



Unpaid Work

What Matters to Mothers

A View From The Grassroots

Unpaid Work

Unpaid Work has no monetary value and therefore it is not counted in the economic system.

Consequences:

- Considered “non productive”
- If invisible as a producer, invisible in the distribution of economic benefits. (Social protection, pension compensation)
- Is it fair to describe unpaid domestic and voluntary services as “non-economic” activities?

GDP only tracks monetary value of goods and services without taking into account the contribution to Human Welfare and Wellbeing and Human Capital formation

Unpaid Work

- Gender Issue?

Paid and unpaid work is distributed highly unequally across gender. Time use statistics from industrialized as well as developing countries clearly indicate that women carry the major burden of unpaid work. “Men who have a female partner working in the home have an unfair advantage over women in the workplace, who do not have a free laborer at home tending to their needs.”

- Human Rights Issue?

The failure of States to adequately provide, fund, support and regulate care contradicts their human rights obligations, by creating and exacerbating inequalities and threatening women’s rights enjoyment. (UN Special Rapporteur on Extreme Poverty and Human Rights). Unpaid workers have a poor exposure to the outside world and therefore poor confidence and poor human capital.

- Poverty Issue?

The poor appear to be trapped in the vicious circle of unpaid work and poverty. They are engaged more in unpaid work to meet their basic needs because they are poor, (example: when no cash to buy medicines or medical services, women take care of the sick or the old in the household; when there is a food shortage, women spend long hours collecting fruit, vegetables or fish etc. or undertake the drudgery of water fetching and they are poor because their unpaid work put constraints on their upward mobility.

- Distributive Social Issue?

Unpaid work does not receive any remuneration and therefore is not considered important. It is assumed to be available free and in plenty. The unpaid workers therefore suffer from lower status in the household and in the economy.

- Development issue?

Unpaid Workers contribute to the formation of human capital that contributes to economic development. Their work underpins economic growth and productivity, equity and social cohesion.



Unpaid Work

UNDP study estimated unpaid work's value at \$16 Trillion, 2/3 borne by women.

Beijing Platform for Action urged countries to “conduct regular time –use studies to measure, in quantitative terms unremunerated work”

Inclusion of unpaid economic work will provide improved estimates of the workforce and the GDP.

“women make up 52% of the adults on this planet and do 75% of the work required to maintain 100% of the population”

Unpaid Work

ECONOMIC CRISIS IMPACT

A- Reduction of public expenditure: To meet the targets of fiscal deficits is considered to be an efficient macro policy. Public policies have played a role in causing unpaid labor time of women to rise because of:

1. Reduced social expenditures that place a larger burden of care on women.
2. Privatization or degradation of common property resources.
3. Inadequate infrastructure facilities that increase time spent on provisioning essential goods for the household.

B- Household income reduction: During boom periods, when incomes and employment are increasing, people are likely to reduce their unpaid work by shifting some of it to the market, depending on the specific socioeconomic conditions. In the time of a slump, however, the reverse is likely to take place, as reduced incomes and employment will encourage households to increase the domestic burden of work.

Households decide to reduce their consumption of public services like public health facilities which have become expensive due to the reduction in subsidies or due to the reduced resources spent on health. People at the margin are likely to cope with this situation by transferring these services, to unpaid domestic services. The sick will be looked after at home; children may be taken out of schools and forced to work; many other services, which were bought from the market, will be produced at home etc. This will increase the burden of the poor and / or of women, who will perform this unpaid domestic service

C- Rapid shifts into and out of paid work: Greater roles in providing outside income for households, increased rates of migration for work, and greater involvement in unpaid labor. Women have moved—voluntarily or forcibly—in search of work within and across countries and regions, more than ever before.

