



IN BRIEF

GENDER RESPONSIVE UNPAID CARE AND DOMESTIC WORK



Photo: UN Women

Introduction

This is a condensed version of the manual titled “Gender-Responsive Unpaid Care and Domestic Work Advocacy Guideline,” developed by UN Women in partnership with the Ministry of Women and Social Affairs, Ethiopia Country Office. The primary aim of this advocacy guideline is to promote gender-transformative actions addressing unpaid care and domestic work (UCDW). It emphasizes the need for increased investment in the gender-responsive care economy to advance the social, economic, and political empowerment of women and girls, thereby contributing to sustainable development.

Background

Since the 1960s, substantial studies have investigated socio-economic disparities between men and women, resulting in global efforts to abolish gender discrimination. Efforts have concentrated on minimizing inequities in paid and unpaid labor, which are viewed as critical to gender equality and overall human development. Despite progress, women continue to be disproportionately represented among underpaid and unprotected workers. Education returns, gender pay inequalities, and labor market segregation are all ongoing issues. The paper underlines the relevance of unpaid care work, which is anchored in cultural systems, and urges for increased attention and support for equitable labor practices.¹

Unpaid care work includes non-remunerated actions that support households and communities, but it is socially and economically unacknowledged. This invisibility imposes a time price on women, limiting their economic engagement and maintaining gender disparities. The lack of acknowledgment extends to public infrastructure, altering the distribution of unpaid time and aggravating gender disparities in employment and earnings.²

Unpaid care work is not just an economic issue but a human rights concern, contributing significantly to gender disparities and poverty among women.³ Despite its critical role in supporting communities and economies, unpaid care work is primarily performed by women, resulting in longer working hours and less prospects for paid employment. This burden is especially obvious in sub-Saharan Africa, where women contribute significantly more to unpaid care work than males. Investing in care infrastructure and spreading unpaid care obligations are critical measures toward decreasing gender disparities and promoting long-term economic growth. Recognizing and rewarding unpaid care work is vital for establishing gender equality and enhancing community well-being around the world.

Women globally spend an average of 4 hours and 25 minutes daily on unpaid care work, recognized as a key aspect of



gender inequality and a barrier to economic growth and women's empowerment. In Ethiopia, a Time Use Survey revealed urban-rural and gender disparities in time spent on learning and productive activities.⁴ The Sustainable Development Goals (SDGs), especially Goal 5 Target 5.4, emphasize reducing and redistributing unpaid care work through investments in social protection, public services, and infrastructure.⁵ The term "unpaid care and domestic work" (UCDW) encompasses caregiving, household chores, and community tasks, contributing significantly to human development and well-being.

Despite its usefulness, UCDW restricts women's access to respectable jobs, education, political involvement, and leisure, especially for those living in poverty or affected by the global climate catastrophe. Furthermore, in paid care labor, women suffer gender-specific impediments, especially in the health and social care sectors, where they form 70% of the worldwide workforce.⁶ This gendered care burden highlights the importance of policy initiatives that address inequality, empower women, and recognize the value of unpaid care work in attaining long-term development and economic prosperity.

The lack of universal, high-quality, gender-responsive public services in many global south nations, particularly for unpaid care work, is a serious barrier. This issue is highlighted by SDG 5.4's specific aim, which emphasizes the recognition and value of unpaid care work, as well as the need to tackle the gendered care burden across many SDGs. Ethiopia's Ten Years Perspective Development Plan (2021-2030) corresponds with these goals, which aim to secure women's fair participation and rights.⁷

LEGAL AND POLICY FRAMEWORKS

International and regional instruments

It's important to note that fulfilling international commitments related to unpaid care and domestic work (UCDW) is crucial for eliminating gender inequalities and discrimination.⁸ Non-compliance with these obligations represents a failure to address women's disproportionate workload in unpaid care, signifying a breach of equality and non-discrimination mandates. Key international instruments discussed include the Beijing Platform for Action, which suggests time-use surveys to make women's care contributions visible, and the Sustainable Development Goals (SDGs) Goal 5(5.4), which recognizes UCDW and advocates for public services, infrastructure, and shared responsibilities within households to address this issue.⁹ Achieving progress

in UCDW not only supports Goal 5 but also contributes positively to several other SDGs, such as poverty eradication, improved education, and sustainable economic growth.

