workshop on the care economy.

About 50 multi-sector stakeholder representatives attended the workshop, including government policymakers, trade unions, women's associations and organisations, women farmers, entrepreneurs, and men's organisations from the 28th to 30th of March 2023, Johannesburg, South Africa.

The overarching goal of the consultation was to provide a platform to engage and deliberate on critical strategies and policy priorities to address the issue of unpaid care work by women and girls, which contributes to increased gender inequality, the burden of care and deepening poverty levels for women.

6. Background

Care work is a crucial element for human wellbeing and an essential component for a vibrant, sustainable economy with a productive labour force. Women around the globe take on a disproportionate share of unpaid care work, and gender imbalances in the distribution of unpaid care work constitute a root cause of women's economic and social disempowerment.

In South Africa, Budlender (2008, p.16) finds that women spend almost tenfold more time on care than men (48 minutes compared with five minutes per day). Further, this gender difference may manifest at young ages. In South Africa, for example, Budlender (2008, p.30) finds that “[young] girls were three times as likely to do unpaid care work as young boys.” For women living in rural areas, these figures can vary widely, particularly in areas with limited access to regular basic services such as energy, water and sanitation. Women and girls tend to bear the

Unpaid care work has recently been established as a policy target in the global development agenda, as reflected in the Sustainable Development Goals (SDGs) (UN General Assembly 2015). Under SDG 5 on gender equality and empowerment of all women and girls, one of the six targets (SDG 5.4) calls for “recognition of unpaid care work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility.”

The issue of unpaid care work is also enshrined within the generation equality commitment to economic justice and rights that strive for an economy that equitably shares and values care and domestic work.

burden of unpaid labour and have to collect and manage these resources and services for daily household consumption.

The Covid-19 pandemic has exacerbated the burden of unpaid care and domestic work for women and girls. The pandemic continues to deepen pre-existing inequalities and expose social, political and economic vulnerabilities. There is, therefore an urgent need to further enhance women's economic empowerment in the form of investments in care work and early child-care to counter these negative impacts and to energise the drive towards the “great re-set” as we also focus on building back better for women empowerment in the post-Covid-19 period.

Although pre-primary education has been a policy priority in South Africa for a few decades, sufficient provision of affordable and high-quality early childhood care and education (ECCE) is still

inadequate, even for children from age 3 to the age they enter primary school. This is reflected in public spending on pre-primary education, which is a tiny fraction of the country's Gross Domestic Product (GDP). At the same time, it is crucial to recognise the link between climate change and unpaid care work. As we are in a constantly changing world enduring various climate fluctuations, women and girls' responsibility for unpaid care and domestic work intensifies.

In this framework, UN Women developed and is implementing the Programme titled, **'Transforming Approaches to Recognise, Reduce, and Redistribute unpaid Care Work in Women's Economic Empowerment Programming'**, otherwise referred to as the 3R Programme, in Rwanda, Senegal, and South Africa, with funds from the GAC. The overarching goal of the 3R Programme is to remove the structural barriers to women's full and equal participation in the economy by recognising, reducing, and redistributing unpaid care work. The intended outcomes of the programme include:

1. National and local governments develop/strengthen laws, policies and services that recognise and address the disproportionate share of unpaid care work by women and girls;
2. Women's cooperatives and other organisations provide transformative care services in rural and/or urban areas to reduce and redistribute unpaid care work;

Although the Programme was initially developed to focus on the 3Rs, UN Women equally realises the importance of rewarding and representing paid care workers.⁸

Figure 1 below illustrates the 3R Strategy, which is anchored in the 5R Strategy and presents a response to the target set out in SDG 5.4.1. which makes a call to "Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies, and the promotion of shared responsibility within the household and the family as nationally appropriate."

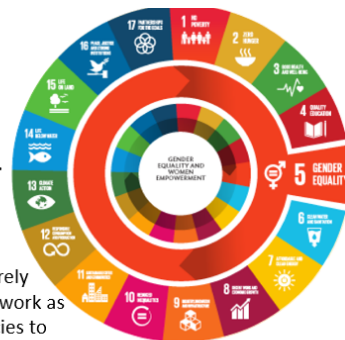
Figure 1 – 3R/5R Strategy

The 5R strategy

SDG target 5.4 through the so-called '3-R strategy':
Recognize, Reduce and Redistribute unpaid care work.

- Recognize
- Reduce
- Redistribute
- +Reward
- +Represent care workers

Calls for actions to go beyond merely increasing the visibility of unpaid work as a policy issue to also include policies to alleviate the care burden and divide it between women and men, and families and public/market services in a more balanced and equitable manner and providing better and more visible employment to care workers (decent work).



⁸ Toolkit on paid and unpaid care work: From 3Rs to 5Rs <https://www.unwomen.org/en/digital-library/publications/2022/07/a-toolkit-on-paid-and-unpaid-care-w>

While the 3R programme was allocated funding for the period May 31 2021 – March 31 2023, the programme has had various levels of success in the three targeted countries, which can be ascribed to the different contexts as well as the impact of COVID-19 which impacted programme delivery.

In South Africa, key milestones in the programme delivery include proposals and plans for:

- Time-use survey to strengthen the recognition of unpaid care with supporting evidence
- 3R water solution assessment in five communities in the Free State to reduce unpaid Early Childhood Development (ECD) support and development in terms of Learning.

- and Teaching Support Material (LTSM), capacity building, rehabilitation of ECD infrastructure and outdoor play equipment for care work.

Despite the abovementioned progress achieved in South Africa, the restrictions accompanying COVID-19 in terms of UN duty of care protocols, staff turnover, and challenges within the government implementing partner impeded optimal achievement of programme outcomes. The national consultative Conference is, therefore, a pivotal platform to inform plans and objectives in South Africa.

7. Overview

7.1. Purpose and Objectives of the National Consultative Conference

The national consultative Conference was held under the theme, “Collective Action to Recognise, Reduce and Redistribute unpaid work in South Africa - the 3R Framework.”

The purpose of the three-day workshop was to engage key and relevant stakeholders to:

- Establish a common and shared understanding of unpaid care work both as a socio-economic and technical barrier for advancing gender equality and women empowerment (GEWE), and to explore transformative strategies and approaches for addressing drivers of unpaid care work in South Africa. This was achieved through the following specific objectives:
 - » Present and validate the qualitative findings of the Rapid Care Assessment study on unpaid care work conducted through the 3R Programme in Free State, Limpopo and Mpumalanga provinces; i) a Rapid Care Assessment and ii) the database of care services and tools.

- » Showcase innovative and effective interventions addressing underlying issues of unpaid care work in South Africa from different role-players.
- » Strengthen the capacity of key stakeholders on the main issues of the care economy in the country within the broader regional and global context.

7.2. Workshop Proceedings

The workshop included presentations, breakaway discussion groups, plenary sessions, panel discussions and Question and Answer sessions, and daily electronic polling to assess understanding and engagement with the Conference objectives and content. The specific activities and a detailed programme are referenced in the Appendices. The regular electronic polling of the audience provided insight into the achievement of the learning outcomes and recorded high levels of satisfaction with the workshop proceedings.

7.3. Opening Remarks Delivered at the Conference

The Director General of the Department of Women, Youth and Persons with Disabilities (DWYPD), Advocate Mikateko Joyce Maluleke, and Dr Hazel Gooding, Deputy Representative of the UN Women South African Multicountry Office (SAMCO) delivered the opening remarks.

