



The Value of Unpaid Care and Domestic Work The Role of Civil Society

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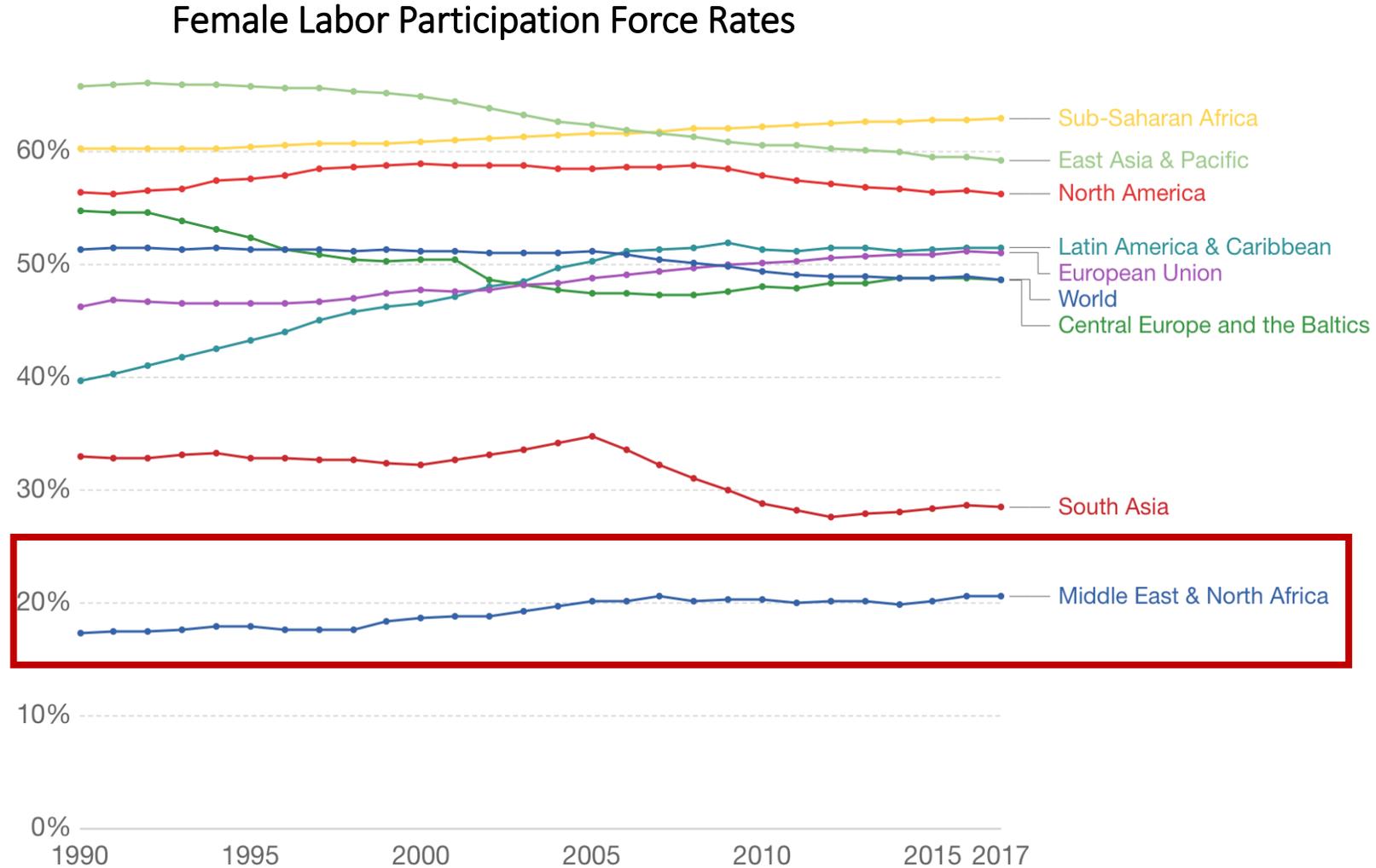
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Female Labor Participation & Unpaid Work – Insights from the Arab Region – The “patriarchal gender contract”