The Universal Declaration of Human Rights (UDHR) establishes essential rights and freedoms for all people, stressing universal access regardless of identity or geography. It protects civil, political, economic, social, and cultural rights, with a focus on the right to work and equal remuneration for equal work. The International Covenant on Economic, Social, and Cultural Rights (ICESCR) improves on these rights by stressing basic needs such as food, water, shelter, and healthcare. It also addresses equality in employment, including safeguards for working moms before and after childbirth, and the right to education.¹⁰

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) specifically targets gender equality, outlining protections against discrimination and promoting substantive equality in all areas of life, including work and family responsibilities.¹¹ The International Labour Organization (ILO) Conventions further reinforce these principles, covering a range of social and labor issues. Specific conventions address workers with family responsibilities,¹² maternity protection,¹³ and decent work for domestic workers,¹⁴ aiming to provide equal opportunities and protections for all individuals in the workforce.

The Maputo Protocol, established by the African Union, guarantees comprehensive rights to women, including political participation, social and political equality with men, autonomy in reproductive health decisions, and an end to harmful practices like mutilation.¹⁵ It emphasizes economic and social welfare rights, such as recognizing the value of women's work in the home, ensuring adequate and paid maternity leave, and promoting shared responsibility for childcare.

The Solemn Declaration on Gender Equality in Africa reinforces the commitment to achieving gender equality across six thematic areas, guided by international and regional human rights instruments.¹⁶ It focuses on the promotion and preservation of all human rights for women and girls, particularly the right to development. Agenda 2063, the African Union's long-term development strategy, envisions an Africa marked by good governance, democracy, respect for human rights, and gender equality by 2063. It focuses on empowering women in all aspects of life, ensuring equal participation, and increasing access to quality education.



National legal and policy frameworks

The legal and policy landscape in Ethiopia concerning women's rights, notably Unpaid Care and Domestic Work (UCDW), is complex. While the EPRDF Constitution has guaranteed equality and protection from discrimination since 1991, including explicit provisions for women's rights, there was a need for a more focused approach. The National Policy on Gender Equality and Women Empowerment, developed in 1993, marked an important step in creating gender-sensitive governmental policies and addressing the issue of UCDW.¹⁷ This policy aimed to lighten rural women's workload, increase their income, and enhance their technical proficiency through various programs and schemes. By recognizing the importance of reducing women's time spent on UCDW and promoting investment in public infrastructure, Ethiopia is actively working towards empowering women in various spheres of life.¹⁸

The Civil Servants Proclamation 1064/2017 in Ethiopia ensures a favorable working environment for civil servants, emphasizing free daycare services for female employees. It mandates the establishment of nurseries for breastfeeding and childcare, along with extending maternity leave from 3 to 4 months.¹⁹ Labor Law 1156/2019 addresses worker-employer interactions further by introducing paternity leave for male employees, employer-provided daycare services, and a four-month extension of maternity leave for pregnant women. Although there are certain implementation gaps, particularly for firms with weak labor unions, this is a great step forward. The Ten-Year Development Plan (2021-2030) aspires to provide universal access to education, healthcare, and basic amenities, including childcare facilities in public institutions. It also aims to achieve wage equality between women, which is currently at 44%, demonstrating a commitment to eliminating gender inequities in the workplace.