In her opening remarks, Director General Maluleke highlighted that the COVID-19 pandemic had brought the issue of unpaid care work into sharp focus. It underscored the increased and essential responsibilities of childcare, caring for the sick and disabled, the tedious nature of household chores and the fact that women were disproportionately undertaking this care work, which was often essential but also unpaid, undervalued, unrecognised and unshared.

The disparity between women and men was more pronounced in rural South Africa, where women spent an average of 209 minutes per day on unpaid care work compared with 63 minutes spent by men. (General Household Survey, 2018). This disparity is even more pronounced in rural areas where women spend an average of 289 minutes per day on unpaid care work, compared to men's 88 minutes. The Director General added that the significance of this gender disparity is that it limits women's opportunities to engage in paid work, perpetuating gender inequality.

According to a recent report by Oxfam cited by the Director General, Unpaid care work in South Africa is estimated to value 14 percent of Gross Domestic Product GDP (Oxfam. 2021).⁹ This implies a loss of human capital and potential economic growth for the country. The Director General therefore welcomed the 3R intervention, which, through its framework of Reduce, Recognise and Redistribute, offered government and other key stakeholders a platform to explore transformative strategies and approaches for addressing the drivers of unpaid care work in the country.

In her opening remarks, Dr Hazel Gooding, applauded the D.G for the guidance and support received through her team in jointly organising this workshop. She noted that care work was indispensable and critical as it ensured the complex and life-sustaining web on which our existence depends. Without it, individuals, families, societies and economies would not survive or thrive.

In efforts to ensure gender-responsive and evidence-based recovery, Un Women has been leading efforts to collect, analyse and disseminate timely data on the gendered impacts of COVID-19 and government responses. Data from 38 countries confirms that both women and men have increased their unpaid workloads, even though women are still doing more. Parents are also getting more support from their daughters than their sons.

In South Africa, the recent Time-Use Study carried out by Stats South Africa and presented in December 2020 found that women spent almost 2.2 times the time men spent on unpaid work (Stats South Africa, 2022). Dr Gooding added that women's unpaid care responsibilities limit their ability to access education, job training and employment opportunities. A study conducted by the International Labour Organisation (ILO) in 2019¹⁰ revealed that women who perform unpaid care work are more likely to be employed in vulnerable, informal jobs that offer low wages, minimal benefits, and no job security. This perpetuates the gender pay gap and limits women's ability to achieve financial independence.

The 3R Programme being implemented in Rwanda, Senegal and South Africa has an overarching objective to remove the structural barriers to women's full and equal participation in the economy by recognising, reducing, and redistributing unpaid care work. The programme builds on UN Women's expertise at the global, regional and country levels, as well as UN Women's strong partnerships with

9 <https://www.oxfam.org.za/wp-content/uploads/2020/11/oxfam-sa-inequality-in-south-africa-report-2020.pdf>

10 https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_732791.pdf

women's cooperatives and other women's rights organisations, traditional leaders, communities, men and boys, and the private and public sectors to address unequal power relations, systemic discrimination and harmful norms and practices that underpin inequities in care work. In particular, the 3R programme complements the UN Women programmes on climate-resilient agriculture and rural women's economic empowerment.

Finally, Dr Gooding invited the workshop participants to offer concrete recommendations to move this work to the next level.

7.4. Conceptual, global and National Definitions and Perspectives on unpaid care work

In broadly defining "Unpaid Work", the System

of National Accounts (SNA) offers the following definitions:

"Unpaid" means that the person doing the activity does not receive a wage and that the work **is not counted in GDP**

"Care" means that care serves people and their wellbeing, including personal care and care-related activities such as cooking, cleaning, washing clothes, and everyday household duties in the home and community.

"Domestic" means that it doesn't take place in the market but primarily within the household

"Work" means that the activity requires conscious efforts of time and energy.

Figure 2 – Types of unpaid work

Unpaid work – historically, transformation of unpaid care and domestic work into paid care work has been a driver of economic growth

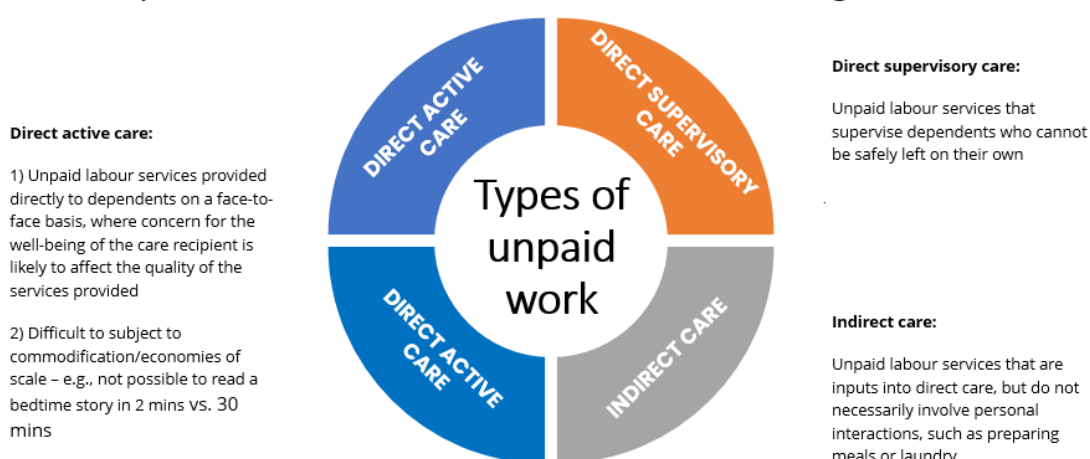


Figure 2 illustrates the following points:

Physical and emotional care is most comprised all those activities necessary to re-create, day after day, people's physical and emotional well-being people's physical and emotional well-being.

Care can be gratifying and pleasant but also difficult and tedious. How difficult or gratifying this work is depends on the needs to be covered, the conditions surrounding care and personal preferences and characteristics.

One takes care of others out of love, but also because of a sense of responsibility or because it is seen as one's job or because there are no alternatives. It is often provided free of charge (unpaid) in close networks involving the care of family members, friends and neighbours.

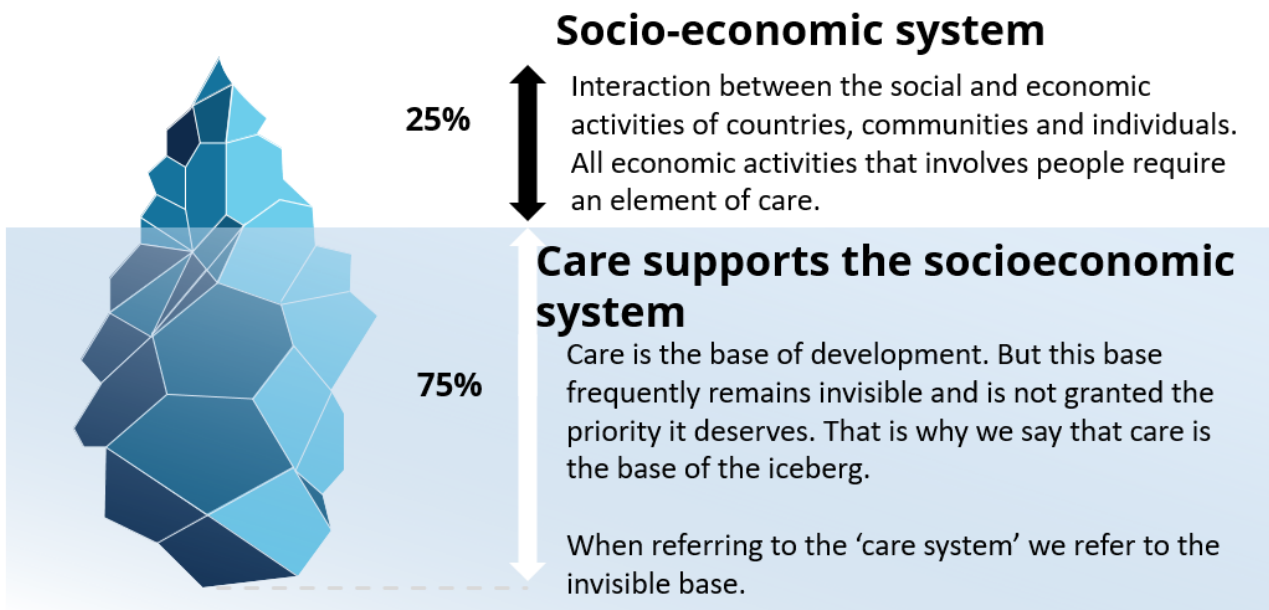
Care can be viewed according to its various dimensions: social, labour or culture. Social dimensions include demographics and social protection policies. Labour can include available