What matters to Mothers in Europe MMM 2010-2011 Survey

What Matters to Mothers in Europe

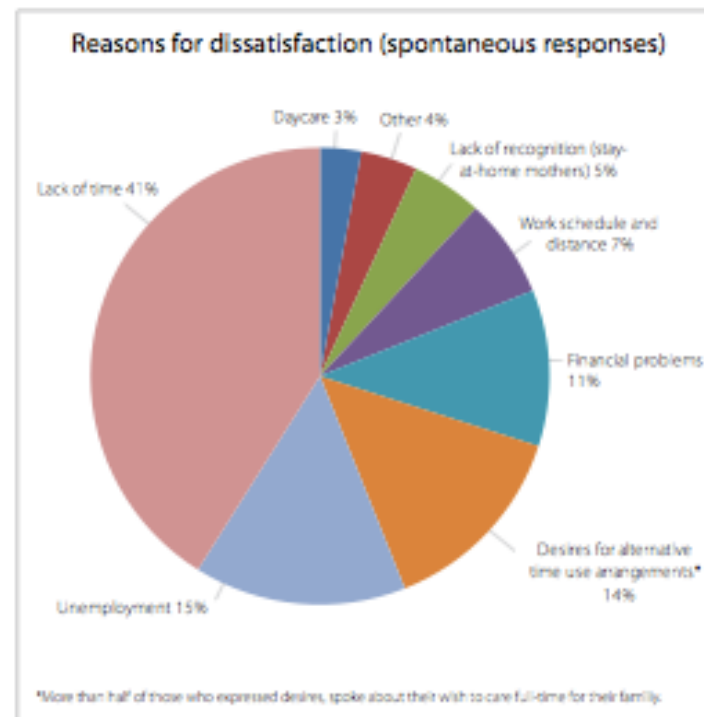
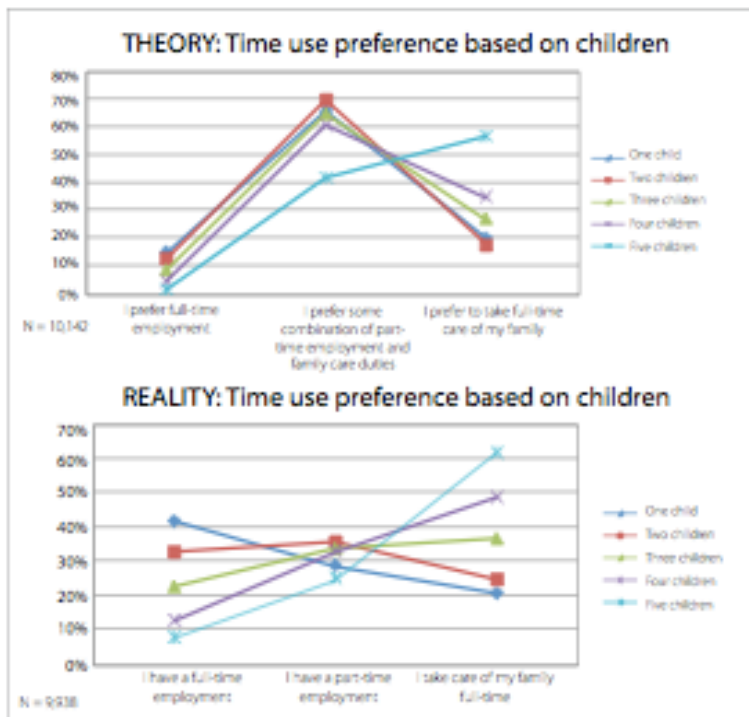
Survey of Mothers in Europe
2011 results



- “Familyplatform” Project (European Commission)
 - Questionnaire on Mothers’ challenges, priorities and wishes
 - Over 11 000 responses from Mothers 10 languages, 16 European countries
- More info on www.mmm.europe.org

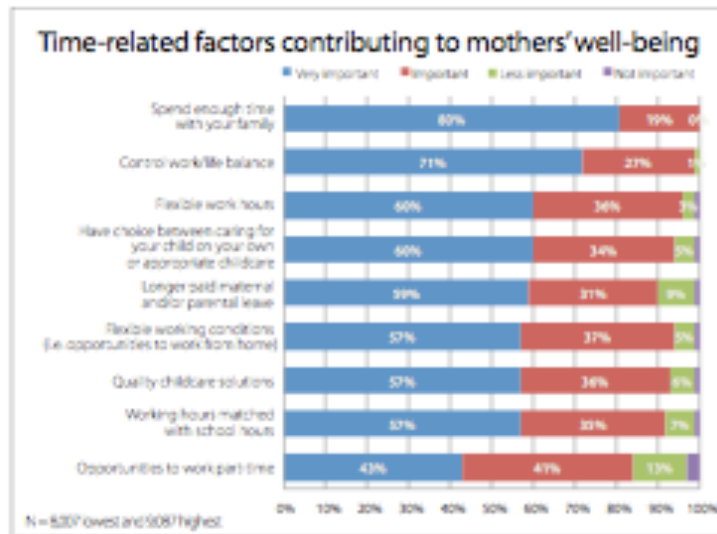
What matters to Mothers in Europe MMM 2010-2011 Survey

Time Use and Preferences - Impact on wellbeing (1)