Experience and lessons

Ethiopia's national experiences with Unpaid Care and Domestic Work (UCDW) have included initiatives from a variety of groups. These include the Government of Ethiopia (GoE), the Ministry of Women's Affairs (MoWSA), UN agencies such as UN Women and the World Food Program (WFP), non-governmental organizations (NGOs) such as Oxfam, ActionAid, the Union of Ethiopian Women Charitable Associations (UEWCA), and the Network of Ethiopian Women's Associations (NEWA), as well as the US Embassy in Addis Abeba. To lessen the stress on UCDWs, these groups have played a crucial role in establishing

childcare services, promoting gender equality, and getting males involved in caregiving duties.²⁰

The Joint Programme on Accelerating Progress Towards Economic Empowerment of Rural Women (JP RWEE) in Ethiopia is a five-year project led by the Government of Ethiopia (GoE) in collaboration with UN Women, IFAD, WFP, and FAO, aimed at rural women in Afar and Oromia. It seeks to promote food security, increase income, strengthen leadership, and foster a gender-responsive policy environment, with male participation to empower women. The global UN Women-ILO Joint Programme in Ethiopia, which ran from 2021 to 2023, was aimed at encouraging adequate work for women following COVID-19. It prioritized investment in the care economy for inclusive growth, using tools and assessments to solve care deficiencies and increase employment creation, particularly for women.

The Awramba community in north-west Ethiopia stands out for its commitment to gender equality, as outlined in their community charter. This charter emphasizes equal sharing of responsibilities within and outside the home, challenging traditional gender roles and stereotypes. Both men and women participate equally in decision-making, caregiving, and economic activities.²¹ One key aspect of their approach is the elimination of gender-based divisions in labor, ensuring that tasks related to production, property ownership, and caregiving are shared fairly between genders. This not only promotes equality but also acknowledges the value of each member's contributions to the community.

Furthermore, the Awramba community's senior care program stands out for its collaborative approach, which provides social and caregiving support to older members while reducing the strain on individual families. This reflects a larger aim to disperse unpaid care duties around the community. Another program, the Gender Model Family (GMF) method, which was adopted in Debre-Tsion kebele, focuses on collaborative decision-making and equitable sharing of household tasks. This concept has reduced the workload for women, as jobs are shared among family members, and women are enabled to participate in agricultural planning and development.²²

Challenges, lessons, and opportunities

The unequal allocation of unpaid care and domestic work (UCDW) is a major contributor to gender inequality and disempowerment among women and girls. This disparity causes prejudice in many aspects of their lives, including limited access to economic opportunities, education, and



healthcare. Furthermore, it limits their participation in political decision-making and leadership positions. The burdensome and unequal nature of UCDW inhibits women from working for pay and participating in decision-making processes. It also impedes their educational progress and hurts their physical and emotional health. Furthermore, cultural standards about gender roles compound these issues by limiting women's rights and possibilities. Despite recent efforts to increase women's participation in political and public life, their representation remains insufficient, highlighting the persistent barriers they face in achieving equality and empowerment.

INVESTMENT IN UNPAID CARE AND DOMESTIC WORK

Investing in the care economy is crucial, as it not only addresses human rights but also contributes significantly to economic development. Unpaid care work plays a vital role in enhancing human capabilities and the quality of human resources, ultimately leading to sustainable job creation.²³ However, in areas with limited infrastructure and technology, especially low-income countries, the burden of unpaid care work falls heavily on women, resulting in energy depletion, injuries, disabilities, and mental harm.²⁴ The lack of basic physical infrastructure exacerbates this issue, leading to increased time spent on domestic work, primarily by women and girls due to prevailing gender divisions and social norms. Conversely, as a country's GDP grows, infrastructure improves, and access to services increases, reducing the time women spend on domestic and care tasks. For instance, improved access to water and sanitation services lessens the burden of water collection, a task predominantly undertaken by women in many low-income countries.²⁵

Improving infrastructure and spreading care tasks between genders improves women's work prospects. Countries where women spend less time doing unpaid care work have greater rates of female labor force participation, resulting in lower gender wage inequalities and better access to respectable jobs. However, unequal allocation of unpaid work continues to impede women's growth in the job market, despite advancements in education.²⁶ Ethiopia faces obstacles in achieving gender equality, as evidenced by UNDP-developed measures such as the Gender Empowerment Measure (GEM). The growing salary gap and discrepancies in employment decisions highlight the

impact of social and cultural variables on women's access to job possibilities, which contribute to gender inequities.