time-use for paid work versus unpaid work. Care work is also influenced by the cultural and moral norms of its society.

In determining how to support the burden of care, questions that need to be addressed include identifying the role players who assume the responsibility for guaranteeing the care that the entire society needs, how these actors operate and which actors bear the greatest burden.

Figure 3: A care sensitive approach

A care sensitive approach: a bottom-up perspective



Even though some might perceive care work to be burdensome, the argument was made that all unpaid care and domestic work is socially necessary to:

- Prepare people for income-generating activities during the day, thus ensuring the household's well-being
- Raise children to assume their household and social responsibilities, thus building human and social capital

- “Produce” labour, which is an input into all economic activity, along with capital
- Some unpaid care and domestic work is extremely rewarding
- Some unpaid care work is drudgery

Figure 3 assists in illustrating that while care work is an essential part of creating the base for socio-economic growth and development, its importance and value are invisible and unaccounted for, especially as it impacts

disproportionately on women and girls, therefore presenting a barrier to their economic participation and benefits.

Critical questions for policy and decision makers are whether infrastructure such as roads and transport, energy, water and sanitation, housing and sexual and reproductive policies are adequate. What is their impact on care, and do they consider care needs?

7.5. Transformative Approaches to address unpaid care – A global perspective and good Practices

In partnership with the Global Affairs of Canada and country government partnerships, UN Women has embarked on a three-year programme to implement transformative approaches across three countries, namely Senegal, Rwanda and South Africa. These transformative approaches include working mainly with rural women in selected regions and influencing local development plans using the 3R intervention of Recognise, Reduce and Redistribute for unpaid care.

The local and inclusive approach has included the following components:

- **Local and Community Engagement** to support the development or strengthening of local reforms that address the disproportionate share of unpaid care work women and girls perform. It also includes the provision of infrastructure and transformative care services to women's cooperatives in rural areas, such as Early Childhood Development (ECDs), time-saving and climate-resilient technologies. Finally, it includes the Capacity building of local stakeholders.
- **Local innovative solutions** to identify, design and pilot innovative solutions to mitigate and or redistribute the risks and shocks associated with women's unpaid care work.
- **National political dialogue and alliance for care work** to initiate, revitalise and support

national dialogue around unpaid care work and generate country-specific knowledge and data.

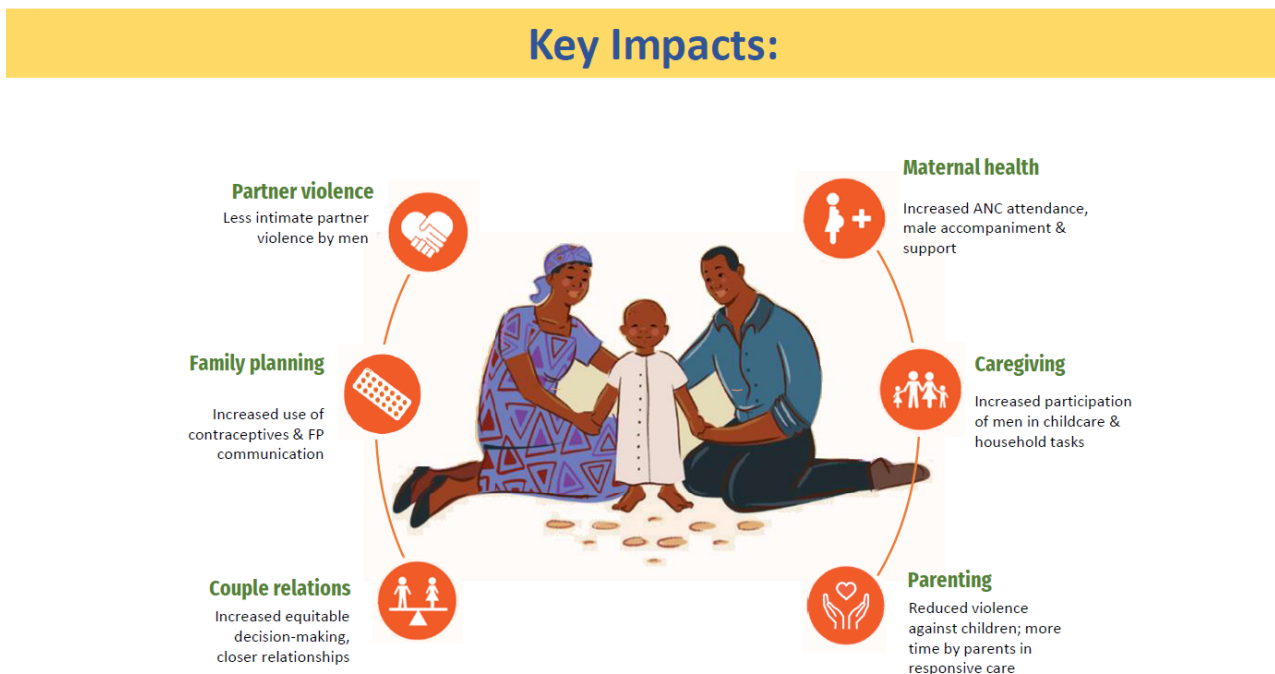
Participants shared some of the best practices during the Conference. In Senegal, for example, the 3R framework led to the establishment of a multi-stakeholder regional coalition, advanced local policy reform through local development plans, supported the operationalisation of relevant aspects of the National Gender Strategy in its efforts to expand women's economic empowerment and the introduction of innovative technologies to support women farmers.

The integration with relevant pillars of Senegal's National Development Plan was critical to the success of work at the local development plan. These pillars included the structural transformation of the economy and a very structured approach at the local level, which used a five-step process of diagnostics, planning, drafting/validation, implementation and monitoring and evaluation.

The involvement at the local level was required to address unpaid care needs and to identify and prioritise community-led solutions to such needs. Participants in the workshop were exposed to further details and practical examples of the five-step process and the next steps for scaling up and institutionalising the methodology, roles and responsibilities.

The example of good practice in Rwanda focused on engaging men in care work. This was conducted in partnership with a feminist men's network whose goal is to change the masculinity norms of men and boys to support and promote gender equality in Rwanda positively. The implementation comprised extensive interventions including training young couples and youth through women's cooperatives and partners on male involvement in unpaid care work. These interventions were further intensified through youth clubs and community awareness campaigns. The impacts of these interventions are captured in **Figure 4**.