What matters to Mothers in Europe MMM 2010-2011 Survey

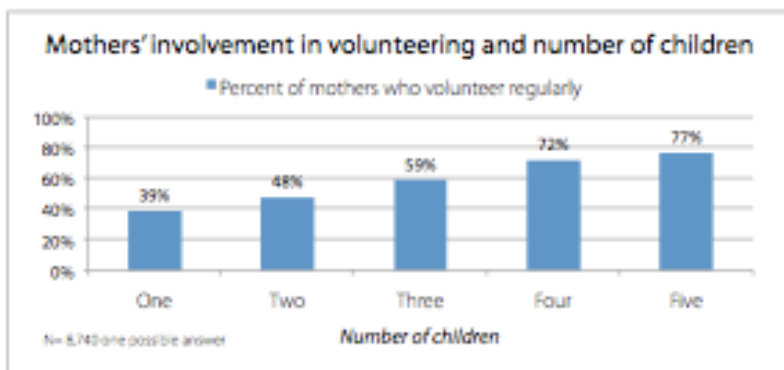
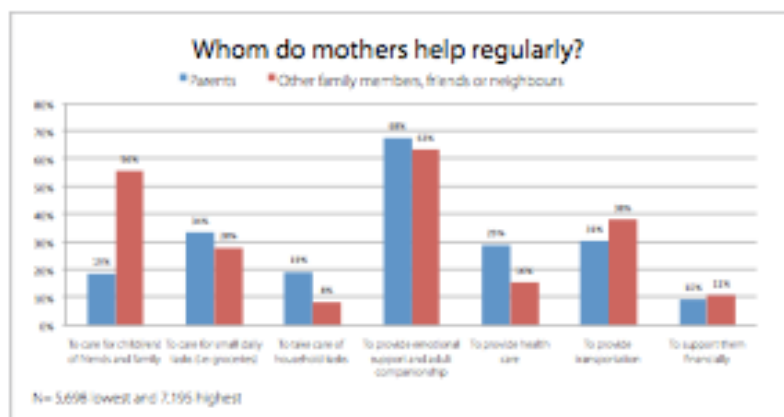
Time Use and Preferences - Impact on wellbeing (2)



"I lead two work days in a single day: my labour outside the home at my employer's and my work to care for my children when I return to my home. There are meals to prepare, supervision of children's homework, and housework, without counting errands. I would love to have more time to concentrate only on my children without having to tell them constantly, 'tell me later, we have to hurry now.' I have the impression to be running constantly and to lack time for everything. I'm burning out."

What matters to Mothers in Europe MMM 2010-2011 Survey

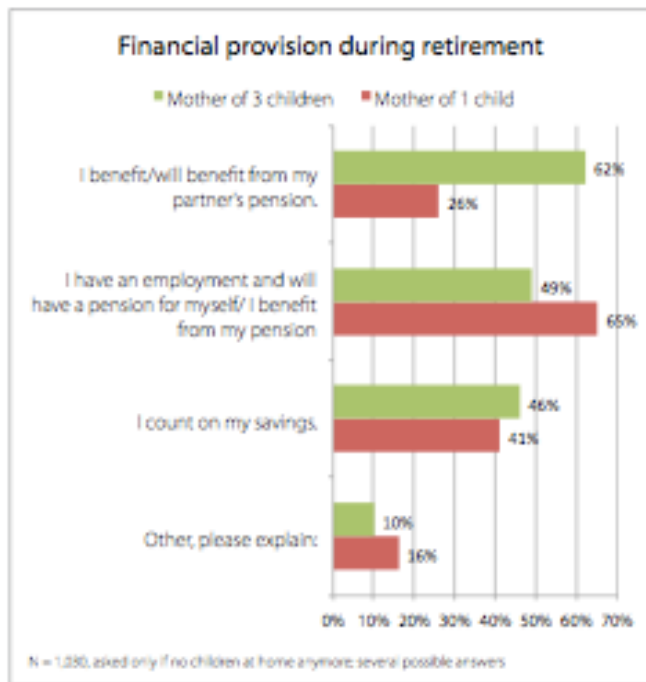
Who help mothers and whom do they help: Mothers as key actors of Social cohesion



“Realise the importance of the mother’s role for the well-being of society in general. It is through her that the value of peace, respect for others, the giving of self for others, and all that goes into living peacefully with one another, starts in the home.”

What matters to Mothers in Europe MMM 2010-2011 Survey

Mothers and retirement





“When a mother chooses to give of her time to care for her children or other family members, she does so at the risk of her future pension. Can we not envision some remuneration for home-makers with social benefits and credit for the calculation of pensions?”