Investing in early childcare and education is critical for long-term human capital development and minimizing social inequities. Governments are increasingly recognizing the societal importance of high-quality childcare at a young age, resulting in a commitment to public finance. This investment is regarded as a public good, with initial expenses mitigated by long-term advantages, including possible revenue generating. Preschool support programs should operate in non-household locations or offer financial aid to parents.

The Bill & Melinda Gates Foundation has identified numerous variables that contribute to women's significant burden of unpaid care work. Domestic and care chores are frequently assigned to women due to social standards, resulting in an unbalanced allocation of unpaid work. Weak policies and social institutions, as well as negative labor market conditions, all add to the load. Furthermore, poor technology and infrastructure worsen women's unpaid care burden. Donor money has a significant impact on healthcare services in low-income nations, with unpaid care work receiving little attention unless it becomes a national or international priority. Projects and programs frequently miss the limits that caregivers experience, emphasizing the need for a more holistic approach to unpaid care work in healthcare treatments.

The traditional perspective of households as mere labor providers for income ignores their significant productive power within the economy, particularly in non-monetized industries. This viewpoint ignores the critical but frequently unseen unpaid work, primarily performed by women, that plays an important role in economic operations. Accurate measurement of unpaid work, particularly through time-use surveys, is critical for identifying and correcting gender imbalance in time allocation. Recognizing the relevance of unpaid employment provides us with a more thorough understanding of the economy's interconnection and structure, enabling better-informed policy decisions and a more equitable distribution of resources.²⁷

Household Satellite Accounts (HSAs) play an important role in measuring and valuing unpaid household output within the national accounts system, with an emphasis on activities such as unpaid care work that are excluded from GDP estimates. This exclusion has serious ramifications, such as distorting national well-being and wealth,



with unpaid care work possibly accounting for a sizable amount of GDP, as in the case of Swiss GDP. It also skews international comparisons based on GDP per capita. Time Use Surveys (TUS) are useful in gathering data for HSA calculations, documenting the time and effort involved in unpaid care labor, and allowing for comparisons across persons and cultures. Valuing unpaid care work involves input valuation methods, which assign a monetary value based on either the opportunity cost, reflecting the market wage of the person doing the work, or the replacement cost, representing the market wage of a hired worker performing the same tasks.

TRANSFORMATIVE MECHANISMS FOR UNPAID CARE AND DOMESTIC WORK

Cultural norms, insufficient state support, and limited family leave legislation all contribute to women bearing the disproportionate burden of unpaid care and domestic work (UCDW). To address this, international strategies advocate for transforming UCDW using the 5Rs framework, which includes: Recognizing the importance of UCDW, redistributing responsibilities more equitably between genders and institutions, Reducing the overall burden through efficient services, representing care workers in policy discussions, and rewarding them financially and otherwise. The transition from the traditional 3Rs to the 5Rs paradigm represents a growing recognition of the importance of valuing and supporting care work, including within homes, to achieve gender equality and societal well-being.

Recognizing Unpaid Care Work's Importance for Human Development: Unpaid Care and Domestic Work (UCDW) serves as the cornerstone of all economies, facilitating important services such as child care, elder care, and household maintenance. A full understanding of labor needs the inclusion of unpaid work in economic assessments, yet UCDW's invisibility frequently hinders policy attention and investment. Recognition strategies seek to address this issue by first gathering data through time-use surveys and other similar methods to quantify and qualify the extent and distribution of UCDW, and then raising awareness among policymakers, donors, and civil society about UCDW's significant contribution. Recognizing UCDW not only informs policy decisions regarding projects and programs that support UCDW providers but also leads to increased investment in UCDW infrastructure and support systems, ultimately benefiting both caregivers and the wider economy.