Figure 4



7.5.1 South Africa's Response to unpaid care

Based on presentations and discussions regarding unpaid care, it was clear that South Africa was lagging in terms of its shared and common understanding of unpaid care work. Participants felt there was a great need for coherence through a multi-sectoral approach to identifying and addressing this issue at a political and policy level, societal and cultural level as well as the local and household level.

A concern raised was that South Africa's last available time-use data was collected by Stats S.A in 2010, and that funding was unavailable for more current surveys to be undertaken. Time-use data in terms of unpaid care was perceived as

being a critical first step in diagnosing the extent to which women carried the burden of unpaid care and the extent to which it exacerbated gender inequality and presented a barrier to women's economic empowerment and participation.

The break-away session on Day 1 assessed the extent to which participants had developed a shared understanding of unpaid care work. It tasked the break-away groups to identify the care issues or experiences that *absorb women and girls' time in their town/city/province or country and the barriers and underlying factors preventing women and girls from reducing the time spent on care responsibilities*. These are captured below.

Figure 5

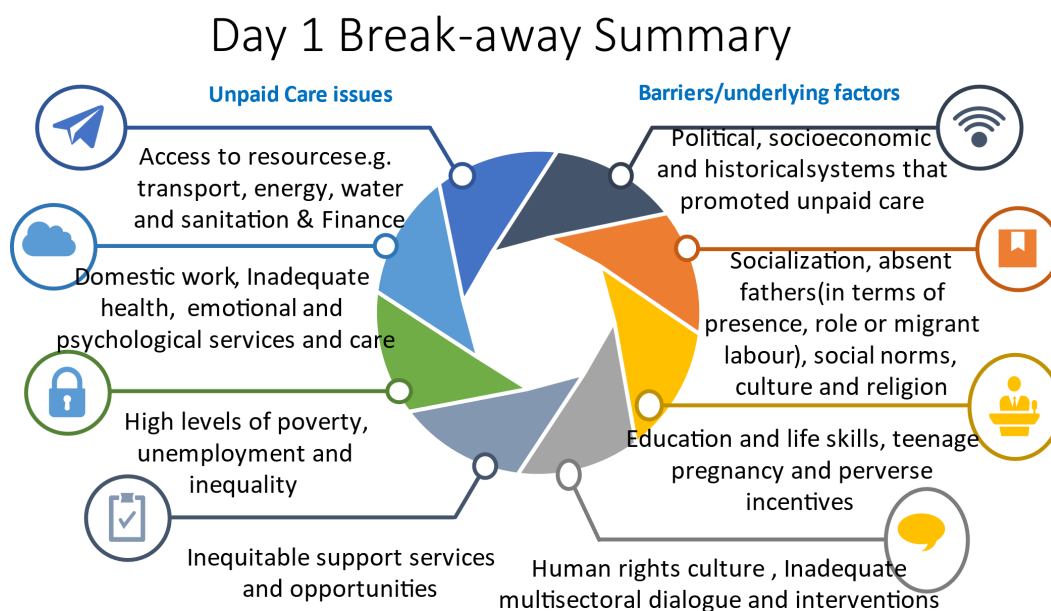


Figure 6

Key outcomes / messages from Day 1

- 1 Conference participants developed a shared understanding of unpaid care work and the ramifications on gender equality and the economic empowerment of women
- 2 Although most agreed that unpaid care work might be perceived as a burden, its value needed to be recognized in the household, society and economy and it needed to be reduced and equitably redistributed
- 3 The role of government in producing continuous, consistent and relevant time use and disaggregated data of unpaid care work is crucial in providing an evidence base for policy making and appropriate interventions
- 4 The 3R Framework and multi-country programme illustrated that it is possible to develop local innovative solutions, demonstrated the role of infrastructure, technology and labour-saving devices as solutions
- 5 Appreciation for the role of men and boys as champions, advocates, role models and participants in relieving the burden on women.

Day Two of the consultative workshop included a further sharing of insights into the status of unpaid care work from the perspectives of UN Women through their Rapid Care Analysis and presentations from government and civil society.

The Rapid Care Analysis was conducted in rural and peri-urban areas of the provinces of Mpumalanga, Limpopo and the Free State. Research Methodology included a Rapid Care Time-Use survey and focus group discussions with small groups of women and a few men ranging from 18-85 years old.

Based on this survey, a sample of approximately 40 people, the following recommendations were made:

- There is a need to increase visibility and awareness of women's disproportionate involvement in housework through further research, more extensive time-use surveys, advocacy, conducive policies and other appropriate initiatives.
- The results of such initiatives need to be disseminated widely.
- Unpaid care work is multi-faceted and cannot be tackled by a single entity. It is important to include government, academia, civil society and the private sector stakeholders.
- Communities are very different, and initiatives need to be informed by their respective emerging needs.

- Programmes and initiatives aimed at addressing the unequal distribution of work need to adopt an approach that requires skilful implementers who are resourceful in their execution.

This Study did not reveal too much concern with the allocation of care work, but participants were more concerned with the water challenges they faced and levels of unemployment of youth who had to be supported by meagre incomes.

In designing interventions, UN Women should form multi-sectoral partnerships with Non-Governmental Organisations/Community Based Organisations already active in the space for targeted advocacy and awareness programmes.

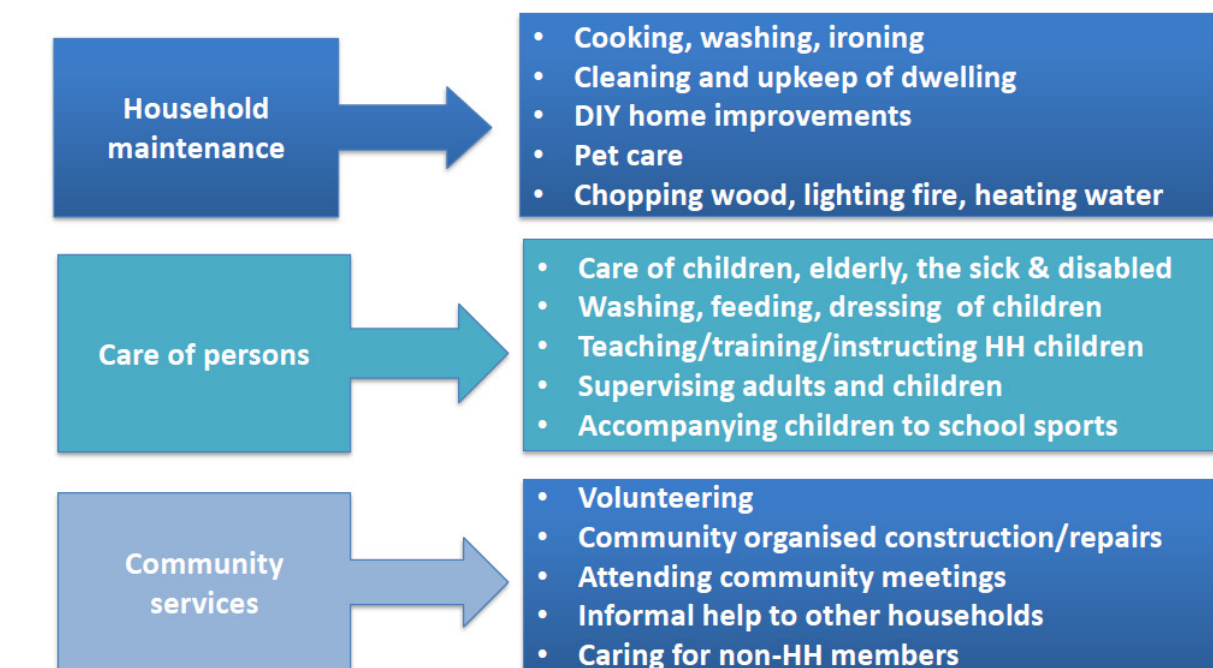
It is also important to engage with municipalities, relevant government agencies and departments, and the private sector on issues such as water challenges which in most instances claim women's time. More research is required with diverse groups and communities covered in these assessments.

