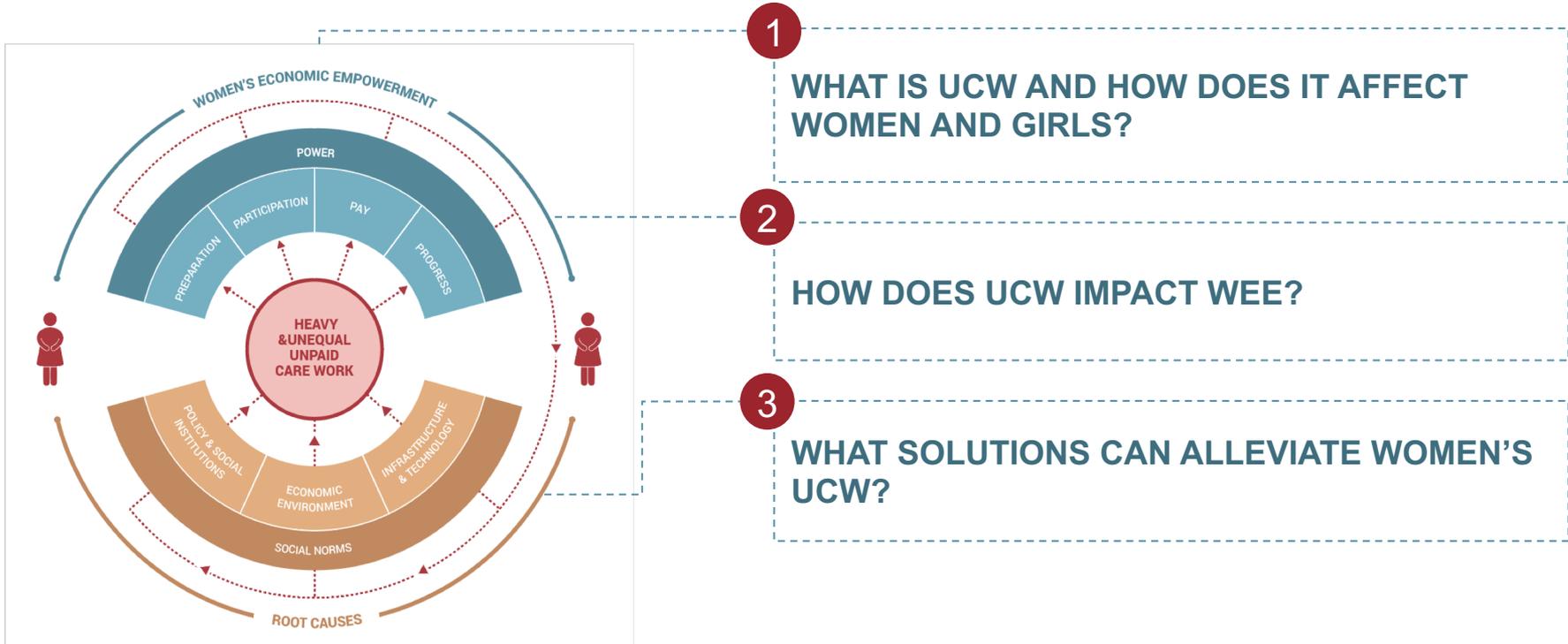


UNPAID CARE WORK AND WOMEN'S ECONOMIC EMPOWERMENT

Bill & Melinda Gates Foundation Final Deliverable
Analysis by Dalberg

March 19, 2017

THIS DOCUMENT ANALYZES LINKS BETWEEN UNPAID CARE WORK (UCW) & WOMEN'S ECONOMIC EMPOWERMENT (WEE) IN LMICS



HOW DID WE GET HERE?

OUR OBJECTIVES

- **Deep-dive into the evidence** on the links between unpaid care work (UCW) and women's economic empowerment (WEE), especially in LMICs, given that the broader element analysis showed that UCW is a critical driver of WEE
- **Highlight open questions and knowledge gaps** to inform our learning agenda, given the relatively under-studied nature of UCW

OUR APPROACH

- **Our methodology for analyzing UCW included**
 - **Data analysis** by building a database of global time use
 - **Literature review** of over 100 articles and reports
 - **Expert interviews** with over 60 experts, including two convenings
- **We analyzed links between UCW and WEE from the perspective of an individual woman**, calling out population-wide implications where possible
- Given the relative paucity of data, the insights presented rely on a **combination of causal and correlative evidence** validated by experts

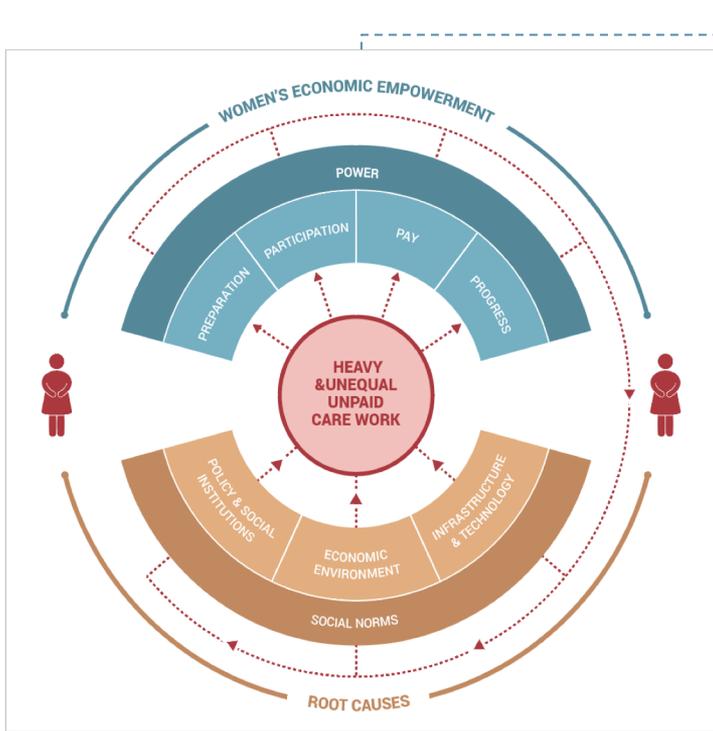
EXECUTIVE SUMMARY (1 OF 2)

- **Unpaid care work (UCW) is a critical part of everyday life.** Ranging from domestic work such as cooking as well as care for the sick, elderly, and young, UCW drives human health and development.
- **This work is disproportionately shouldered by women and girls.** Over the course of their lives, women do 7 years more UCW than men. Girls, mothers, and domestic workers are particularly vulnerable to the impacts of unpaid care work. In LMICs, this work is more routine in nature and women multi-task more among different types of UCW.
- **In LMICs, the heavy and unequal responsibilities of UCW fundamentally shapes the economic empowerment of women and girls** beginning as early as adolescence by:
 - Reducing **preparation** to engage in paid work – either through decreased education or skills development. Girls who do more than 4 hours of UCW per day are 28% less likely to be in school than those who do two hours a day.
 - Limiting **participation** (entry, re-entry, quality of work opportunities) in the labor force, particularly for mothers. One in five economically inactive young women cite family responsibilities as a reason for their inactivity.
 - Reducing **pay** as a result of taking jobs of lower quality, intensity, and remuneration. Working women with children earn one-fifth less than those without children (also known as the “motherhood penalty”).
 - Handicapping **progress** in their chosen paid careers as well as their likelihood of achieving leadership positions and ultimately reducing their **power** by limiting agency and decision-making authority in the home and beyond.
- **Alleviating the heavy and unequal UCW responsibilities of women and girls can transform their economic empowerment and unlock the power of other WEE elements.**
 - Failure to address UCW can lead to a starkly negative cycle, whereby UCW’s effects on WEE lead to women doing more UCW, which in turn exacerbates negative effects on WEE.
 - UCW is deeply interlinked with other elements of economic empowerment such as education, access to work, and family planning.

EXECUTIVE SUMMARY (2 OF 2)

- **The heavy and unequal burden of UCW on women and girls is driven by four root causes:**
 - Social norms
 - Policy and social institutions
 - Economic environment
 - Technology / infrastructure
- **Several proven and promising solutions already exist that address the root causes of women's UCW in LMICs; other solutions require further innovation and testing.** The most proven solutions include provision of care services, which one study found reduced female unemployment by roughly 40% in one study. Promising solutions include income support, labor-saving devices, and interventions to drive social norms change. There are several areas for innovation within each of these categories, such as private-sector and community-based child care services, labor-saving devices designed to meet women's local needs, mobile platforms, and stronger integration of norms change into existing programs.
- **Beyond these solutions, women's UCW remains poorly measured and only mildly understood.** Despite its pervasive impact on women's economic empowerment and other gender outcomes, currently no large donors or champions focus on the issue of unpaid care work (e.g., only ~50 organizations around the globe work to directly alleviate UCW) and very limited data exist (e.g., only 42 countries have conducted time-use surveys since 2010, with the majority occurring in high-income countries).

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UCW INCLUDES DOMESTIC AND CARE WORK



Unpaid care work¹ refers to:

- **Domestic work for maintenance of a home** (e.g., cleaning, collecting water or firewood)
- **Care of other persons** (e.g. children, older persons, persons with disabilities) including volunteering that is carried out in homes and communities



Unpaid care work does not include:

- **Production of assets or inputs for personal use** (e.g., building a house, subsistence farming)
- **Production of assets or inputs for the market** (e.g., unpaid family work on farms)
- **Paid work** (e.g., having a job or owning a revenue-generating business)

UCW IS A CRITICAL PART OF EVERYDAY LIFE...