Gender-responsive budgeting is proposed at the policy level to examine household time usage and guide policies and budgets that recognize the importance of unpaid care and domestic work (UCDW). Policy integration is also essential for tackling UCDW within applicable policies, programs, and legal frameworks. Economically, there is a push to include UCDW in GDP estimates, recognizing its importance to national well-being. At the institutional level, raising awareness about the impact of UCDW, particularly on women and girls, is critical, as is increasing capacity through solutions such as daycare, longer leave, or flexible work hours. On a community and home level, recognizing UCDW within families is supported, supporting social change to acknowledge women's dual roles. Additionally, closing the gender wage gap is highlighted as a means to incentivize women to enter paid employment, potentially alleviating the UCDW burden.

Reduction techniques for unpaid care work (UCW) attempt to free up women's time for a variety of activities such as formal employment, social and political participation, and avoiding UCW from being replaced with other unpaid responsibilities. These methods include investments in infrastructure and technology, with a focus on home duties such as improving access to water and upgrading cooking stoves to expedite tasks and save time. Furthermore, a supportive regulatory environment is required, with employment options and schedules tailored to better meet the needs of women, to increase labor market participation. These strategies aim to reduce the burden of UCW on women, allowing them to pursue varied options outside of traditional caregiving duties.

Women in underdeveloped nations frequently endure a disproportionate weight of domestic chores due to a lack of access to clean water, sanitation, and energy. According to research, easing time limitations could significantly increase agricultural and capital output. Public investments in physical infrastructure such as clean water, sanitation, renewable energy, and public transportation, as well as social infrastructure such as care and health services, are critical. Furthermore, making inexpensive time-saving technologies such as electric or gas stoves and ovens available can considerably reduce the amount of unpaid care work performed by women.

Investing in equipment and products that simplify household duties can encourage the adoption of time-saving technologies. Improve infrastructure like water, energy,



and transportation networks to save time on critical jobs. Furthermore, enhance public services such as healthcare, education, and childcare facilities to reduce family costs and empower women by giving them more chances for personal and professional growth.

The redistribution of unpaid care work aims to achieve a more equitable balance between men and women in households, as well as between governments, the business sector, communities, and households in general. This includes a more equitable division of tasks, time, and resources, which necessitates policy measures such as legislation, burden-sharing programs, and increased attention from policymakers to support redistribution across all levels of society.

Raising awareness of Unpaid Care and Domestic Work (UCDW) through media campaigns and celebrity endorsements. Encourage the redistribution of care work through policies that promote work-life balance (such as parental leave and flexible work arrangements), challenge norms that allocate caregiving primarily to women, and establish social protection measures for caregivers. Introduce policies that encourage investment in formal care services such as daycare and eldercare, hence increasing job possibilities in the caregiving professions. Encourage male participation in caregiving by challenging preconceptions, educating families about gender equality in care work, and enacting labor market policies that favor both genders to establish a balance between paid jobs and caregiving responsibilities.

Despite educational achievements, women remain underrepresented in the workforce. This is exacerbated by unequal labor distribution, in which women bear a disproportionate share of unpaid care work (UCDW), particularly in physically demanding activities in developing nations. This discrepancy not only damages women's health but also limits their economic potential, which has a severe impact on families and communities.

Individuals benefit from fair compensation and safer work environments in care positions, while families might be rewarded for redistributing or eliminating unpaid care and domestic work (UCDW) within the home. Furthermore, institutions such as civil society organizations, non-governmental organizations (NGOs), enterprises, and government agencies can be recognized for their work to promote a gender-responsive care economy.

Thematic areas of intervention

SHIFT NEGATIVE SOCIAL NORMS AND ATTITUDES BY USING THE 5Rs APPROACH: Unpaid Care and Domestic Work (UCDW) disproportionately affects women and girls, impairing their health, education, and decision-making abilities and limiting their leadership potential. This disproportionate cost is the result of negative social norms, a lack of awareness about UCDW's impact, the undervaluation of women's contributions, and media-reinforced gender stereotypes. The proposed interventions include raising awareness of the burden, challenging social norms through community forums and training, empowering girls through mentorship and education, promoting shared responsibility through dialogue and incentives, advocating for equitable UCDW sharing in the media, and ensuring gender-sensitive policies and decision-making processes.