- There is broad consensus that women’s empowerment underpins the success of the Sustainable Development Goals
- Gender equality is a matter of Human rights and women’s empowerment yields significant human development gains
- On the global level, overcoming gender disparity would result in additional **USD 12 trillion** in annual **2025** Gross Domestic Product (GDP), equivalent in size to the current GDP of Japan, Germany, and the United Kingdom combined (McKinsey, 2015)
- On a regional level, the share of MENA regional output generated by women is **only 18 per cent** in the Middle East and North Africa (MENA) region while women constitute approximately 50 per cent of the population.
- In the MENA region, boosting female labour-force participation would contribute **85 per cent** of the total additional economic opportunity (i.e. GDP and Job opportunities).
- Studies suggest that the potential boost could be as high as **47 per cent of the region’s GDP** (McKinsey, 2015).
- **Unpaid care accounts to \$10 trillion, or 13% of GPD (conservative costing assumptions), (UNSG HLWEE, 2016)**
- Unpaid care work is the main barrier preventing women from getting into, remaining and progressing in the labour force. **In 2018, 606 million working age women said that they were not able to do so because of unpaid care work. Only 41 million men said they were not in the labour force for the same reason (ILO, 2018).**

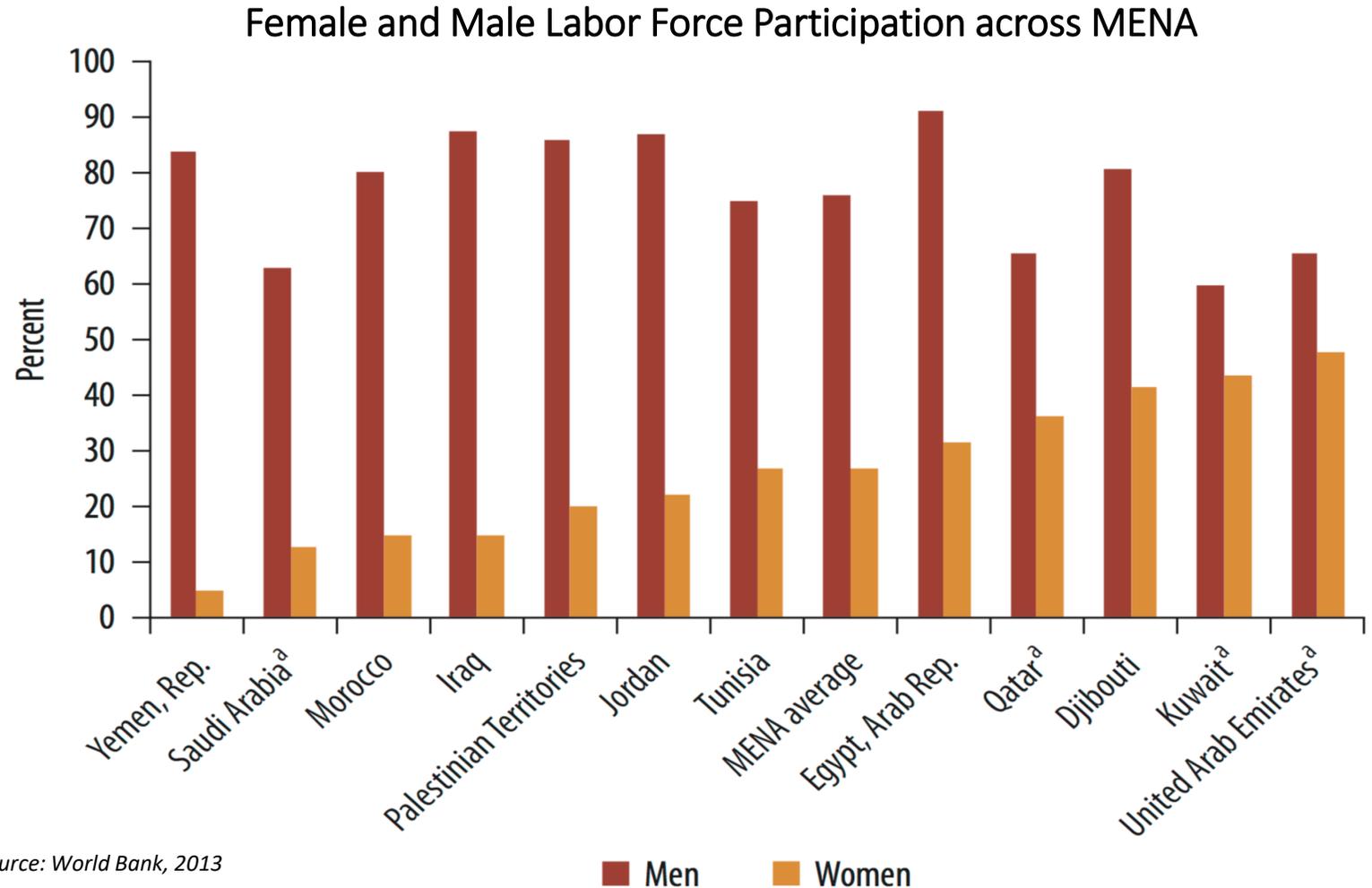
The MENA Region: Lowest Rates of Female Labor Force Participation