Cooking and maintaining homes is necessary for
basic survival



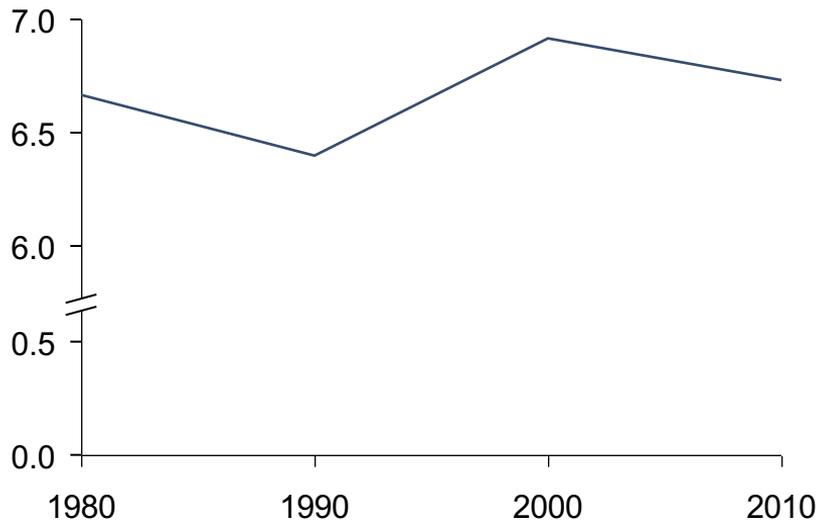
Caring for children and elders supports
human development

**The goal is not to eliminate UCW but to minimize its drudgery, distribute it more equitably,
And that ensure women and girls have choice over how much UCW they do and why¹**

... AND HAS REMAINED NEAR CONSTANT OVER THE PAST 40 YEARS

Time spent on unpaid care work¹

Hours per day by men and women (average of seven developed countries)



Global averages mask variation; UCW has fallen considerably in certain countries

NORWAY



Over three decades (1970-2010), total UCW decreased by ~1.8 hours per day (falling from ~8 hours to ~6.4 hours)

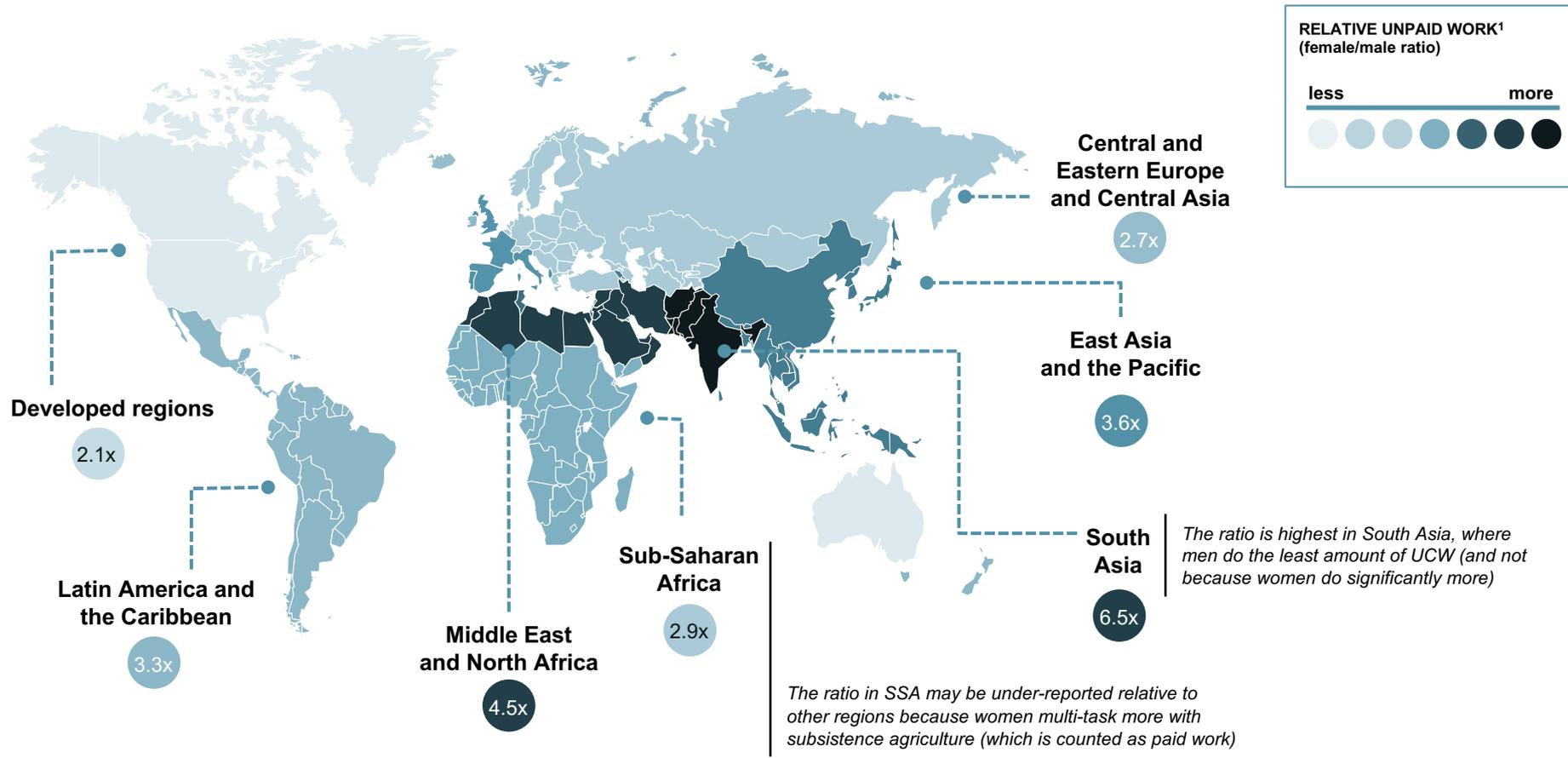
BRAZIL



Between 2001-2011, hours spent on UCW decreased by ~17 minutes per day, or two hours per week²

[1] Data include UCW hours for men and women in Australia, Finland, France, Germany, Italy, Netherlands, and the United States. Data on developing countries was not available. Gershuny, "Time use and social inequalities since the 1960s: The gender dimension," 2011. [2] MenCare, State of the World's Fathers Report, 2015. Data taken from Brazil's National Household Survey (PNAD Survey), which defines UCW as time spent doing housework (including household chores and caring for family members).

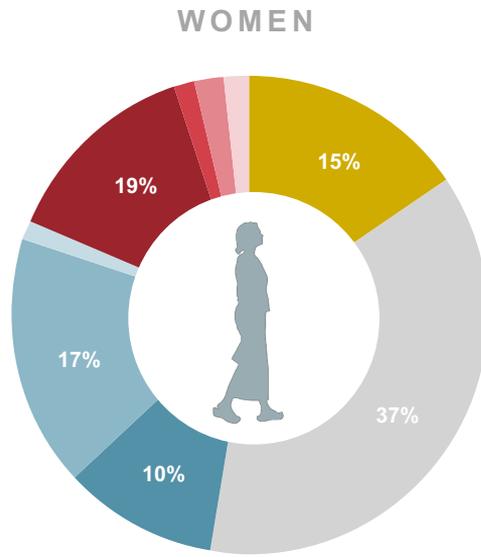
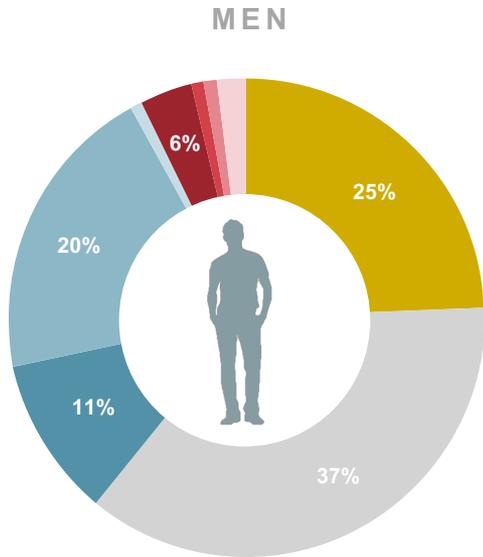
GLOBALLY WOMEN DO THREE TIMES MORE UCW THAN MEN



[1] Data include 75 countries total including South Asia (3), MENA (7), sub-Saharan Africa (12), East Asia and the Pacific (5), Latin America (13), CEECA (16), and the developed world (19). Regional averages are simple averages across the countries and are not population weighted. Progress of the world's women 2015-2016, UN Women; data from national surveys across 1998 to 2012/13. Dalberg analysis.

OVER THE COURSE OF THEIR LIVES, WOMEN DO 7 ADDITIONAL YEARS¹ OF UCW RELATIVE TO MEN

Time spent on various activities²
 Percentage of hours per day, average



UNPAID WORK HOURS

- Routine housework (e.g., cleaning, cooking)
- Shopping for household
- Childcare
- Other UCW (e.g., volunteering, travel for household)

PAID WORK HOURS

- Paid work or study

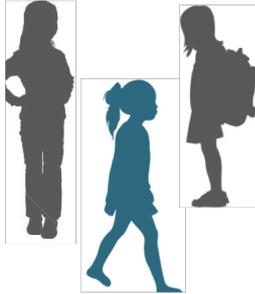
OTHERS

- Other personal care (e.g., eating)
- Leisure (e.g., watching TV)
- Religious and spiritual activities
- Sleeping

1] Estimated using the average unpaid work hours per day across girls and adult women compared to boys and adult men multiplied by the average life expectancy for men and women globally. Data on girls and boys time use from UNICEF; data on adult time use from UN Women. [2] Average of all men and women aged 15-64, not just participating men and women (e.g., not just mothers for care of children) for 26 OECD countries, China, India, and South Africa, for various years spanning (1998-2014). Routine housework includes cooking, cleaning, gardening, laundry, dishwashing, house repair/maintenance, ironing. Raw data for India and South Africa include collection of water and firewood in paid work. Given that these activities can occur for subsistence agriculture as well as domestic work, these activities have not been reclassified into unpaid work. The unpaid work averages © Bill & Melinda Gates Foundation | 10 presented, therefore, should be considered lower bounds. OECD

UNPAID CARE WORK DEFINES WHAT IT MEANS TO BE A WOMAN

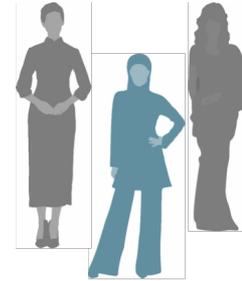
Characteristics of a “good girl”¹



Girls and boys say:

- Helps at home: 18 – 22 %
- Behaves well: 14 – 15%
- Studies: 9 – 12%
- All other: 55% (e.g., decently dressed, polite)

Characteristics of a “good wife”¹



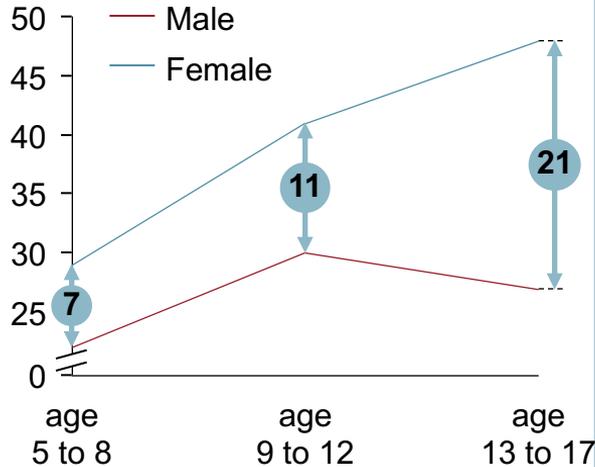
Women and men say:

- Fulfills domestic responsibilities: 37%
- Behaves well / good attitude: 27%
- Has an economic role in the household: 22%
- Has marital relations: 15%

GIRLS, MOTHERS, AND DOMESTIC WORKERS ARE PARTICULARLY AFFECTED BY UCW

Adolescents experience a widening UCW gap

Share of adolescents doing UCW, Ethiopia/India¹
Percent of total, 2009



Mothers do the most UCW



Women with children spend

2.3X

more on unpaid work compared to men with children²

Domestic workers are often subject to unsafe, unregulated UCW



Of 67 million domestic workers worldwide,

83%

are women, many of whom face very low wages, excessively long hours, have no guaranteed weekly day of rest, and are vulnerable to employer abuse³