What matters to Mothers in Europe MMM 2010-2011 Survey


Mothers' Key concerns & requests to policy makers :

- **Time** for their family
- **Choices** for childcare and work pattern
- **Recognition** for their role as mothers

 "Let us have the right to choose for ourselves. I feel trapped in a feminist crusade where I and my free will do not exist. Society is reprogramming us to think we can only work and have our children raised by others. I am young and can work outside our home when the children get older. Right now I miss out on their childhood, and their picture of mom is a stressed out woman who does not prioritise them, but goes to work." (Sweden)

 "Stop pushing mums to go back to work. Give people a choice and provide equal support, either to stay home to care for young children or to go out to work." (UK)

 "Let mothers have real choice about whether or not they want to be with their children full time. Elevate the status of mothering in our societies. Use our increased longevity to take time out from work while our children are young, and allow women to go back to work when their children are grown without having to feel that they are 'too old' to be useful."

 "Recognise the value of a mother's love and teaching in the home. Schools cannot compensate for what the home fails to do." (Belgium—FR)

Unpaid Work

Developing Countries

Mexico:

- Unpaid work of household equivalent of 22% of GDP
- Women perform 3 out of every 4 hours of health care
- Women 20-24 years of age stated their responsibilities at home as the main reason for not seeking a job in the labor market

India:

- Males get classified as “self-employed” (own account worker), females “unpaid family worker” in TUS.
- Percentage among adult females (2008) unpaid 42.8% - paid 35.7% - in education 21.7%
- Gender differentials in fetching water, fuel, fruits, staples etc. are most pronounced (28.4% of women vs. 7.82% of men) and time use (14.8 hours for women a week vs. 2.17h a week for men)

Africa:

- In Africa women have 30-50% less time for personal care and leisure than men.
- Women spend about 3 times as much time in household production and services than men
- Household production constitutes 44% of total economy (not included in GDP)

Example of Otitsara (Madagascar)



Unpaid Work

Developing Countries

OTITSARA

“Over the last few years, in the countryside new activities have appeared totally undertaken by women and children like producing and selling granite chippings for municipal road repairs and the construction industry in towns. This is very hard physical work, long days working by hand using a sledge-hammer to break up lumps of granite into chippings for the worksites. Additionally, women have to carry the materials on foot, balanced on their head, to the marketplace manhandling the considerable weight, preparation for sale and the financial dealings with the customers. It is the same for other building materials such as bricks and sand.

This necessity to earn money for the family’s daily needs by hard manual labour does not release country women from the traditional responsibilities and duties in the home of bringing up the children, doing household tasks such as fetching firewood, fetching water from the well, making meals, grinding rice, doing the washing, looking after domestic animals – as well as seasonal tasks like growing rice – transplanting the seedlings, weeding, cutting the rice and all the jobs related to the harvesting.

How can this exploitation of women in Madagascar be explained and what are the consequences?

There are many contributing factors, but the main ones are the submissive attitude and the prevailing general ignorance of country women. Submission to the husband – to any male – is ingrained by local traditions, ways and customs. In fact, submission in women is a strong Malagasy value because unfortunately it has been reinforced by religious teaching. It is considered a guarantee of peace, of a harmonious family life and a sign of a successful marriage.

In Madagascar, it is very common to find several generations living under the same roof – grandparents, parents, children, grandchildren. Thus are transmitted unconsciously and naturally the values, principles and tradition of the large family. There are no care homes for the elderly, and day-care is not widespread, nor socially acceptable, even more so since it is not free.”

What matters to Mothers in the developing world

A situation exacerbated by lack of economic & social development:

• Time

- Lack of public infrastructure and public services (water, energy, ICTs, education, health services, transportation...)
- Lack of labor saving & time saving technologies
 - Mothers have to compensate with their work, time, energy, health
- “3rd shift” for women engaged in subsistence farming
- Huge care burden in families affected by HIV/AIDS
 - No time to engage in income generating activities

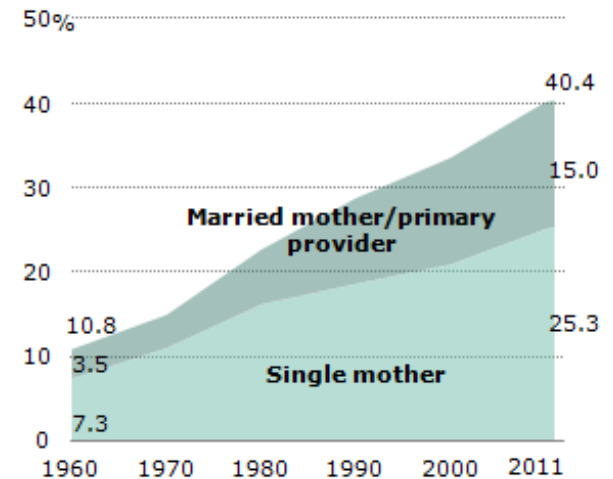
• Choices

- Limited choices, opportunities & control on their own life (work, children...)
- economic dependence, social constraints, restricted mobility...