- Women in the MENA region have achieved impressive gains in a number of social indices, but still have the world's lowest rates of labor force participation.
- **Unpaid care work is the main barrier preventing women from getting into, remaining and progressing in the labour force** (ILO, 2018).



Gender gaps at work around the Arab world still persist

- **Gender gaps at work around the Arab world still persist**, whether paid or unpaid, formal or informal, public or private, agricultural or entrepreneurial.



Across the world, without exception, women perform three-quarters of unpaid care work

- **Women in the MENA spend 4.7 times in unpaid care work than men**

Time spent daily in unpaid care work, paid work and total work, by gender, region and income group, latest year



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- Women increased labor participation into paid work has not been accompanied with a change in the gender division of unpaid labor in the domestic sphere in the MENA. **On the contrary, women continued to carry the double burden of paid and unpaid workloads.**
- This burden is further complicated by social class: In poor rural and urban areas women work longer hours than men, spend more time on unpaid care work and subsistence agriculture, and have less time to engage in paid work and social and cultural activities.
- Unpaid domestic work in MENA continues to be undervalued compared to paid work and is ignored as “real” work, because of the “**patriarchal gender contract**” (the social norm of men as breadwinners and women as wives and mothers), and the gendered impacts of neoliberal policies (privatizing of key institutions of social reproduction like education, health, and social services),