[1] ODI, "Mothers and the childcare crisis," 2016; [2] MTUS; Takes a straight average across 16 developed countries for respondents 25-44; includes only cohabitating couples [3] ILO, "Who are domestic workers"

IN LMICS, UCW IS TYPICALLY MORE ROUTINE HOUSEWORK, WHICH OFTEN INCLUDES DRUDGERY

WOMEN'S UNPAID WORK TIME BY CATEGORY¹ PERCENTAGE OF TOTAL UNPAID WORK

Developing countries (India, China, South Africa)



Women often have to travel long distances and carry heavy loads in order to collect fuel and water given **limited basic infrastructure** (e.g., water, electricity, transportation). One study in eastern Uganda found that women saved roughly 17 hours each week when their water source was within 400m of their homes²

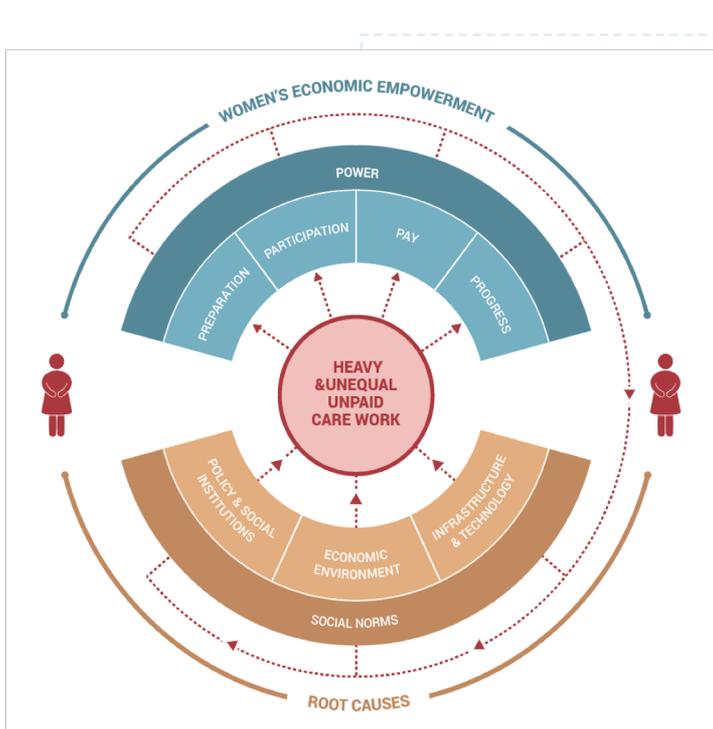
Women often have to care for children and elders due to lack of care services (e.g., childcare centers, elder care services), **limited policies** to support parents (e.g., maternity and paternity leave), and **limited health infrastructure** to support care for children, elderly, and the ill.

This work is also likely **under-reported because women multi-task with other UCW categories**. Oxfam estimates that women multi-task an average of six hours a day.³

Women spend most of their time cooking and cleaning given the **lack of labor-saving technologies**. Hours spent on cooking in developing countries can be as much as ~30% higher than in developed countries⁴ and washing clothes and dishes also take significantly longer as well (e.g., in Ghana, women spend ~2 hours per day on these tasks).⁵

[1] Average of all women, rather than just participating women (e.g., not just mothers who care of children); routine housework includes cooking, cleaning, gardening, laundry, house repair/maintenance, etc.; care for people includes both care for household and non-household members. Charnes UNDP, "Time use across the world: Findings of a world compilation of time use surveys", 2015 [2] Oxfam, "Factors and norms influencing unpaid care work," 2016 [3] Based on data from Benin, Ghana, and Madagascar compared to OECD countries. Blackden et al, 2006 [3] Oxfam WE-HCS, 2015. [4] Gershuny, 2015. [5] OECD, "Unpaid care work: The missing link..." 2014.

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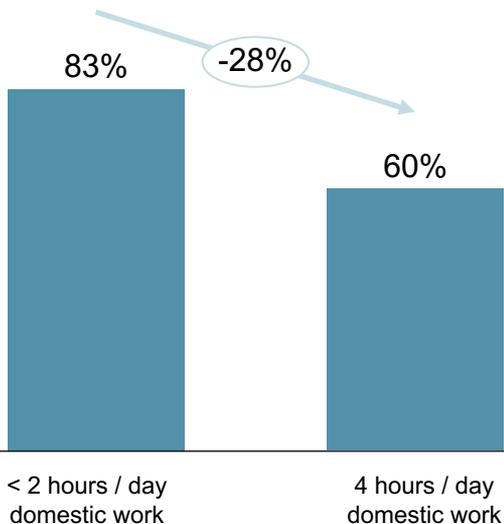
UCW DRIVES WOMEN'S ECONOMIC EMPOWERMENT IN LMICS, ESPECIALLY WITH REGARD TO PREPARATION, PARTICIPATION, AND PAY

Outcome	Link to UCW	Evidence	Strength of evidence
PREPARATION	Women and girls build fewer skills and capabilities due to UCW responsibilities	<ul style="list-style-type: none"> Multiple studies show correlative links 	
PARTICIPATION	Women often participate in the paid labor force or take lower quality / more flexible/ more informal jobs due to UCW responsibilities	<ul style="list-style-type: none"> Multiple studies (including several RCTs) show causal links 	
PAY	Women earn less than men due to the quality, intensity, and remuneration of jobs they take due to UCW responsibilities	<ul style="list-style-type: none"> Multiple studies show causal links Validated by experts 	
PROGRESS	Women are unable or not allowed to advance in their careers or lead others due to UCW responsibilities	<ul style="list-style-type: none"> 1-2 studies show correlative link with UCW Validated by experts 	
POWER	Even if women earn income, they may still lack control in household decision-making over that income (and/or more broadly)	<ul style="list-style-type: none"> No direct link to UCW; multiple studies show causal links through other WEE outcomes 	

PREPARATION: UCW RESULTS IN LOWER ATTENDANCE AT SCHOOL AND TRAINING PROGRAMS

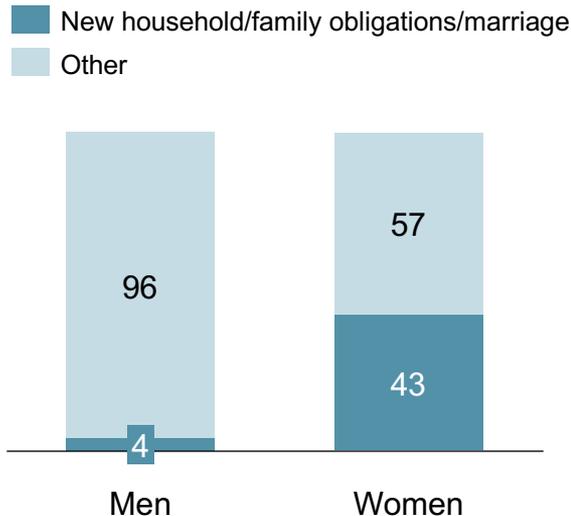
Girls with more UCW responsibilities have decreased school attendance

School attendance rates among girls age 5-14 in 16 developing countries¹



Women with more UCW responsibilities have decreased enrollment in training programs

Reasons for dropping out of vocational skills training program in Malawi²
Percentage of those surveyed (n=43)



Less preparation can lead to poor health outcomes and lower GDP growth

Effects on education and skills have broader ripple effects on development outcomes.

It is estimated that each additional year of maternal education can reduce **child mortality** up to **9.5%** and can increase **GDP growth** up to 0.2% annually³

1] Countries include Colombia, Ecuador, El Salvador, Guatemala, Azerbaijan, Kyrgyzstan, Turkey, Ukraine, Burkina Faso, Malawi, Mali, Senegal, Cambodia, Mongolia, Philippines, and Sri Lanka. ILO, 2009, "Give girls a chance" [2] Mobarak and Cho et al., "Gender Differences in the Effects of Vocational Training: Constraints on women and dropout behavior," 2016; [3] Gakidou et al., "Increased educational attainment and its effect on child mortality in 175 countries between 1970 and 2009: A systematic analysis, 2010; Global Partnership for Education citing Brossard and Foko, 2006.

PARTICIPATION: WOMEN DO LESS PAID WORK AND TAKE LOWER QUALITY JOBS DUE TO UCW

Teen girls and women do less paid work due to UCW

Teen girls and women enter lower quality jobs due to UCW

UCW reductions increase LFPR

More economically inactive

Less likely to do paid work

Flexible jobs

Informal jobs



Young women comprise 75% of the economically inactive young population, with

1 in 5

citing family responsibilities as the main reason for inactivity (across 31 LMICs)¹



In Ethiopia and Ghana, women with children under 6 do

20%

less paid work than those without children²



Women with heavier housework loads are more likely to have

flexible

jobs according to a study of 8 LMICs³



Women repeatedly cite childcare as a key reason for informal sector work, with

13- 40%

of women in Bangladesh, Guatemala, and the Philippines citing this, compared to 1-15% of men⁴

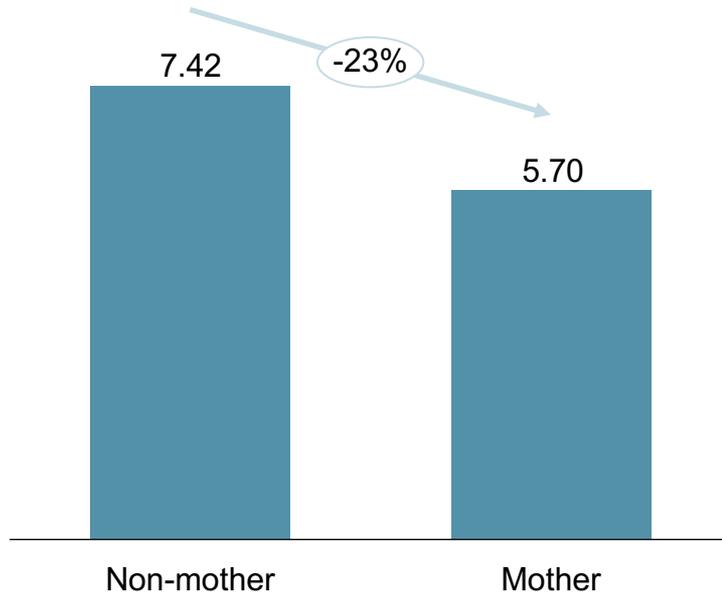
10% decrease in female-to-male UCW correlates with a **12.5%** increase in women in the labor market³

[1] "Young and female," ILO, 2016. [2] Represents a simple average of Ethiopian and Ghanaian women based on national time-use surveys from 2013 (Ethiopia) and 2009 (Ghana). [3] World Development Report, 2012. [4] "Mothers and the global childcare crisis," ODI, 2016. [5] "Mothers and the global childcare crisis," ODI, 2016.