Targeted engagement and stronger relationship building with the government and its supporting agencies are required to facilitate policy discussions and programme implementation.

Following the Rapid Care Analysis, more comprehensive, extensive, and current data is required to make a fact-based assessment of issues of unpaid care. **Figure 7** is an example of the information collected in the Stats S.A Time-Use Survey, which was conducted in 2010.

Figure 7

Non-SNA production



The workshop participants remained concerned that a more recent Time-Use Study had not been completed to inform the status of unpaid care. This was especially important given the many influencing factors of change since 2010, such as socio-economic factors, service delivery challenges, the COVID-19 pandemic and technological advancement. Added to this was that South Africa would be hosting the International Gender Statistics Forum in 2023, where its own management of gender statistics would be profiled.

The Department of Social Development further elaborated on the need to focus on the unequal distribution of caring responsibilities linked to stereotypes of gender roles, entrenched gender norms, especially in a country categorised as one of the most unequal societies in the world. According to the Department of Social Development, most South Africans are poor, and most are women, articulated best as the feminisation of poverty.

The issue of unpaid care work is an important area of focus since it limits women and girls to enjoy full access to their human rights. The more time they spend on unpaid work, the greater their limitation to access opportunities to receive education or paid work.

The Department also reiterated the need for access to infrastructure such as electricity, water and sanitation and transport infrastructure, which in their absence or inaccessibility, presented additional barriers for women to participate productively in the economy.

The contribution made by SAWID, while focused on food systems and paid care work, made an impassioned plea for a cohesive and systemic approach to the issue of unpaid care work, which did not exist in isolation. Instead, it is rooted in various systems and requires a systemic approach.

Pertinent to addressing the challenge of unpaid care work as it relates to relevant policymaking, roles and responsibilities, they argued for a “civil society Nedlac process” that would bring various sectors of society together for optimal impact. The role of the National Economic Development and Labour Council (Nedlac) is to promote growth, equity and participation through social dialogue by ensuring public participation in the labour market and socio-economic policy and legislation. It also facilitates consensus and cooperation between government, labour, business and the community in dealing with South Africa’s

socio-economic challenges. It was felt that issues regarding gender inequality needed to be championed through Nedlac.

In addition, participants argued for adaptation of definitions to recognise the household economy, home-based care and outreach programmes and evidence-based policymaking.

Figure 8 presents an example of the systems thinking approach proposed by SAWID that could be applied together with the 3R framework in addressing unpaid care.

Figure 8

Systems thinking approach

- Department of Social Development
- Department of Health
- Department of Education
- South African police service and the justice system
- Department of traditional governance & traditional affairs
- Department of Water and Sanitation
- Department of Housing
- State owned Enterprises i.e. Eskom
- Department of Transport i.e. Transnet

Fragmentation: Vertical based than horizontal – Fail to generate and leverage powerful synergies linked directly to social sectors such as education and health and economic sectors such as agriculture and labour.

Limited Impact due to lack of comprehensiveness and cohesiveness. Require horizontal and vertical coordination mechanisms, increasing the chance of more tangible impact.

Day Two also included break-away sessions to deliberate on the following questions based on presentations and interactions with the presenters.

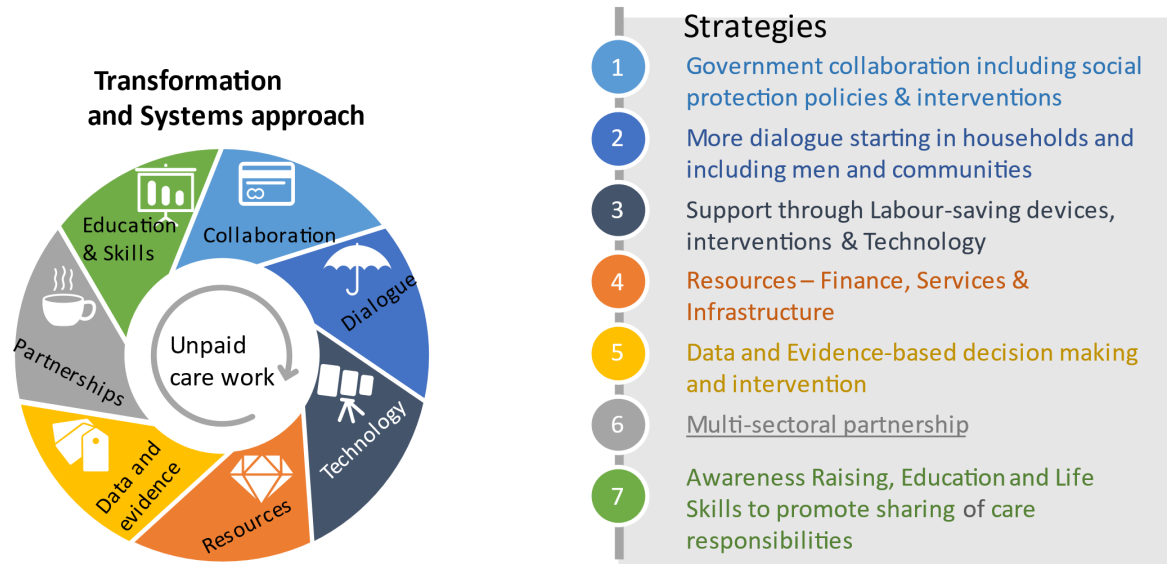
- What more should be done to eradicate the barriers that women and girls, in particular, face in achieving gender equality and empowerment because of their disproportionate burden of care work?

- Based on your answers to the above, what roles and actions do you think should be played by: National Government, Local Government, Faith-based organisations, Women’s groups/associations, Trade Unions, Private Sector, Other.

Figure 9 captures the summary of the approach and strategies suggested by workshop participants:

Figure 9

Proposed Strategies on Day 2 of the 3R Consultative Conference



DAY 3 Proceedings

On its final day of consultation, the workshop focused on further factors and recommendations to be prioritised in addressing unpaid care. A special emphasis was allocated to the role and engagement of men in the care economy.

In its location of the challenges of Unpaid Care Work in South Africa within the global context, Oxfam shared several important statistics that provided evidence that South Africa's trends were similar to those worldwide.

Globally, the main reason given by women of working age for being outside the formal labour force was that they were doing unpaid care work. For men, it was being in education, sick or disabled.

In 2018, there were approximately 647 million full-time unpaid careers worldwide, and 94 percent were women. Consequently, millions of women lose key opportunities in education,

fair earnings, and social entitlements over their lifetime. It also stands in the way of their full enjoyment of labour, social and political rights, and limits their time for other leisure activities.¹¹

Across all regions, women with care responsibilities are 3.9 percent more likely to work in a family business than women without care responsibilities. These forms of paid work usually have working conditions far from what the International Labour Organisation would label decent work. In its efforts to address unpaid care work among women, Oxfam has three projects in South Africa that intersect care work:

- **Fair4AllPVP** seeks to support women by linking small-scale farmers to value chains through capacity-building initiatives that foster resilience.
- **BMZ Labour Rights Project** seeks to advance labour rights for women farm workers by building an agency to understand the regulatory frameworks to advance the rights of women in farms to land and justice.