Mothers' vulnerability to poverty higher risk groups

UCW a root cause of the Feminization of poverty

- **Single mothers (separated, divorced, widows...)**
time issue exacerbated → lower income
social exclusion
increasing numbers
- **Adolescent mothers**
withdrawn from education
higher risk for health problem and social exclusion
- **Mothers of disabled or sick children**
- **Grandmothers**
exclusion of pension system / pension gap (bigger than pay gap: E.g. EU 35%)
continue unpaid care work well into old age to support their children's families
(e.g. in families decimated by HIV or when a mother has migrated)





Reducing Unpaid Work

In order to free time for income generating activities

- Top priority: development of universal basic public infrastructure and services with a view of reducing Women's unpaid work burden (availability, accessibility, affordability)

Water, Energy, ICTs, Transportation...

- Promotion of time saving / labor saving technologies (e.g. solar cookers)
- Provision of universal public services (availability, accessibility, affordability)
Education, Health (including family planning), Childcare

Redistributing Unpaid Work

redistributing / sharing RESPONSIBILITY of care

Within the family – between mothers and fathers, women and men

requires changing stereotypes and perceptions that care is a Women's issue:

- key roles of medias & education
- role of mothers themselves who perpetuate stereotypes in the way they educate boys and girls
- role of policies: e.g. maternal leave sharing between mothers & fathers

Between Families and the State (duty to protect HR):

e.g. provision of various childcare options (nursery school / crèche...)
+ policies that support sharing or care giving

Between Families and other actors

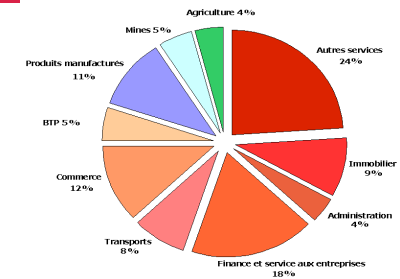
- Engage the private sector, which is “subsidized” by UW
e.g. provision of childcare services at the work place
- Support civil society / community initiatives

Also to be considered: Issue of global care chain & mothers migration

Recognizing Unpaid Care Work

Recognizing that unpaid care work IS an important WORK

- Making it visible through its Economic valuation in Household Satellite Accounts E.g. Australia 50.6% GDP
 - Recognition In legislation / constitution & definition of SNA “work” (Stay at home mothers are not “inactive”!)
 - Give caregivers a status & some of the advantages linked to employment (social security, inclusion in pension calculations, training opportunities...)
 - Recognition of the skills developed through unpaid care work (organizational skills, social skills, efficiency, creativity, adaptability...)
- Give Mothers AND fathers the **CHOICE** between staying at home, work part time or full time



+ Indirect recognition : all policies that support families !

Eg. Paid maternal leave, Parental leaves
Cash transfer programs
family & work reconciliation policies
family friendly tax systems, etc



Target mothers
AND fathers



Measuring & Monitoring Unpaid Work Time Use Surveys (TUS)

Provide key Data

- To measure progress in reducing and redistributing unpaid care work
- To estimate the economic value of unpaid care work

But also give a lot more information on life style, informal work...

Importance of having **disaggregated data**: sex, age group, number of children or dependants at home, marital status, work status

TUS issues

- Complex and expensive
- No standard
- Technical issues, notably: simultaneous tasks (e.g. childcare while cooking), on call time

See UNECE / CES / TF on TUS – 2013 report provides:

- Guidelines to improve comparability of the results at international level
- Compilations of best practices to help countries in carrying out the TUS

Conclusion & Recommendations

Unpaid Work:

- essential for the wellbeing of individuals, families, communities and society as a whole
- increasingly important in a context of population ageing and declining birthrates
- but remains at the root of inequalities between men and women and a major cause of women's poverty.

- Address UW as key issue for women's rights, gender equality & poverty reduction , match mothers concerns and key requests to policy makers for more choices & recognition
- Include the measurement of Unpaid Work in the post 2015 agenda
Also a way to speed up the implementation of 1995 BPfA (TUS)
- Include UW in all the discussions on GDP relevance and « **measuring wellbeing** »
See Stiglitz report, Beyond-GDP initiative, Genuine Progress Indicator, etc.