PAY: WOMEN SEE A PAY CUT OF UP TO 23% AFTER HAVING CHILDREN

Comparison of earnings by mothers and non-mothers in 21 developing countries¹

Daily wage for those in the paid labor force, USD



This is called the **motherhood pay gap** and it is deeply connected to UCW

A study of 135,000 women across 21 developing countries found that among women in the paid labor force:¹

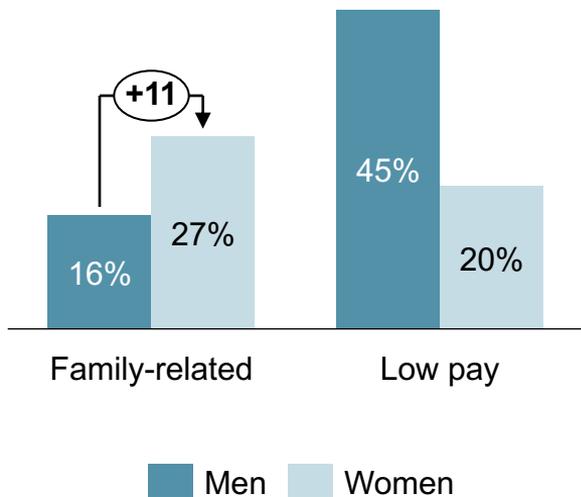
- **Mothers earn less because they work in more flexible or vulnerable jobs** (e.g., informal, part-time) due to UCW responsibilities
- **Mothers earn less because they select into historically under-paid “feminine” jobs** such as education or healthcare in order to balance UCW responsibilities

These findings are **even starker for mothers of children under 6**

PROGRESS: WOMEN LIKELY TAKE ON FEWER LEADERSHIP ROLES DUE TO UCW

Data are limited but early evidence points to trade-offs between UCW responsibilities and career advancement

Reasons respondent left previous job
N=2,610, India¹



Analysis of barriers to women in leadership roles in the higher education sector²



INDIA: 26% of women did not take leadership roles due in part to UCW-related career interruptions



NEPAL: Women's UCW (childcare and eldercare) restricted their ability to **play a full role in university affairs** according to a qualitative research study



PAKISTAN: Women encountered **UCW-related barriers to leadership in both public and private universities** in Rawalpindi and Islamabad



SRI LANKA: Women struggled with work/life balance and high expectations of work in the home (**one of six key barriers to leadership** according to a review of 11 studies)

POWER: ULTIMATELY, THESE OUTCOMES LIKELY LIMIT WOMEN'S ECONOMIC DECISION-MAKING AND AUTHORITY AT HOME AND BEYOND



[1] The Intel Learn program is part of Intel's education initiative. "Doubling digital opportunities: enhancing the inclusion of women and girls in the information society," Broadband Commission Working Group on Broadband and Gender, 2013. [2] "Contextualizing the economic pathways of women's empowerment," Kabeer, 2013. [3] "Intrahousehold bargaining and decision making in developing countries," Doss, 2013. [4] "Women's voice and leadership in decision-making," ODI, 2015.

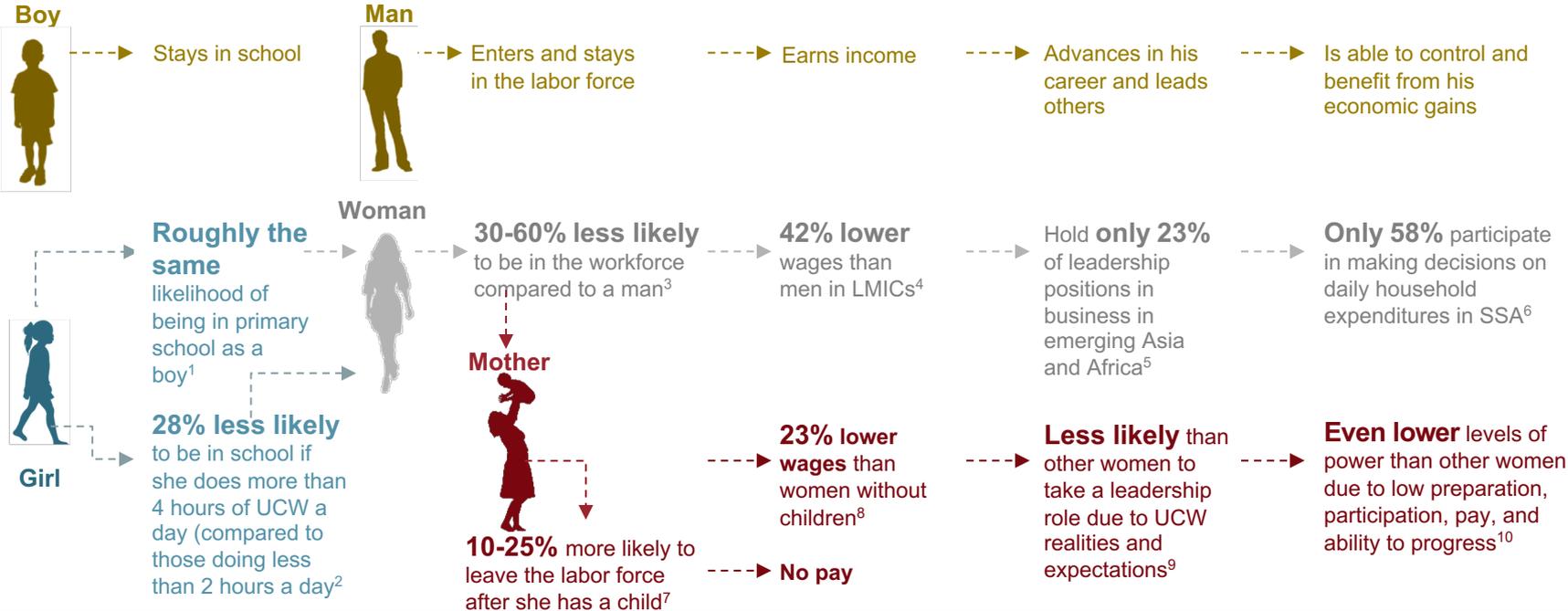
WHERE AVAILABLE, DATA REINFORCE THE STRONG CORRELATION BETWEEN UCW AND THESE WEE OUTCOMES IN LMICS

Outcome	Indicator	Correlation	Statistically significant? ¹
PREPARATION	<ul style="list-style-type: none"> Cross-country indicators for adult women's skill levels or girls' time use are not available 	N/A	N/A
PARTICIPATION	<ul style="list-style-type: none"> Ratio of female to male labor force participation (aged 15-64) 		Yes
PAY	<ul style="list-style-type: none"> Ratio of women to men's estimated earned income³ 		Yes
PROGRESS	<ul style="list-style-type: none"> Ratio of women to men in professional / technical jobs Ratio of women to men in leadership positions² 	 	Yes
POWER	<ul style="list-style-type: none"> Cross-country indicators for power are not available 	N/A	N/A

[1] Statistical significance at a 95% confidence interval based on a sample of 43 countries. Dalberg analysis, using data from WEF, UN Women, and the World Bank. [2] Refers to legislators, senior officials, managers [3] Excludes agricultural income

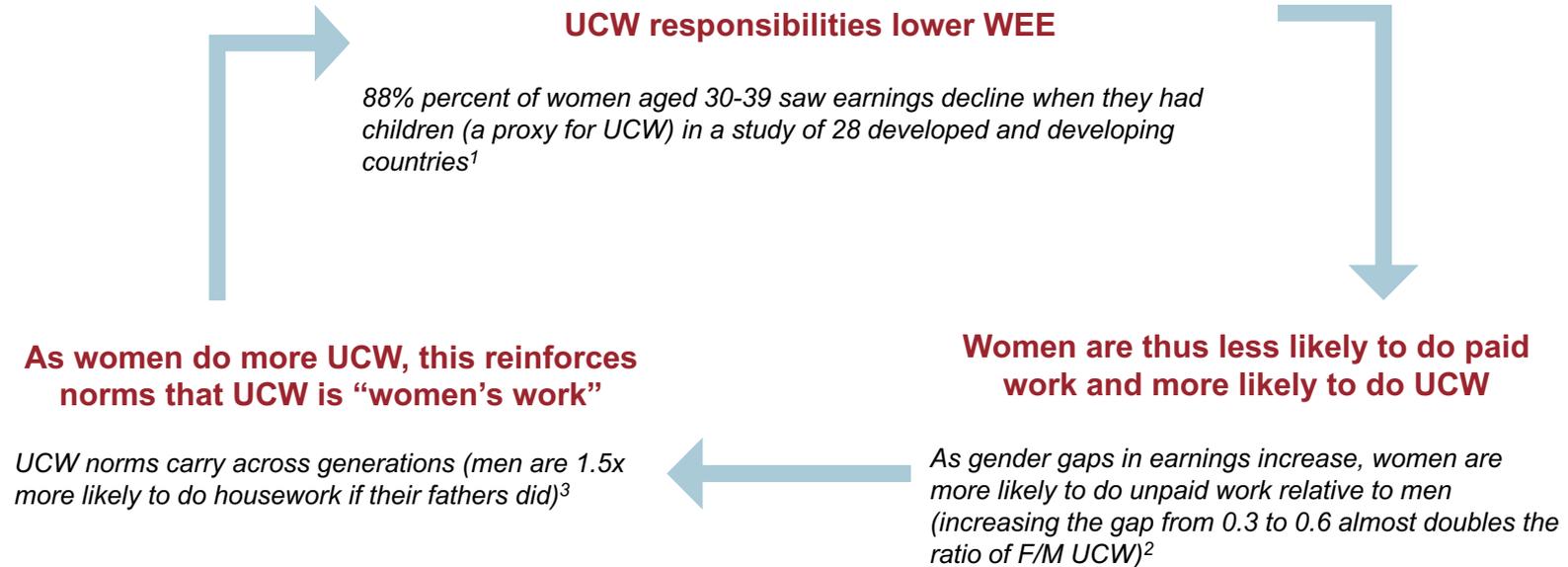
UCW CONTINUALLY SHAPES THE ECONOMIC EMPOWERMENT OF WOMEN AND GIRLS THROUGHOUT THEIR LIVES

Note: This slide presents the boy / man as benchmark for simplicity, notwithstanding the fact that boys and men also drop out of school and enter / re-enter vulnerable jobs



[1] World Bank, referring to adjusted net primary enrolment rates. [2] ILO, 2009. [3] ILO, 2017. [4] Dalberg calculation consisting of 51 LMIC countries. WEF, "Global gender gap report," 2016. [5] Survey of 35 countries in Africa and emerging Asia, including Nigeria, South Africa, Botswana, Indonesia, India, China, and Thailand. Grant Thornton, "Women in business the path to leadership. Grant Thornton International Business Report," 2015 [6] Simple average of data from 15 African countries. UNICEF, "The state of the world's children," 2007 [7] ODI, 2016 citing a range of studies in LMICs [8] Aguilar, 2012, based on 21 developing countries [9] British Council, "Women in higher education leadership in South Asia, expert interview [10] Various studies.

THERE IS ALSO RISK THAT NOT ADDRESSING UCW CREATES A NEGATIVE CYCLE FOR WOMEN'S ECONOMIC EMPOWERMENT...