CREATE ENABLING ENVIRONMENT: To reform unpaid care and domestic work (UCDW), essential measures include incorporating it into global policy, ensuring accountability, and maybe factoring its value in GDP calculations for acknowledgment. Furthermore, efforts should focus on reducing and redistributing UCDW burdens through policy interventions, reviewing and aligning legal frameworks with the 5Rs framework, developing specific UCDW policies, integrating UCDW considerations into sectoral policies, promoting social protection policies, raising awareness, securing budget allocation, and encouraging private sector alignment with government frameworks regarding UCDW-related matters like parental leave and soc.

ENHANCE CARE INVESTMENT: Reducing and redistributing unpaid care and domestic work (UCDW) entails investing in technologies and social care services to alleviate the load, which predominantly affects women and girls. Challenges include a lack of inexpensive social services, gender-responsive technology, and a lack of understanding about the value of care investment. Interventions include increasing social care services, strengthening public infrastructure, investing in time-saving technologies, encouraging paid care jobs, building collaborations, and offering subsidies to rural areas.

PROMOTE WOMEN'S ECONOMIC EMPOWERMENT: Economic empowerment is critical to enhancing women's participation in decision-making roles. However, obstacles remain, including a lack of formal job possibilities, insufficient emphasis on Unpaid Care and Domestic Work (UCDW) within development frameworks such as the 5Rs, and media that reinforces gender stereotypes. Interventions



to address these challenges include promoting female entrepreneurship through training and resources, providing access to savings and credit, empowering women to control resources, facilitating market connections for women-owned businesses, investing in the care economy to create jobs, advocating for UCDW investment, and incorporating gender considerations into financial systems.

PROMOTE WOMEN'S LEADERSHIP, VOICE, AND DECISION-MAKING: Women's leadership is critical in establishing a more equitable distribution of unpaid care work (UCDW) by enhancing their bargaining power to achieve balanced distributions within homes. This leadership is critical for expressing women's needs in policy formation and program design. Women's leadership is hampered by barriers such as a lack of educational opportunities, financial resources, and negative social norms. Interventions such as skill development, policy engagement, increased representation in care management, and leadership training are intended to encourage and support women's leadership in reducing UCDW disparities.

ENSURE MAINSTREAMING OF UCDW: Unpaid Care and Domestic Work (UCDW) must be recognized, reduced, and redistributed across multiple policy domains to be mainstreamed. This strategy provides benefits such as improved recognition of the value of UCDW, as well as chances for governments to implement steps to minimize and redistribute workload, such as care-sensitive infrastructure policies. However, present rules frequently overlook the value and recognition of UCDW, resulting in accountability challenges and gaps. Interventions to mainstream UCDW include incorporating it into government, development partner, and private sector operations, harmonizing legal and policy frameworks, developing national policies, monitoring progress, aligning private sector regulations with government policies, fostering collaboration platforms, and using tools such as care analysis to guide policy action on UCDW integration.

ESTABLISH AND STRENGTHEN PARTNERSHIPS AND COORDINATION WITH STAKEHOLDERS: A major obstacle to the transformation of Unpaid Care and Domestic Work (UCDW) is the absence of cooperation and coordination between stakeholders. Interventions aimed at resolving this issue should concentrate on raising coordination funds, forming Public-Private Partnerships (PPPs), integrating UCDW issues across platforms, forming technical working groups based on the 5Rs framework, establishing cross-sector inter-working platforms, endorsing corporate

responsibility initiatives, fortifying coordination platforms, cultivating an environment that is supportive of Civil Society Organizations (CSOs) working on UCDW, and providing capacity building.