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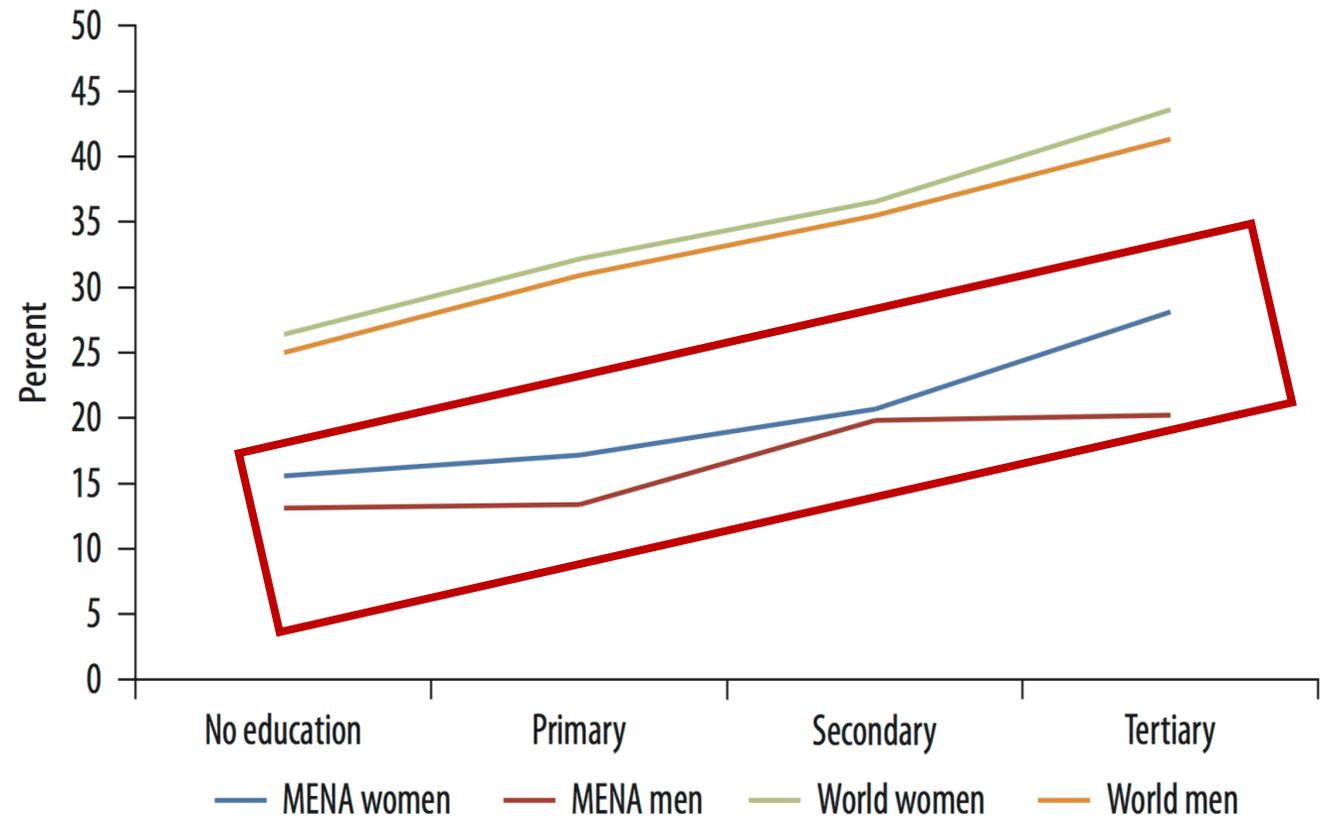
Three primary factors at least inhibit gender equality in all forms of work and at all levels of development in the Arab region (WEF, 2017), including

- **Adverse social norms:** Social norms shape women's decisions regarding which occupational and educational opportunities to pursue. They affect the distribution of unpaid work within households and wages in paid care activities, such as nursing and teaching, which employ a high proportion of women. They, also, reflect and reinforce discriminatory gender stereotypes and implicit biases, which limit women's pay and promotion prospects
- **Discriminatory laws and insufficient legal protections:** adverse social norms are also codified in laws that limit women's professional choices and their ability to obtain passports, travel outside their homes, start businesses and own or inherit property. This kind of legal discrimination is associated with lower levels of educational attainment for women, wider gender pay gaps and fewer women-owned businesses (IMF, 2017). Laws provide an important framework to enable women to know, assert, and enforce their rights
- **Unequal access to digital, financial and property assets**

Unpaid Work and Social Norms

- According to the World Bank Report, perceptions of women's roles in the home, are distinctly more traditional in the MENA region than the global average
- These norms generally place high value on women's role within the home and family and her investments in family life
- These norms reflect elements of a **patriarchal society** in which women and men are partners in a marriage but with separate roles.