There is also a tension between women's economic empowerment and that of their daughters' due to UCW.
 Research shows less educated women earn 12% more if they have an adolescent girl child at home, as girls take on UCW.⁴

...ESPECIALLY SINCE UCW CAN ACCELERATE OR INHIBIT OTHER WEE ELEMENTS

UCW effect on WEE

Medium effect: Girls drop out of school or perform less well in school due to UCW responsibilities according to a 16-country study by ILO¹

Strong effect: Women cannot fully participate in formal or informal work due to UCW responsibilities, as per over a dozen studies in LMICs²

Weak effect: Women have less agency in household decisions due to lack of earned income and skills, limiting their control over family formation and assets such as property and bank accounts³

WEE element



EDUCATION



ACCESS TO FORMAL AND INFORMAL WORK



FAMILY PLANNING / DELAYED MARRIAGE



PROPERTY AND ASSETS / FINANCIAL INCLUSION

WEE effect on UCW

Weak effect: Educated women may do more or less UCW, with positive correlation in 10 countries and negative or mixed in 11⁴

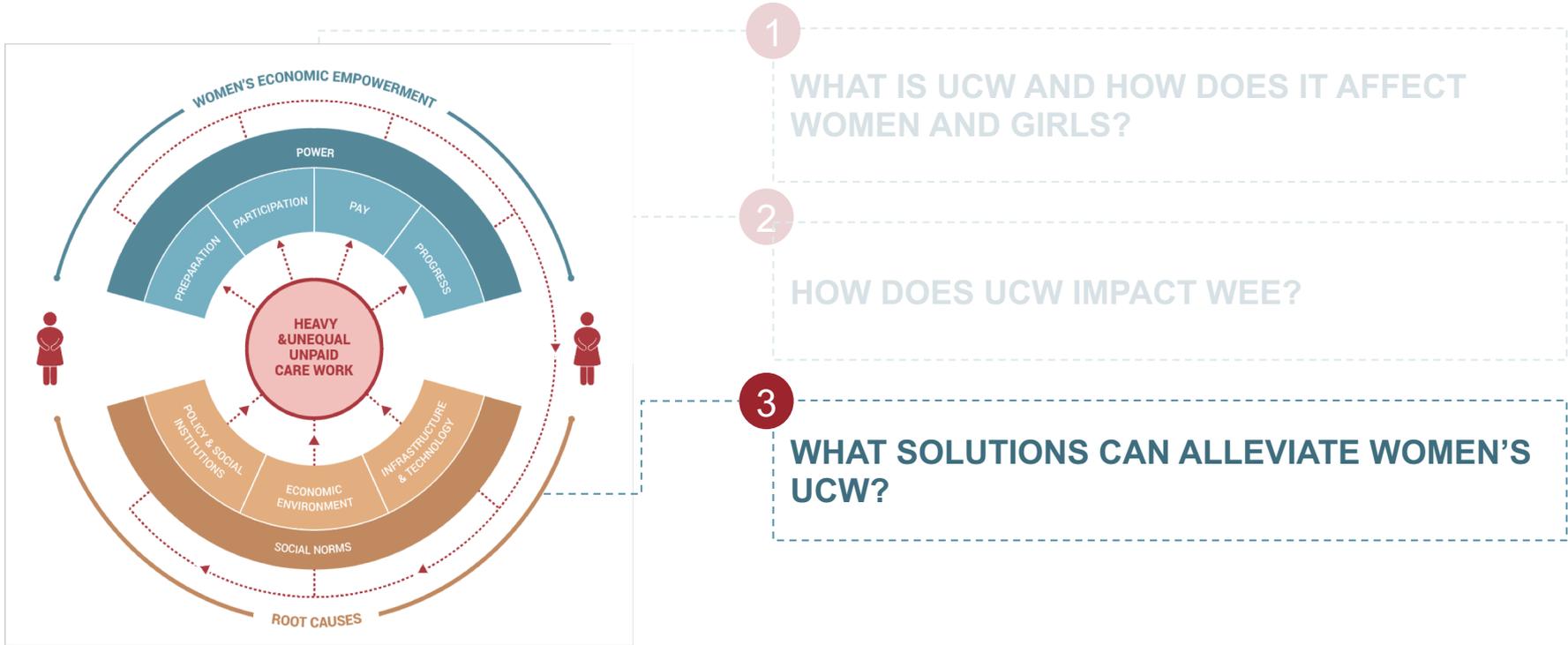
Medium effect: Lack of access to work lowers opportunity costs, increases UCW, and reinforces norms, as per correlation analysis, country studies (e.g., Nigeria), and experts⁵

Strong effect: Women with more children do more UCW (almost 50% higher across 16 developed countries)⁶

Data not available

[1] ILO, 2016. [2] ODI, 2016. [3] Numerous studies. [4] Dalberg analysis based on MTUS data and national time-use surveys. Countries where lower education levels result in more unpaid work are France, Italy, Netherlands, South Africa, Spain, the UK, Ecuador, Mexico, Colombia, Peru. [5] GAD, "Sharing the load" citing a World Bank study in Nigeria, correlation analysis between gender gaps and UCW F/M ratio by Dalberg. [6] MTUS; Takes a straight average across 16 developed countries for respondents 25-44; includes only cohabitating couples.

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WOMEN'S UCW IS DRIVEN BY FOUR ROOT CAUSES AND PERPETUATED BY INADEQUATE DATA AND AWARENESS

Root causes

Cross-cutting barriers

Description



Policy and social institutions

- Weak policies and social institutions, including insufficient access to affordable, quality care services, lead to more work for women (particularly mothers).



Economic environment

- The economic environment subjects women to poor working conditions and/or discourages them from formal, paid work; this is due in part through gender discriminatory hiring policies, inadequate social protections, and unequal wages.



Availability of technology / infrastructure

- Inadequate technology and infrastructure requires women to perform physically taxing and time-consuming unpaid work, e.g., walking long distances to collect water and/or firewood.



Social norms

- Social norms regard domestic and care work as women's work, which in turn leads to women doing disproportionate amounts of UCW regardless of their circumstances. Norms also influence and shape all other root causes.



Data and measurement

- Knowledge of extent and impact of UCW is limited by the lack of contextualized, current, and historical time-use data in LMICs.
- Knowledge of what works to alleviate UCW is limited because many programs do not track and evaluate UCW, time-use, or WEE.



Recognizing and valuing UCW

- UCW and its impacts on women and girls' lives are not well-recognized; few organizations or donors focus on alleviating and highlighting UCW and there are no dedicated global or regional forums for sharing learnings

These root causes can be addressed by a number of actors (e.g., private-sector, government, community) and interventions (e.g., service delivery, product development)

EFFECTIVE SOLUTIONS MUST MEET THREE CRITERIA: IMPACT, RELEVANCE, TO LMICS AND SCALABILITY

Long list of solutions

Root cause	Solutions	
 Policy and social institutions	Care	Childcare provision/ subsidy Eldercare services Income support (unconditional) Income support (conditional) Paid family & medical leave Early childhood education
	Employment	Antidiscrimination policies
 Economic environment	Jobs	Flexible work arrangements Employment skills training Job placement programs
	Pay	Equal pay audits Transparency in compensation
 Technology/ infrastructure	Physical infrastructure (network/ individual level)	Water & sanitation Energy Transportation Domestic appliances
	Digital infrastructure (network/ individual level)	Mobile platforms Mobile phones; applications
 Social norms	Individual norms change	Parental education programs School-based programs
	Population norms change	Media campaigns Community campaigns
	Integrated programs	Programs with norms campaigns

Assessment criteria¹

1. Is there proven / promising impact?

Solutions that have proven impact on UCW (hours per week, F/M ratio) and WEE outcomes in MICs and are being implemented in LMICs

2. Is it relevant to LMIC contexts?

Solutions that exist in LMICs or could feasibly be implemented in an LMIC context

3. Is it scalable?

Solutions that can be implemented at a national scale or replicated at a sub-national level

Effective solutions



Proven: Many evaluations showing quantitative positive impacts on UCW and/or WEE and backed by experts; relevant and scalable



Highly promising: Evaluations showing qualitative (limited quantitative) positive impacts on UCW and/or WEE and backed by experts; relevant and scalable



Promising: Interesting programs supported by anecdotal evidence and backed by experts; relevant and scalable



Innovative solutions that have potential for a large impact on UCW are marked with a lightbulb on the following slides

[1] Criteria sought to identify most effective solution regardless of who is best equipped to fund them (philanthropic capital, public sector, etc.); as such, other criteria such as additionality were not considered. Dalberg analysis.

POLICY & SOCIAL INSTITUTIONS: EFFECTIVE SOLUTIONS INCLUDE CHILDCARE SERVICES AND INCOME SUPPORT

Care services

Solution	Assessment	Description	Impact	Relevance	Scalability
 <p>Childcare provision / subsidy</p>	<p>Proven: public childcare services widely proven; private and community-level childcare are early-stage with room to innovate</p>	<ul style="list-style-type: none"> Nationwide publicly provided childcare programs Small-scale privately provided childcare Community-level childcare 	<p><i>High:</i> Reduced hours spent on care work; increased female LFPR and wages by 20-50%, reduced female unemployment by ~40%¹</p>	<p><i>Medium:</i> Large variety of childcare programs (public and private) across the formal and informal economy in many MICs, with increasing numbers in LICs</p>	<p><i>High:</i> Designed / implemented nationally</p>
<p>Conditional income support</p>	<p>Promising: Conditional cash transfers (CCTs) established across LMICs with early evidence of positive impacts when UCW initiatives are incorporated</p>	<ul style="list-style-type: none"> Cash benefits provided to caregivers; dependent on the caregiver adhering to set conditions (e.g., school attendance, health checks) 	<p><i>Mixed:</i> Some CCTs see UCW increase for mothers, decrease for girls²</p>	<p><i>High:</i> CCTs already exist with and without UCW component in ~30 LMICs, with ~40% located in Latin America²</p>	<p><i>High:</i> Designed / implemented nationally</p>

[1] Various studies, across LMICs. [2] World Bank, Early childhood development overview, 2016.