ENSURE DATA AND EVIDENCE GENERATION: Lack of data is the root cause of the policy gap in unpaid care work since data is essential for responsible and well-informed decision-making. More research and national studies, frequent time-use surveys, data-driven policy development, care needs analysis within programs, support for evidence-based decision-making, and the creation of an all-encompassing plan with a monitoring framework to track progress inclusively are some of the proposed interventions.

Roles and responsibilities of stakeholders

Several crucial steps are included in government programs to address unpaid care and domestic work (UCDW). Enforcing current legal frameworks, creating policies tailored to UCDW, identifying policy gaps through studies, updating sector policies, strengthening social protection services, encouraging women to take the lead in decision-making, acknowledging the importance of UCDW, fostering supportive environments, investing in social care services and infrastructure, promoting time-saving technologies, and supporting work-time arrangements and parental leave are all tasks assigned to the Executive branch.

Conversely, the Judiciary branch concentrates on partnerships, affordable technologies, organized daycare services with quality assurance, resource allocation, advocacy, and training programs; it also integrates UCDW into curricula and policies, guarantees the availability of social care, improves agency skills, offers inclusive financial services, generates data, and supports women in leadership. The Legislature can address issues related to Unpaid Care and Domestic Work (UCDW) by passing new laws and policy frameworks, giving women more influence over leadership and decision-making, holding policymakers accountable for their work, increasing the availability of daycare services, and giving legislators technical assistance and capacity-building.

Concerning Unpaid Care and Domestic Work (UCDW), UN Agencies and Civil Society Organizations (CSOs) are essential. Through lobbying, best practices are shared, income creation initiatives empower women, vital public services are provided, resources are mobilized, and childcare and transportation options are promoted. Private organizations



and cooperatives make contributions by advancing CSR, sponsoring projects, offering childcare, creating user-friendly technology, and expanding financial services accessibility. Community-Based Organizations (CBOs): They identify needs in the community, gather resources, advocate for changes in societal norms, encourage women's participation, and find change agents. Media and communication platforms support media control, disseminate success stories, advance accessible technologies, and keep an eye on how UCDW concerns are portrayed. Employers and Workers' Associations promote childcare services, increase public awareness, guarantee the application of laws, and provide programs aimed at developing capacity.

Monitoring and Evaluation

Robust data collection and analysis are essential for developing effective treatments for Unpaid Care and Domestic Work (UCDW). This entails collecting household and individual data to evaluate service access and usage related to UCDW, conducting gender assessments to evaluate intervention impacts on care work and gender roles, measuring social norms to track attitude shifts towards UCDW, and gathering national and regional time-use data to understand care work patterns by gender and location. By using this data, programs can be designed and evaluated, awareness of the burden that cares workplaces on women and girls can be raised, men can be encouraged to take on more caregiving responsibilities, infrastructure and service impacts on UCDW can be tracked, and potential harm to other women and girls in the household can be identified. Responsibilities include donors supporting data collection

and capacity building, governments prioritizing gender data collection, and employing monitoring and evaluation tools like checklists with indicators to track intervention progress.

Conclusions and Recommendations

Reducing women's unpaid care work should be a primary goal of policy and program design, to dispel gender stereotypes via community participation and policy interventions. It is recommended that governments give priority to care in economic strategies and budgets. They should also advocate for the acknowledgment and redistribution of care work and implement social protection programs that are expressly designed to support caregivers. To quantify changes in societal norms surrounding care obligations, track the effects of programs on unpaid care work, and support evidence-based policymaking, data collection and analysis are essential steps in this process.

To build supportive work environments, stakeholders must be involved. This entails forming relationships with a variety of actors, such as women's organizations, and working with the business sector. Prioritizing research and funding is also necessary, with an emphasis on developing practical solutions for the unpaid care industry and encouraging additional studies on men's involvement in domestic labor and unpaid care work (UCDW). This all-encompassing strategy recognizes the complexity of the problem and aims to put into practice comprehensive solutions that advance gender equality and lessen the burden of unpaid caregiving on women.



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