Respondents from MENA and around the World Who Disagree with the Statement: **Being a housewife is as fulfilling as working for pay**



Source: World Bank, 2013

The Role of Civil Society in Advocating for Greater Recognition of Unpaid Care

- **Education and awareness-raising (Norms/Narrative):** **Gender roles and norms must be challenged if care work is to be valued and shared.** Education, information and awareness-raising campaigns are needed in order to sensitize people .
- Examples of awareness-raising initiatives include, for instance, the global fatherhood initiative MenCare.
- MenCare is involved in programmes aimed at encouraging men to become more active parents and share unpaid care work more equally; in advocacy to promote gender-transformative parental leave schemes; and in media campaigns supporting men's caregiving roles and diffusing a positive image of involved fatherhood. (Brazil, Indonesia, Rwanda and south Africa)



Source: UN Secretary General's High Level Panel on Women's Economic Empowerment, 2016

The Role of Civil Society in pushing forward gender equality

2. Supporting Evidence-Based Policymaking (Paradigm/Policies): Bridging the gap between research and policies: Care duties need to be accommodated and valued in the workplace.

Inequalities in unpaid care work and in the labour force can be tackled through the effective **recognition, reduction and redistribution of unpaid care work** between women and men, as well as between families and governments through **Care policies** which encompass:

- Direct provision of *childcare and eldercare services and care-related social protection transfers and benefits* given to workers with family or care responsibilities, unpaid carers or people who need care.
- Care-relevant infrastructure which reduces women's drudgery work, such as obtaining water, providing sanitation and procuring energy.
- Labour regulations, such as *leave policies and other family-friendly working arrangements*, which enable a better balance between paid employment and unpaid care work. For example, **the European union's Work-life balance directive Proposal** (2017)
- **Pension systems that compensate for the unpaid care work provided by carers.** Example: care credits in social protection systems (France, Finland, Chile)

The Role of Civil Society in pushing forward gender equality

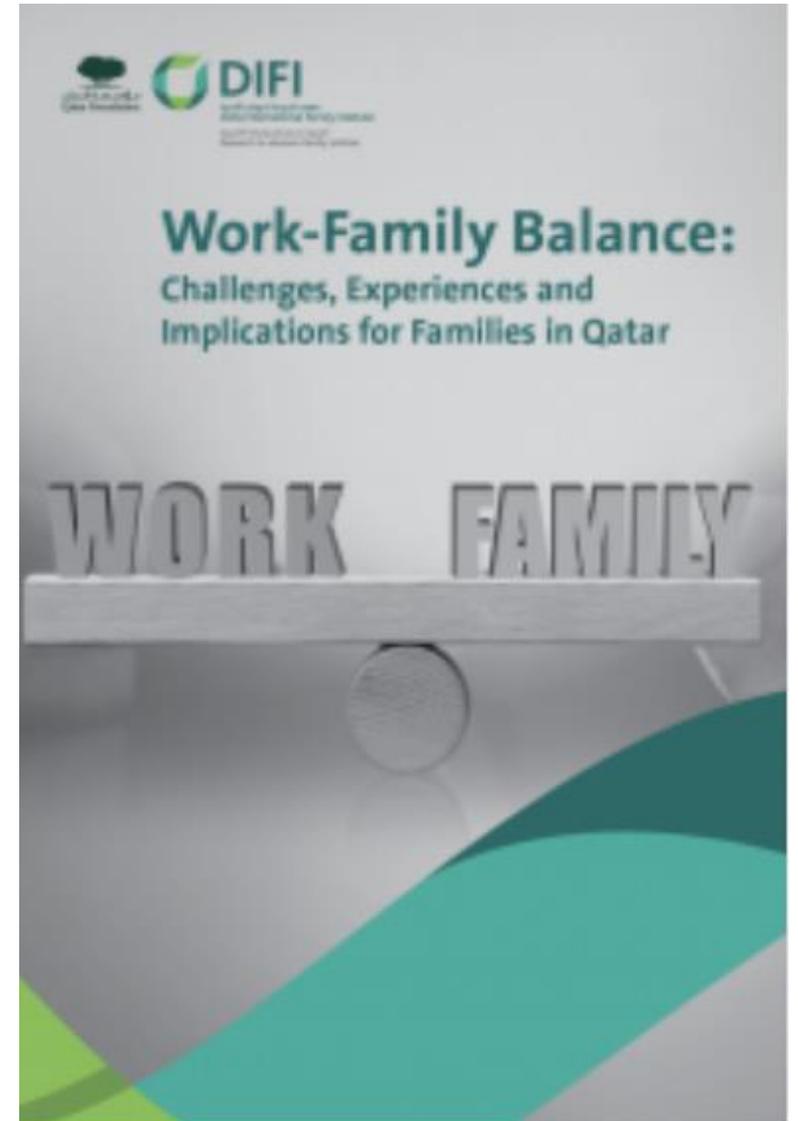
3. Coalition: Developing integrated, coordinated and transformative care policies requires strong alliances built and sustained among all relevant actors and 'unconventional' allies, including global companies, media institutions, religious and traditional leaders, to promote norms change at societal level.