TECHNOLOGY/INFRASTRUCTURE: PROMISING SOLUTIONS INCLUDE LABOR- SAVING DEVICES AND MOBILE PLATFORMS

Physical infrastructure

Digital infrastructure

Solution	Assessment	Description	Impact	Relevance	Scalability
 Labor-saving devices	Highly promising: Carefully designed, purpose-specific solutions associated with positive UCW impacts; room to innovate around new, demand-driven devices	<ul style="list-style-type: none"> Purpose-designed labor-saving devices (e.g., water gathering solutions such as Hippo Rollers, NextDrop); water purification systems; cookstoves 	<i>Mixed</i> <ul style="list-style-type: none"> <i>Water gathering solutions:</i> Anecdotal evidence available¹ but limited quantitative evidence linking programs, UCW, and WEE <i>Water purification solutions:</i> Anecdotal evidence available² but limited quantitative evidence linking programs, UCW, and WEE <i>Cookstoves:</i> ~8 hours per week saved on cooking, 1-2 hours on collecting fuel if used,³ some evidence that cook stoves can increase time spent on food preparation and primary care,⁴ limited evidence on link to WEE <i>Food processors:</i> Qualitative decrease in UCW,⁵ limited evidence on link to WEE 	<i>High:</i> Innovations exist across LMICs (e.g., Hippo Rollers throughout SSA, NextDrop in India; LifeStraw initiatives in SSA and South Asia)	<i>Medium:</i> Solutions must be tailored to need
 Mobile platforms	Promising: Qualitative evidence exists but solutions must be delivered in combination with connectivity solutions in LMICs; room to innovate and incorporate a UCW focus into existing / new platforms	<ul style="list-style-type: none"> Digital solutions like mobile banking and m-health platforms 	<i>Medium:</i> ~50 min/week travel time saved with mobile cash transfers, with qualitative evidence suggesting time saved was used for productive agriculture activities; limited evidence on other mobile solutions and link to WEE ⁶	<i>Medium:</i> Growing presence in SSA (12% of adult population has a mobile account); small presence in South Asia (3%) ⁷	<i>High:</i> Designed / implemented nationally / regionally

[1] Headlines Africa, "Hippo roller" gadget providing access to clean water," 2016; [2] MyClimate, "Clean drinking water for schools and households," [3] Achyut, Pranita, et al. "Building support for gender equality among young adolescents in school: findings from Mumbai India." (2011); [4] Oxfam WE-Care, "Factors and norms influencing unpaid care work", 2016; [5] ICRW, "Improved solar drying of vitamin a-rich foods by women's groups in the Singida district of Tanzania," 2000; [6] Aker, "Payment mechanisms and anti-poverty programs: Evidence from a mobile money cash transfer experiment in Niger," 2014 [7] World Bank, "The Global Findex Database 2014."

NORMS CHANGE: INDIVIDUAL, POPULATION-WIDE, AND INTEGRATED NORMS CHANGE PROGRAMS ARE PROMISING

Social norms change

Solution	Assessment	Description	Impact	Relevance	Scalability
Individual norms change	Highly promising: Quantitative evidence of changed perceptions around norms, emerging links to reduced UCW; widely used across LMICS	<ul style="list-style-type: none"> Parental education targeting both parents; often offered with other benefits Adolescent education usually uses short workshops with stories, games, and role play around gender roles 	<i>High:</i> Changed attitudes around gender roles; emerging evidence of greater participation of men and boys in housework and childcare ¹ ; increased agreement that boys can help girls do housework (from 59% to 86%) ²	<i>High:</i> Exist across LMICs with different scales / focus (e.g., MenCare in 22 LMICs; Save the Children “CHOICES” in 8 countries)	<i>Medium:</i> Designed nationally / regionally, must be tailored / implemented locally
Population-wide norms change	Promising: Qualitative evidence of changed perceptions, but no links to reduced UCW; smaller nascent campaigns in LMICS	<ul style="list-style-type: none"> Public or private media campaigns addressing norms Some private-sector consumer goods companies (e.g., Dove, P&G, Unilever) have produced commercials encouraging men to use their products 	<i>Medium:</i> Some promising results (e.g., > 5% increase in female LFPR; increased uptake of childcare places; increased awareness around shared caring responsibilities) ³ but not widely replicated	<i>Medium:</i> Smaller empowerment / awareness mostly in MICs (e.g., Soul City, South Africa; Entre Nos, Brazil)	<i>High:</i> Designed / implemented nationally
Integrated norms change	Promising: Qualitative/ anecdotal evidence that integrated programs lead to improved UCW / WEE outcomes; room to innovate and integrate norms activities into existing care / training / education programs	<ul style="list-style-type: none"> A select few nonprofit organizations (e.g., ActionAid, Oxfam’s WeCare) integrate norms change into other solutions seeking to alleviate unpaid work at the community level in developing countries 	<i>Not known:</i> Early stage; limited evidence linking programs, UCW, and WEE	<i>Medium:</i> Early-stage programs (e.g., Bolsa Familia Companion Program, Brazil; Oxfam’s We-Care in 10 LMICs)	<i>Medium:</i> Designed nationally / regionally, must be tailored / implemented locally

[1] Evidence from Program P, a subcomponent of the MenCare campaign in Nicaragua; evidence from Save the Children’s CHOICES program in Egypt and Nepal; evidence from Program H, a subcomponent of the MenCare campaign, in Brazil and Indonesia; [2] Evidence from a gender awareness mass media campaign in Malta.

OPPORTUNITIES FOR INNOVATION EXIST WITHIN SEVERAL TYPES OF SOLUTIONS

Solution	 Potential for innovation ¹
 Childcare provision	<ul style="list-style-type: none">• Engaging the private sector, e.g., benefit policies that support care• Providing integrated care, e.g., across childcare and eldercare
 Labor-saving devices	<ul style="list-style-type: none">• Designing locally tailored solutions with a norms change component, e.g., solutions that reflect norms around women's use of technology• Leveraging technology to develop labor-saving devices, e.g., low-wattage solar-powered home appliances
 Mobile platforms	<ul style="list-style-type: none">• Developing digital solutions to reduce information frictions (e.g., sensors that alert women when water tanks have arrived)
 Integrated norms change	<ul style="list-style-type: none">• Building norms change components into programs to leverage links between other elements and WEE, e.g., education, family planning, and vocational training• Designing integrated norms change across paid and unpaid work, e.g., media campaigns on how working mothers and fathers balance UCW

SOME SOLUTIONS ARE IRRELEVANT TO LMICS OR HAVE IMPACTS THAT ARE NOT YET KNOWN / MIXED



IRRELEVANT

- Solutions **not applicable to an LMIC** context due to the large informal economy, e.g.,:
- **Decent work policies:** Predominantly affect the formal economy, and have no effect on the unregulated economy
 - **Paid family & medical leave:** Support workers in the formal economy but have no effect on the unregulated economy

74% of the female labor force in sub-Saharan Africa and 83% in South Asia are in the informal sector¹



NOT KNOWN

- Impact not known where **programs are nascent and measurement and evaluation (M&E) is limited**, e.g.,:
- **Domestic workers:** Limited evidence linking interventions, UCW, and WEE
 - **Elder care:** Early-stage programs in MICs with very few programs in LMICs and no existing M&E
 - **Community norms change:** Early-stage programs and no existing M&E

???



MIXED

- Programs show contradictory results** around UCW, e.g.,:
- **Vocational programs:** Programs that do not simultaneously address childcare needs have high drop out rates and low efficacy
 - **Large-scale infrastructure:** Investments that fail to take a gender lens can lead to negative effects for women

In Malawi, women are more likely to **drop out of vocational training** due to UCW responsibilities²

[1] WIEGO [2] ILO, 2009, "Give girls a chance." [2] Mobarak and Cho et al, "gender differences in the effects of vocational training: Constraints on women and dropout behavior," 2016.

CASE STUDIES OF EFFECTIVE AND HIGHLY PROMISING SOLUTIONS

✓ MEXICO 



Description

CHILDCARE: Programa de Estancias Infantiles is a public daycare program providing subsidized childcare services for low-income families

UCW impacts

Childcare decreased by 10 hours per week (while multitasking) and 2 hours per week (exclusive)

Other impacts

Employment rate rose 18%
Paid hours rose 7 hours per week

✓ MEXICO 



INCOME SUPPORT: Prospera¹ is a national conditional cash transfer program providing cash payments on condition of school enrollment and attendance

Unpaid care work for girls decreased by 1 hour per week

LFPR is 5% lower for CCT families²
School enrollment for adolescent girls increased by 20%

✓ AFRICA³ 



INDIVIDUAL NORMS CHANGE: WE-Care is an integrated Oxfam initiative providing norms-change and labor-time saving technology interventions

F/M ratio increased by 300% (Ethiopia); decreased by 50% (Zimbabwe)

Paid hours increased by 8 hours per week (Ethiopia), decreased by 5 hours per week (Zimbabwe)

[1] Formerly known as Oportunidades and PROGRESA. Oportunidades was a renaming of the PROGRESA program. Prospera expands the scope of Oportunidades to promote beneficiaries' access to higher education and formal employment. [2] Evidence is not rigorous; [3] Evaluation focused on Ethiopia and Zimbabwe; Dalberg analysis

CASE STUDIES OF OTHER INNOVATIVE SOLUTIONS

✓ SOUTH KOREA



Description

PUBLIC NORMS CHANGE: “Superman is Back” is a reality television show that depicts changing gender norms around childcare

Impacts

No rigorous studies but demonstrated potential given popularity, observed impacts in edutainment on other issues (e.g., HIV), and proven replicability

✓ AFRICA



LABOR-SAVING DEVICES: The Hippo Roller is a water container that can be rolled, allowing more water to be transported easily from the source to the home

No rigorous studies but anecdotal evidence from users point to decreased unpaid care work; one user noted taking multiple trips in one day prior to the Hippo Roller but now it is “easier, quicker, and not as back-breaking”

✓ KENYA



MOBILE PLATFORMS: MPESA is a mobile banking system that allows individuals to send money, reducing travel required to make transactions

No rigorous studies but qualitative evidence shows that women cite saving time and money because they no longer need to travel to make transactions (e.g., for school fees)

IN SUMMARY, THREE TYPES OF SOLUTIONS HOLD PROMISE TO ALLEVIATE UCW



Solution type



Findings from landscape



What can be done

<p>CARE SERVICES via policies, social and financial institutions, and income support programs</p>	<ul style="list-style-type: none"> ■ Proven public, private, and community-based solutions deliver childcare services at varying levels of scalability depending on context ■ Promising income transfer solutions
<p>SCALABLE SOCIAL NORMS CHANGE targeting girls, women, men, and boys</p>	<ul style="list-style-type: none"> ■ Promising solutions for population-wide norms change ■ Promising integrated multi-intervention programs with a norms change component
<p>INFRASTRUCTURE & TECHNOLOGICAL IMPROVEMENTS that significantly reduce UCW</p>	<ul style="list-style-type: none"> ■ Promising solutions around household-level technological solutions



Direct support to innovate, design, and test promising solutions and scale proven solutions



Advocacy and convening of actors to catalyze scaling of proven solutions and designing / testing of promising solutions

ALLEVIATING UCW ALSO REQUIRES TACKLING TWO CROSS-CUTTING BARRIERS

Additional barriers to addressing UCW



Data and Measurement

Many LMICs lack detailed, current, and historical time-use data; existing data is often of inconsistent quality (e.g., only 85 countries run time-use surveys, 42 of which have conducted a survey later than 2010)

Many potential programmatic solutions do not track UCW or time use and those that do neglect to evaluate effects of the program on UCW or WEE

Illustrative examples



India's latest time-use survey is from 1998 and only covers six states that do not represent the country as a whole¹



Recognizing and valuing UCW

Across all LMICs, very few organizations focus on alleviating UCW; no large donors or champions focusing on this issue; and no global or regional fora to share learnings



Across LMICs, only ~50 organizations work to directly alleviate UCW, with very limited coordination²

[1] India Time Use Survey, 1998 [2] The landscape analysis included stakeholders who directly research, fund programs, implement programs, or advocate for alleviating UCW. It excluded stakeholders who study or provide solutions which may, but are not designed to, affect UCW (e.g., funders of improved water or sanitation access). It also excluded individual researchers and national governments. Dalberg analysis; drawing on expert interviews, literature surveys, and "Addressing unpaid care for economic empowerment of women and girls," Background paper for the UNHLP, June 2016