11 <https://www.oxfam.org.za/wp-content/uploads/2020/11/oxfam-sa-inequality-in-south-africa-report-2020.pdf>

- **Seed2GrowProject** seeks to advance the rights of women retailers in the informal economy to advance women's participation in the economy.

In summary, the presentation by Azali Health illustrated the following:

- That cognisance had to be taken of the historical evolution of men and the rise of patriarchy.
- That men had to transition from positions of social, political and economic dominance into a men's movement which consciously mobilised and organised themselves to address gender challenges facing men as part of gender reform.

Recommendations for a men's movement included engagement with various issues ranging from hyper-masculinity, rigid gender stereotypes, and traditional gender roles to becoming champions of change at all levels of

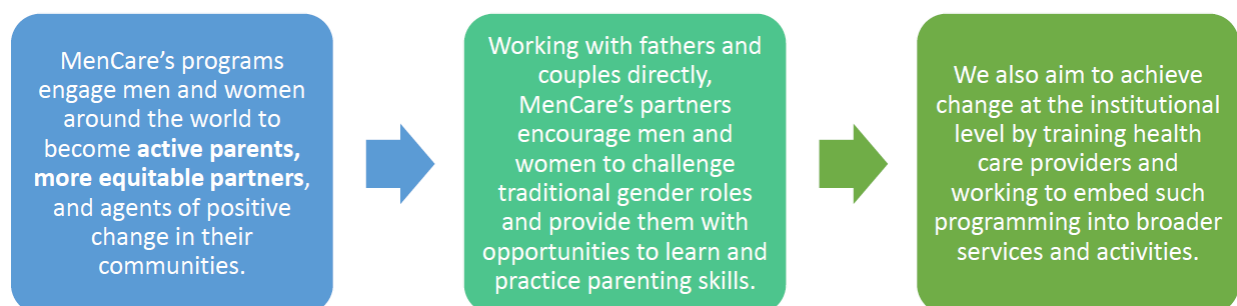
society. At the same time, it was acknowledged that unpaid care work, predominantly carried out by women, could be construed as a form of violence entrenched at a personal, systemic and structural level.

While the organisation of the men's parliament was a key milestone, the agenda of men being champions of gender equality was yet to be tested, given that such advocacy might compromise men's privilege.

Throughout the workshop, there was agreement by participants that efforts towards gender equality required engagement with and participation of men. A further perspective on men's involvement was a useful input by Sonke Gender Justice to the workshop, where several of their current initiatives were shared. **Figure 10** provides a snapshot of the approach advocated by their MenCare programme. Of significance was their experience in extensive media campaigns, a crucial part of creating awareness.

Figure 10

Programming



8. Conclusion

The Conference succeeded in developing a shared understanding of the impact of unpaid care on women in terms of gender equality and women's economic empowerment. It supported an urgent call to action based on the 3R strategies

and approaches to recognise, reduce and redistribute unpaid care work. It acknowledged the unfavourable economic climate that South Africa and the rest of the world are operating under, leading to increased cost of living. It further

acknowledged that this was increasingly adding to the burden carried by women, specifically in poor communities and contributing to the reversing of the gains made towards attaining gender equality and women's empowerment.

Based on their increased conceptual understanding and sharing of best practices and men's programmes, the meeting called for urgent gender-responsive economic and women-centred recovery that fully recognises the valuable contribution of care work in shaping and transforming socio-economic development in South Africa, Africa and the rest of the world. Oxfam South Africa estimates that the value of unpaid care work in South Africa is equivalent to

approximately 14 percent of the country's GDP.

Consequently, the Conference supported recommendations to scale up multi-sectoral collaboration in data collection to inform evidence-based policy making and implementation, campaigned for awareness-raising on unpaid care, and engagement with relevant government departments in terms of the access to basic resources and care support facilities and services. It also supported the pursuit of a systemic process of engaging with Nedlac and various civil society organisations and associations, given that the burden and responsibility of care is rooted in social norms and traditions, historical inequalities and patriarchy.

9. Recommendations

- Prioritise engaging with Stats S.A on the importance of time-use data and any other disaggregated data that will serve evidence-based policy-making and implementation to address gender equality in general and unpaid care work in particular.
- Scale up partnerships and collaboration with all tiers of relevant government departments to address unpaid care work within the care economy in their legislative frameworks, national policies and integrated local development plans.
- Liaise with relevant government departments on gender-responsive budgeting and how these can be integrated towards investments in basic infrastructure, early childhood care and education and other care facilities.
- Engage with trade unions and civil society to ensure that unpaid care and gender equality becomes pivotal in the Nedlac social dialogue and action platform.
- Develop awareness--raising and support programmes to influence transformation, socialisation and positive messages regarding unpaid care and gender equality at the household level (rural and urban settlements).
- Engage with existing and or targeted private sector organisations to champion the 3R or 5R strategy as part of their economic and socio-economic objectives.
- Consultate with traditional or cultural leaders, communities and households regarding socialisation and education.
- Lobby for the inclusion of unpaid care work/ care economy in the school curriculum as part of the life skills curriculum.
- Conduct or leverage more current research on a broader level and more localised levels through partnerships with Academia, Labour and other research partners. Include the possible research impacts of mechanisation, and digitisation on the employment of women.
- Provide space and opportunity for men and boys to participate in any of the activities to recognise, reduce and redistribute unpaid care towards gender equality and women's economic empowerment.
- Develop a learning exchange programme, network and repository on dealing with unpaid care and the care economy for multiple stakeholders to share knowledge, skills and tools.

- Ensure that targeted communities are involved at the formative level of programme design through to implementation, monitoring and evaluation.
- Develop a central database management system of gender inequality data, including time-use and funding platforms and opportunities.
- Identify and prioritise Reward opportunities in the broader 5R framework.
- Ensure that antenatal/SRH policies are inclusive of men and boys.
- Ensure precise and proper framing and definitions of concepts of care work.
- Prioritise focus on Early Childhood Development and Education through the lens of both paid and unpaid care work.
- Monitor the plight and needs of domestic and farm workers in relation and to farm workers concerning their unpaid care needs.
- Consider the needs of Child headed households and how they impact unpaid care work for women and girls.

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11. Annexes

11.1. Conference Programme

11.2 Breakaway questions

11.3 Joint Outcome Statement

Annex 1:

NATIONAL CONSULTATIVE WORKSHOP ON UNPAID CARE WORK 3R PROGRAMME IN SOUTH AFRICA

Accelerating Transformative Approaches to Recognise, Reduce, and Redistribute Unpaid Care Work in Women's Economic Empowerment Programming

Tuesday, 28th March to 30th March 2023

Venue: Protea Hotel Balalaika, Sandton, Johannesburg

TIME	ACTIVITY
Day One Tuesday, 28th March 2023	
Moderator: Valerie Geen	
08:00 - 08:30	Registration and Coffee/Tea Briefing from the Hotel management
09:00 - 09:30	Opening Remarks Advocate Mikateko Joyce Maluleke - Director General Department of Women, Youth and Persons with Disabilities Hazel Gooding (PhD) - Deputy Representative; UN Women South African Multicountry (UN Women SAMCO)
09:30 - 10:00	Introductions of participants: Moderator - Valerie Geen
10:00 - 10:40	What is Unpaid Care Work - Ms Valentine Waroga; Programme Analyst, Women Economic Empowerment-ESARO
10:40 - 11:00	Coffee/Tea Break