- For instance, Caring Across Generations is a US-wide campaign that brings together care recipients, unpaid carers, care workers and employers, in an effort to bring about a broad change in the nation's policy and culture of care.
- Another example: Oxfam, Unilever and Surf have come together to jointly advocate for public policies that recognise the burden of unpaid care and domestic work, and reduce and redistribute time spent on unpaid care and domestic work by girls and women through better access to public services, infrastructure and social protection policies.

The Role of DIFI in Qatar and the Arab Region

Promoting evidence-based policies:

- Conduct Research on Work-Family Balance in Qatar and the Arab region
- Advocate for care policies in the country and the region: maternity and parental leaves, childcare facilities
- Organizing expert group meetings on work-family balance and unpaid care



The Role of DIFI in Qatar and the Arab Region -

The Doha International Institute for Family Studies and Development (DIIFSD) organized in collaboration with the United Nations Division for Social Policy and Development of the Department of Economic and Social Affairs (UNDESA) held on 14-16 April **2009** in Doha on Family Policy in the Changing World:

Recommendations:

- Make provisions to set budgetary allocations (cash benefits and services) targeted towards families caring for children or for a disabled or elderly family member.
- Promote and fund high quality early childhood care and education and provide cash benefits and/or services for child-care arrangements.



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The Role of DIFI in Qatar and the Arab Region -

The Doha International Institute for Family Studies and Development (DIIFSD) organized in collaboration with the International Labor Organisation (ILO) and the International Training Center of ILO in Turin (ITC/ ILO) a forum on decent work and poverty reduction held on 25th and 26th October 2011 in Doha:

Recommendations:

- Unpaid family responsibilities continue to undermine the achievement of decent work and gender equality
- Government has a leadership role to play in setting policy orientation and creating a social climate that is conducive to dialogue and change for improving work–family reconciliation
- Comprehensive work-family policies have to become a key component of employment and social national strategies
- make paid work more family compatible
- make family responsibilities more compatible with work
- promote a more equal sharing between women and men



The Role of DIFI in Qatar and the Arab Region -

Convened in celebration of the International Year of Youth 2010-2011 and as part of the preparations for the 20th Anniversary of the International Year of the Family 2014. The Doha International Institute for Family Studies and Development (DIIFSD) organized in collaboration with the United Nations Programme on the Family and the United Nations Programme on Youth of the Division for Social Policy and Development of the Department of Economic and Social Affairs (UNDESA) an Expert Group Meeting on Dialogue and Mutual Understanding across Generations, held from 8-9 March 2011 in Doha, Qatar.

Recommendations:

- Support families in performing their different functions, such as care-giving, nurturing, and caring for the young and the old
- Encourage governments to provide resources for families to care for younger and older members of society



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The Doha International Family Institute, in UNICEF – Middle east and North Africa Regional Office organized an international conference on parenting, child-well-being and development held on October 2018. The conference discussed topics such as work-family balance, unpaid care.





DIFI

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