DATA AND MEASUREMENT: CURRENTLY, THE UNDERSTANDING OF UCW RELIES HEAVILY ON TIME-USE SURVEYS AND PROXIES

Understanding the extent and impacts of UCW

- **Data on the extent of UCW that women perform mostly come from national time-use surveys** (individual programs typically do not measure this in a systematic way)
- **Data on the impacts of UCW mostly use proxies**, e.g., having a child or living in an infrastructure-poor environment

Understanding what works to alleviate UCW

- **Programs that tackle UCW do not measure WEE impacts**
- **Programs that tackle UCW are not rigorously evaluated**, often relying on qualitative evaluations rather than impact evaluations or RCTs

DATA: NEW DATA ARE NEEDED TO BUILD THE CASE FOR ALLEVIATING UCW

Identified gaps

- **Data availability**, i.e., lack of current data on:
 - Girls' time use (0-15 years)
 - Multi-tasking¹
 - Time use over time
 - Contextual variables (e.g., time use of men and women in the same home, availability of labor-saving appliances)
 - Time-use preferences and opportunity costs
 - Direct measures of norms
- **Data quality**, i.e., availability of:
 - Harmonized cross-country data (currently unavailable in LMICs)
 - Nationally representative data (only available in some LMICs)
- **Data insights:** Limited number of studies that analyze UCW and WEE

Why this matters

- Helps **identify** women and girls most in need
- Helps understand **women's lived experiences and preferences** around time use
- Helps uncover **potential drivers of UCW** and understand strength of links
- Helps **establish causal links** from time use to WEE and other important outcomes
- **Facilitates accurate cross-country comparisons** to share learnings and identify common challenges
- **Articulates the case for investing in UCW by showing its effects**

What can be done

- **Develop innovative sources of data that measure context and impacts**, e.g.,
 - Design holistic small-sample time-use surveys that measure factors such as WEE impacts, context, opportunity cost, choice
 - Embed measurement of UCW impacts and costs into existing solutions or interventions
- **Fund research** into the case for investing in alleviation of UCW and links with WEE

[1] Includes both secondary activities as well as supervisory responsibilities

MEASUREMENT: BEST PRACTICES AND TOOLS ARE NEEDED TO FURTHER TEST AND DEMONSTRATE LINKS BETWEEN UCW AND WEE

Identified gaps

- Solutions **do not primarily target UCW** and typically **do not measure UCW impacts and WEE**
- Measuring time saved is often **costly, long-term, and complex** (e.g., women often shift from one unpaid activity to another)
- There are **no common metrics or tools to track success** around quantity or quality of time use
- Even when quality data are available, **certain questions remain unanswered** (e.g., cost-effectiveness of various solutions)

Why this matters

- Need evaluations to understand **what works and what doesn't** across contexts (e.g., age, income level, geography), and identify the most promising solutions
- Need simple, cheap measurement tools to ensure **evaluations are consistently conducted and learnings are captured**
- Need standardized metrics and methods to **facilitate cross-study comparisons** and identify common learnings
- Need comprehensive evaluations that provide **sufficient detail to make funding and implementation decisions** across settings

What can be done

- **Develop best practices and tools to measure UCW and WEE** alongside interventions
 - Work with experts to define metrics of success (UCW and WEE) that can be used across studies and contexts
 - Develop best-practice evaluation methods that are simple and cheap to implement

RECOGNIZING AND VALUING UCW: THE FIELD OF UCW IS SMALL (~50 ORGANIZATIONS) AND FRAGMENTED¹

Researchers

- **Primarily rely on existing national time-use data** (only 3 of 25 organizations identified collect new primary data: Oxfam, Promundo, Young Lives)
- **No regional or global forums for sharing learnings** aside from time-use conferences, which focus on data availability and quality and tend to be academic

Advocates

- **Primarily advocate for a specific issue** (e.g., including men and boys in childcare), **type of solution** (e.g., cookstoves), or **efforts to improve data** (e.g., Caring Economy Campaign)
- **No high-profile advocate identified that addresses this issue holistically** (smaller-scale efforts include ODI for childcare globally)

Implementers

- **Primarily NGOs** (14 of 16 identified), limited private-sector engagement
- **Primarily focus on only one of four root causes** (2 of 16 identified work on more than one of the following: policy, economic environment, norms, infrastructure)
- **Primarily implement norms change programs** (9 of 16 identified)

Funders

- **Primarily fund research** (e.g., Hewlett, UN Women, European Research Council, Washington Center for Equitable Growth)
- **Fund time poverty research directly and through use of time-use metrics in broader portfolio** (e.g., Hewlett funds research on time poverty and includes time-use in infrastructure projects)

Of the ~50 organizations that work on UCW issues in LMICs, only 16 implement programs

[1] The landscape analysis included stakeholders who directly research, fund programs, implement programs, or advocate for alleviating UCW. It excluded stakeholders who study or provide solutions which may, but are not designed to, affect UCW (e.g., funders of improved water or sanitation access). It also excluded individual researchers and national governments. Dalberg analysis; drawing on expert interviews, literature surveys, and "Addressing unpaid care for economic empowerment of women and girls," Background paper for the UNHLP, June 2016

RECOGNIZING AND VALUING UCW: THE FIELD NEEDS CHAMPIONS TO ADVOCATE FOR EFFECTIVE SOLUTIONS AND ATTRACT MORE PLAYERS

Identified gaps

- **No large donor or champion for this issue globally** (e.g., Malala Yousafzai for education, Mark Zuckerberg for internet freedom)
- **Only ~50 organizations working to alleviate UCW** in the LMIC context¹
- **No forums for sharing knowledge and learnings** (e.g., the equivalent of Women Deliver for health or Global Forum for Gender Statistics for data)

Why this matters

- **Lack of recognition of this issue** likely limiting efficacy of other programs; **funding is limited**
- **This issue is not being tackled at scale**; skills and expertise likely fragmented across players
- **Learnings are fragmented** and often not widely shared

What can be done

- **Advocate** to implement effective solutions
- **Convene** existing actors and attract new ones through conferences and learning sessions
- **Fund existing efforts** to share learnings and build the networks (e.g., existing time-use conferences such as the International Association of Time Use Survey's annual conference)

[1] The landscape analysis included stakeholders who directly research, fund programs, implement programs, or advocate for alleviating UCW. It excluded stakeholders who study or provide solutions which may, but are not designed to, affect UCW (e.g., funders of improved water or sanitation access). It also excluded individual researchers and national governments. Dalberg analysis; drawing on expert interviews, literature surveys, and "Addressing unpaid care for economic empowerment of women and girls," Background paper for the UNHLP, June 2016

IN ADDITION TO PROGRAMMATIC SOLUTIONS, DATA AND ADVOCACY ARE ALSO NEEDED



Solution type



Findings from landscape



What can be done

DATA AND ADVOCACY

to build the case for investing in UCW and attract new players to the space

- There is a need for a clearer, more compelling case regarding the impacts and costs of investing in UCW
- There is a need to expand the number of actors in this space and strengthen coordination



Testing and measuring impacts and costs of existing solutions to build the case for UCW investments



Advocacy and convening of actors to attract interest and funding to this space and increase coordination

METHODOLOGY

Data analysis

- We created our own database with both country-level and individual- / household-level data

Country-level macro data

- Base time-use data of 75 countries from UN Women
- Cross-checked these data with OECD and Charmes UNDP data
- Included and analyzed country-level variables such as income category, SIGI, labor force participation (from UN Women, OECD, World Bank)

Individual/household-level micro data

- Base data are from 16 mostly developed countries from MTUS
- Cross-checked trends with ~20 select developing countries from summary stats of individual national time-use surveys

Literature review

Academic literature (60+ papers)

- Comprehensive search of publications published after 2000

Grey literature (40+ reports)

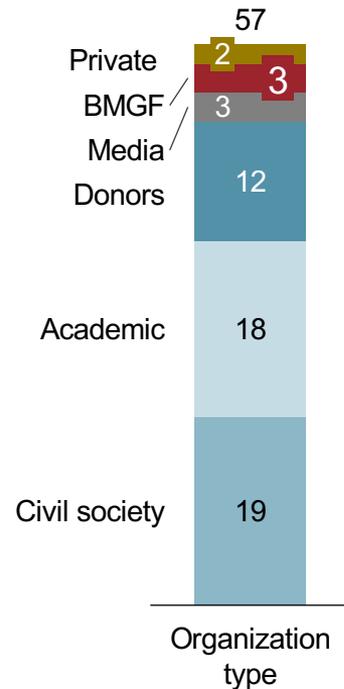
- Publications on unpaid care and domestic work from organizations such as ActionAid, IDS, OECD, ILO

Proprietary material (50+ items)

- Work in progress research shared by experts
- Documents shared from BMGF and Pivotal Ventures

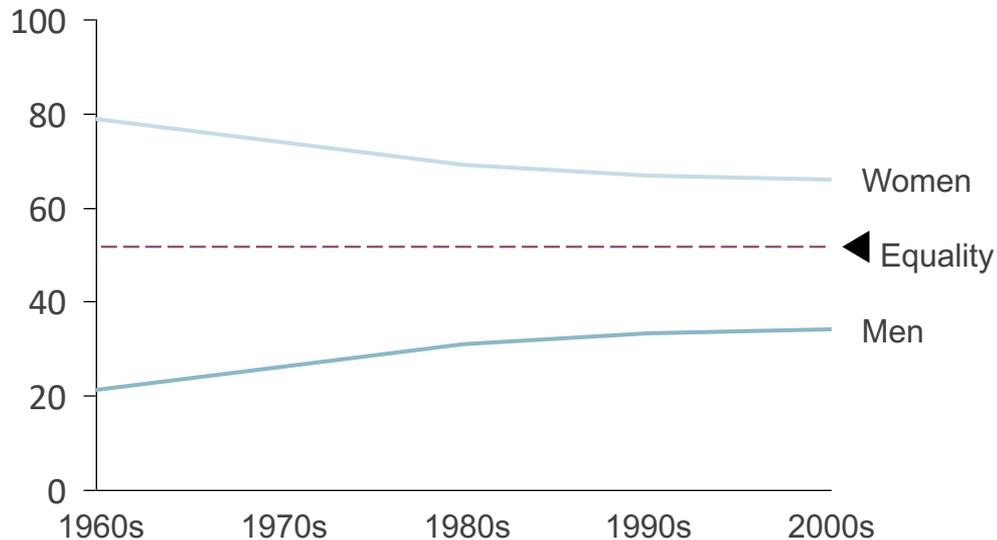
Cabinet of advisors

Completed interviews (57 experts)