TIME	ACTIVITY
11:00 - 11:40	3R Programme- Globe Perspective (updates on 3 participating countries Senegal, Rwanda and South Africa) – Ms Silvia Lanzarini; Global 3R Coordinator virtual presentation
11:40 – 12:20	Perspectives of Unpaid Care-Work with Respect to Gender Equality & Women Empowerment (GEWE) in South Africa- Ms Ranji Reddy; Chief Director of Research, Policy and Knowledge Management- Department of Women, Youth and Persons with Disabilities
12:20 – 13:00	Q&A session in plenary
13:00 – 14:00	Lunch
14:00 - 15:00	Breakaway Session
15:00 – 16:00	Plenary-Report back & Closing for the day; Moderator Valerie Geen.
Day Two	Wednesday, 29th March 2023
008:30 –09:00	Registration and Coffee/Tea
09:00 – 09:10	Recap of the previous day; Moderator – Valerie Geen
09:10 – 09:50	Presentations Understanding the realities of Unpaid Care Work Dynamics and Practices through Rapid Care Assessment - Ms. Grace Rapholo; UN Women Consultant
09:50 – 10:30	Third Time Use Survey findings and recommendations – Dihlolelo Phoshoko; Director of Labour Statistics - Stats South Africa
10:30 -11:10	The Status of Care services and infrastructures in South Africa: Policy and Practice – ECD, Energy and Water solution. Mrs. Bongzi Owusu- Director for the Department of Social Development
11:10 – 11:30	Coffee/Tea Break
11:30 – 12:15	Care work dynamics in the light of COVID-19: Vulnerability and Indigence Assessment in South Africa: A Civil Society Emergency Response to COVID-19- Ms. Madumezulu Girlie Silinda, Interim ED, SAWID
12:15 – 13:00	Q & A – Moderator
13:00 -14:00	Lunch

TIME	ACTIVITY
14:00 -14:45	<p>Panel discussion</p> <p>Understanding the Realities of Unpaid Care Work Dynamics and Practices through Rapid Care Assessment - Ms. Grace Rapholo; UN Women Consultant</p> <p>Third Time Use Survey findings and recommendations – Mrs. Desiree Manamela –Chief Director Stats South Africa.</p> <p>The Status of Care Services and infrastructures in South Africa: Policy and Practice – ECD, Energy and Water solution. Mrs. Bongzi Owusu- Director for the Department of Social Development</p> <p>Care work dynamics in the light of COVID-19: Vulnerability and Indigence Assessment in South Africa: A Civil Society Emergency Response to COVID-19- Ms. Madumezulu Girlie, Interim ED, SAWID</p>
14:45- 15:30 –	Break out session
15:30 -16:15	Plenary report back – closing of the day Moderator- Valerie Geen
Day 3 30th March 2023	
08:30 - 09:00	Registration and Coffee/Tea
09:00 – 09:15	Recap of the previous day; Moderator – Valerie Geen
09:15 – 09:45	<p>Presentation</p> <p>Oxfam Intervention on Care Economy- Lessons and Best Practices on Recognition, Reduction and Redistribution of Unpaid Care work- Ms. Nkateko Chauke – Programme Director Oxfam South Africa</p>
09:45 – 10:15	Approaches and Strategies for Enhancing Role of Men in 3R Programme: Experiences and Lesson from Azali – Dr. Matome Kganakga, Executive Director for Azali Health
10:15 - 10:35	Men care Programme promising practices – Ms. Mpho Mabhena – Men Care Global Coordinator for Sonke Gender Justice.
10:35 - 10:55	Men Care Programme practices: Rev. Bafana Khumalo- Co- Executive Director for Sonke Gender Justice.
10:55 – 11:15	3R Programme Implementation: Experiences and Lesson from UNWomen South Africa - Willie Kalumula; 3R Programme Coordinator
11:15 – 11:30	Coffee/Tea break
11:30 – 12:00	Q&A Session
12:00 – 12:45	<p>Plenary discussion on Policy and Programming gaps and opportunities for care work in South Africa and next steps for collective action</p> <p>Joint outcome Statement: Ms Ayanda Mvimbi, Programme Management Specialist, Women Economic Empowerment, UN Women</p>
12:45 – 13:00	Closing and Lunch

Annex 2:

11.2. Breakaway Questions

3R Workshop Breakaway Questions

Now that you have some understanding of care work and its impact on Gender Equality and the Economic empowerment of women, answer the following questions:

Day 1

List some of the care issues or experiences that absorb women and girl's time in your town/city / province or country.

What are the barriers and underlying factors preventing women and girls from reducing the time spent on care responsibilities?

Day 2

What more must be done to eradicate the barriers that women and girls face in achieving gender equality and empowerment because of their disproportionate burden of care work?

Based on your answers to the above, what roles and actions do you think should be played by:

- National Government
- Local Government
- Faith-based organisations
- Women's groups/associations
- Trade Unions
- Private Sector
- Other

Day 3 - Plenary

Provide examples of how to use advocacy – awareness raising to transform our society to be more conscious of the care economy and its impacts on Gender equality and Gender Empowerment.

Give examples of how and what environmentally friendly technology and labour and time-saving infrastructure or equipment can be used to solve gender equality in the care economy.

Give specific recommendations of the capacity building required and who to target in promoting structural and impactful participation of women and men that promotes equal opportunity in the care economy.

Annex 3:

11.3. Joint Outcomes Statement issued by UN Women and the Department of Women, Youth and Persons with Disabilities

Calling on all stakeholders to join hands in addressing the work issue in South Africa: Recognise, Reduce and Redistribute Care work.

UN Women South Africa Multi-Country Office, in partnership with the Department of Women, Youth and Persons with Disabilities, hosted a 3-day meeting on the care economy.

About fifty (50) multi-sector stakeholder representatives attended the meeting, including government policy makers, trade unions, women's associations and organisations, women farmers, entrepreneurs, and men's organisations from 28 to 30 March 2023, Johannesburg, South Africa.

The purpose of the consultation was to provide a platform to engage and deliberate on critical strategies and policy priorities to address the issue of unpaid care work by women and girls, contributing to increased gender inequality, the burden of care and deepening poverty levels for women.

The CConference affirmed the role of the care economy in contributing to socio-economic development and attaining Sustainable Development Goals. It acknowledged the unfavorable economic climate that South Africa and the rest of the world is operating under, leading to an increased cost of living. It further acknowledged that this was increasingly adding to the burden carried by women, specifically in poor communities and contributing to the reversing of the gains made towards attaining gender equality and women's empowerment.

The meeting called for urgent gender-responsive economic - and women-centred recovery that fully recognises the valuable contribution of care work in shaping and transforming socio-economic development in South Africa, Africa and the rest of the world. Oxfam South Africa estimates that the value of unpaid care work in South Africa is approximately R1 trillion, equivalent to 14 percent of the country's GDP. Failure to recognise and act on this is a missed opportunity!

Outcome Statement

The meeting called on the government - especially policymakers; civil society; development partners; Women's organisations; and men's organisations to immediately act on the priorities raised.

The meeting further called for urgent gender-responsive economic recovery policies and strategies that recognise women's time spent on unpaid care work at national and local levels.

These include the following:

Mobilise all sectors of society, including policymakers, media, private sector, faith-based institutions, traditional leaders, and women's organisations, to address adverse social norms that increase the burden of care on women, especially from poor communities. The meeting called for community-based campaigns on recognising, reducing and redistribution care work #uNozamideiuyatshacampaign #acttodaytoredistribute care work.

A Call on the South Africa Government to ratify the ILO Convention on Maternity Protection, 2000 (No.183).

- Urgently open a dialogue by Trade Unions at the NEDLAC level on the care economy and the burden of unpaid care work on women.
- Calls on the South African Government, through Statistics South Africa, to set aside adequate resources to ensure collation of evidence-based, up-to-date data on time-use in unpaid care work and the impact on gender equality.
- Calls on the private sector to invest in initiatives that will promote equal sharing between men and women of household and childcare responsibilities, thereby, significantly reducing the increased burden on women, especially in poor communities.
- Labour-research institutions collaborate with key stakeholders, including UN Women, to collect data on the perspectives and impact of care work on working women.
- National Sector Departments to invest in coordinated multi-sector stakeholder initiatives to address the issue of the unequal unpaid care work carried out by women and girls.
- Calls on the South African Local Government Association (SALGA) to work with local municipalities to ensure that Independent Development Plans (IDPs) articulate actionable plans, strategies, and resources to provide comprehensive care support packages in local communities.
- Calls for comprehensive legislative measures on maternity protection and adequate parental leave that will eliminate the burden of care on one partner, usually the woman, and ensure shared responsibility in parenthood.
- Employers (including government, private sector and civil society organisations, entrepreneurs), to implement strategies to ensure work life balance and subsidise childcare facilities.

- Calling for actions to hold male political leaders accountable.
- Ensure that the comprehensive social security system in the country takes into consideration the issue of unpaid care work.
- Calls for the scaling up of successful models and multi-sectoral programmes focusing on addressing transformational and systematic challenges in the redistribution of care work.
- Invest in renewable energy, WASH technologies and basic services, including access to energy and cooking fuels, and portable drinking water, thereby enabling the reduction and redistribution of care work and household chores of women and girls.
- Calls on all development partners to make deliberate and adequate investments to ensure successful implementation of this work over time.
- Consider the issue of how technology, technological changes and innovation can contribute to reducing the unpaid care work done and ensuring affordability to such technologies by women, especially those in poorer communities.

Recommendation	Activities	Stakeholder Involvement	Timeframe
Scale up and extend partnerships and collaboration to address unpaid care work and the care economy, beginning at the highest levels of government planning through to local development plans as well as other partnerships.	<ul style="list-style-type: none"> • Issue joint outcome statement • Issue media releases and engage media • Identify key stakeholders for bilateral engagement and draft a stakeholder plan based on the consultative workshop and report • Disseminate workshop report to relevant stakeholders for awareness raising, engagement and support. 	<p>UN Women and Department of Women, Youth and Persons with Disabilities</p> <p>Department of Planning, Monitoring and Evaluation in the Presidency, Stats S.A, Department of Labour, Department of Basic Education, Academia, SALGA, Faith-based organisations, Traditional Leaders</p>	<p>April-May 2023</p> <p>May- June 2023</p>

Recommendation	Activities	Stakeholder Involvement	Timeframe
<p>Prioritise engaging with Stats S.A on the importance of time-use data and any other disaggregated or benchmarking data that will serve evidence-based and relevant legislative frameworks and policy-making to address gender equality in general and unpaid care work in particular.</p> <p>Develop a central database management system of gender inequality data including time-use and funding platforms and opportunities.</p> <p>Engage with existing and or targeted private sector organisations to share what they could or are doing to champion any aspects of the 3R or 5R framework.</p>	<p>Set up meeting with Stats S.A using the opportunity presented by their hosting of the international Conference on gender statistics</p> <p>Explore this with DWYPD and STATS SA based on needs analysis.</p> <p>Identify and communicate with private sector signatories to UN Women for a roundtable or bilateral in support of this recommendation.</p>	<p>UN Women, DWYPD</p> <p>UN Women, DWYPD, STATS S.A, FUNDER</p> <p>UN Women and Private Sector</p>	<p>April-May 2023</p> <p>2023-2025</p> <p>May-June 2023</p>
<p>Lobby for inclusion of unpaid care work/ care economy to be included in school curriculum as part of the life skills subject</p>	<p>Make presentations to the Departments of Basic Education and Higher Learning.</p>	<p>UN Women/DWPYD</p>	<p>2023</p>

Recommendation	Activities	Stakeholder Involvement	Timeframe
<p>Conduct or leverage further and more current research at broader as well as more localised levels through partnerships with Academia, Labour and other research partners and include the possible research impacts of mechanisation, and digitisation on the employment of women.</p>	<p>Arrange meetings with targeted/interested labour, research and academic institutions.</p>	<p>UN Women/DWYPD</p>	<p>May- July 2023</p>
<p>Liaise with relevant government departments on gender-responsive budgeting and how these can be integrated towards investments in basic infrastructure, early childhood care and education and other care facilities</p>	<p>Prioritise meetings with Departments that manage infrastructure programmes, health and social welfare, education and agriculture in terms of investments, extended public works programmes and any other support that can be leveraged in support of alleviating unpaid care work and promoting economic participation of women.</p>	<p>UN Women/DWYPD</p>	<p>May-December 2023</p>

Recommendation	Activities	Stakeholder Involvement	Timeframe
<p>Develop awareness-raising and support programmes to influence transformation, socialisation and positive messages regarding unpaid care and gender equality at the household level (rural and urban settlements)</p>	<p>Arrange campaigns through Community-based radio stations, billboards, magazines, and mainstream media.</p> <p>Prepare appropriate messaging</p> <p>Partner with Faith-Based and Community-Based Organisations</p> <p>Engage with Traditional leaders</p> <p>Identify ambassadors/ advocacy champions for communication and advocacy</p> <p>Capacity building</p>	<p>UN Women</p> <p>Local Media</p> <p>Faith-based organisations</p> <p>Traditional leaders</p>	<p>2023</p>
<p>Provide space and opportunity for men and boys to participate in any of the activities to recognise, reduce and redistribute unpaid care towards gender equality and women's economic empowerment.</p>	<ul style="list-style-type: none"> • Arrange follow-up meetings with existing men's organisations who were part of the Conference to agree on collaboration on some of these recommendations and learnings. • Ensure greater representation and participation of men in all activities. 	<p>UN Women/DWYPD</p>	<p>May-July 2023 and ongoing</p>

Recommendation	Activities	Stakeholder Involvement	Timeframe
Develop a learning exchange programme, network and repository on dealing with unpaid care and the care economy for multiple stakeholders to share knowledge, skills and tools.	- Explore this possibility as a joint venture with the DWYPD	UN Women/DWYPD/SALGA Women's Organisations, relevant NGOs	May - Dec 2023
Lobby for inclusion of unpaid care work/ care economy to be included in the school curriculum	Bilateral engagement with Basic and Tertiary Education Departments and Academia	UN Women/DWYPD Education Departments Academia Academia	Ongoing
Ensure that targeted communities are involved at the formative level of programme design through to implementation, monitoring and evaluation.	Embed consultation and communication at inception and throughout the lifespan of projects and programmes using an inclusive project management approach that ensures that targeted communities' needs are met. Include tracking of this through record keeping, attendance monitoring, and various engagement mechanisms.	UN Women	
Identify and prioritise Reward opportunities in the broader 5R framework	Incorporate opportunities to showcase the positive aspects of finding solutions to unpaid care work that benefit men and women, boys and girls	UN Women/DWPD	Ongoing



women, youth &
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Department:
Women, Youth and Persons with Disabilities
REPUBLIC OF SOUTH AFRICA