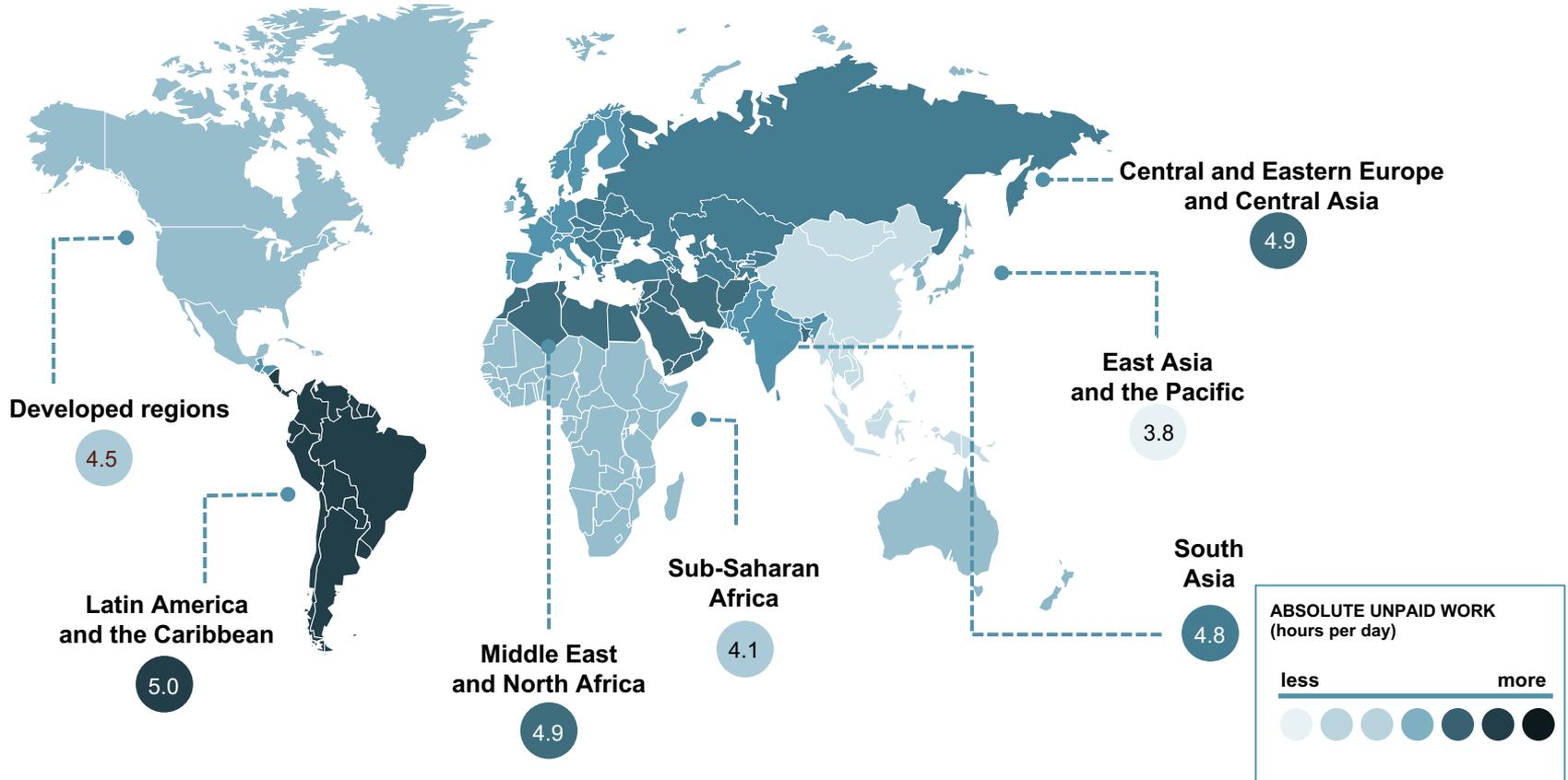
OVER THE YEARS, UCW HAS PROVED IMMUNE TO INDUSTRIALIZATION AND OTHER TRENDS THAT HAVE TRANSFORMED WORK

Percent of time spent on unpaid work in 16 developed countries¹



While data over time are not available for developing countries, anecdotal evidence suggests that similar trends hold

ABSOLUTE UNPAID CARE WORK BY REGION



[1] Data include 75 countries total including South Asia (3), MENA (7), Sub Saharan Africa (12), East Asia and the Pacific (5), Latin America (13), CEECA (16) and the developed world (19). Progress of the World's Women 2015-2016, UN Women; data from national surveys across 1998 to 2012/13.

CERTAIN SEGMENTS OF WOMEN AND GIRLS ARE GENERALLY MORE AFFECTED BY UNPAID CARE WORK



Girls face the impacts of unpaid care work at a critical stage in their life, setting them on a difficult path



Mothers do the most unpaid care work in both absolute and relative terms



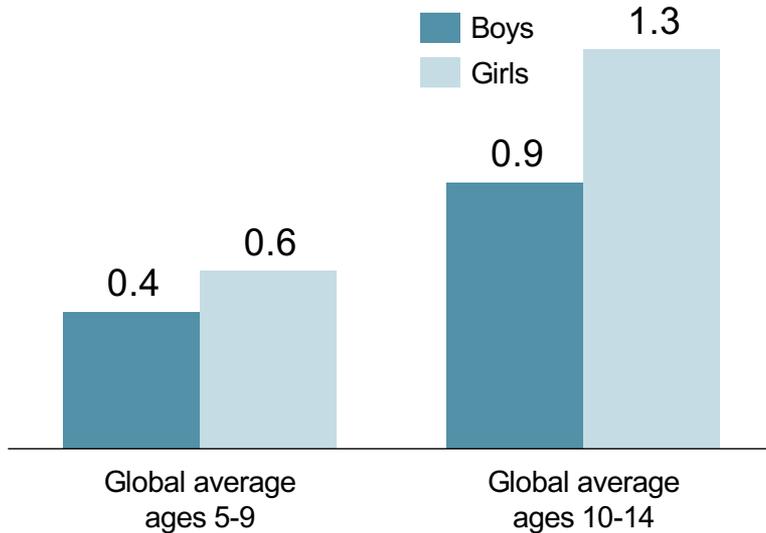
The amount and intensity of unpaid care work is generally greater in **LMICs**, driven by the types of tasks women do and multi-tasking

However, the manifestation of the impacts of UCW are ultimately context-specific

THE GENDER GAP IN UCW STARTS EARLY

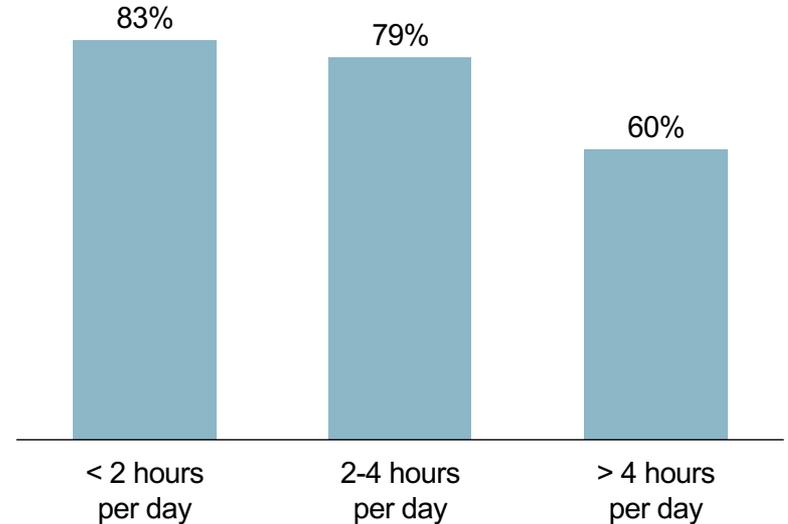
The inequality in unpaid work starts early...

Unpaid work among children and adolescents¹
Hours per day



... which sets girls on a more difficult path

Proportion of 5-14 year old girls attending school, by hours devoted to domestic work²
ILO 2009, 16 developing countries²



[1] UNICEF Harnessing the Data Revolution for Girls. [2] Countries include Colombia, Ecuador, El Salvador, Guatemala, Azerbaijan, Kyrgyzstan, Turkey, Ukraine, Burkina Faso, Malawi, Mali, Senegal, Cambodia, Mongolia, Philippines, and Sri Lanka. ILO, 2009, "Give girls a chance"

MOTHERS DO THE MOST UCW, CREATING DIFFICULT TRADE-OFFS WITH PAID WORK

Mothers do more absolute and relative unpaid work...



Having a child correlates with

~50%

increase in women's unpaid work relative to pre-child¹



Women with children spend

2.3x

more on unpaid work compared to men with children¹

... which affects their access to quality paid work



In the United States

39%

of working mothers report taking significant time off from work due to family reasons²



Globally, mothers earn on average

20-40%

less than non-mothers (also known as the "motherhood penalty")³

WHERE AVAILABLE, DATA REINFORCE THE STRONG CORRELATION BETWEEN UCW AND THESE WEE OUTCOMES IN LMICS

Outcome	Indicator	Correlation	Statistically significant? ¹
PREPARATION	<ul style="list-style-type: none"> Cross-country indicators for adult women's skill levels or girls' time use are not available 	N/A	N/A
PARTICIPATION	<ul style="list-style-type: none"> Ratio of female to male labor force participation (aged 15-64) 		Yes
PAY	<ul style="list-style-type: none"> Ratio of women to men's estimated earned income³ 		Yes
PROGRESS	<ul style="list-style-type: none"> Ratio of women to men in professional / technical jobs Ratio of women to men in leadership positions² 	 	Yes
POWER	<ul style="list-style-type: none"> Cross-country indicators for power are not available 	N/A	N/A

ROOT CAUSES OF UCW

Root causes of UCW



Social norms dictate who does UCW and how it is valued



Policy and social institutions (which are influenced and shaped by norms) provide support in meeting UCW responsibilities



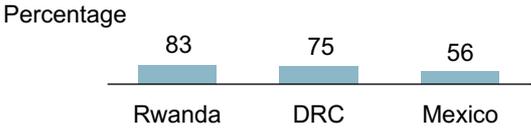
The economic environment (which is influenced and shaped by norms) shapes incentives and provide support in meeting UCW responsibilities



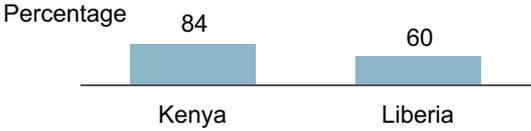
The availability (or lack thereof) of **technology / infrastructure** affects both the amount and type of UCW

Illustrative evidence

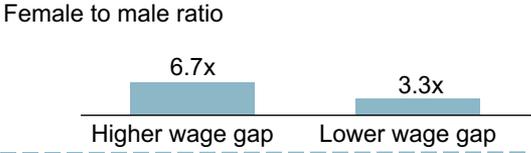
Share of men who agree that women's most important role is to take care of the home and cook¹



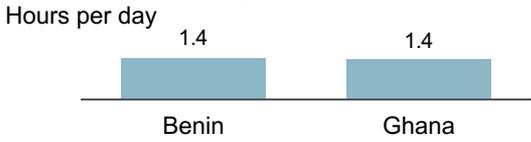
Share of rural women reporting tradeoffs between childcare and livelihood ambitions²



Unpaid work, by gender wage gap³



Time spent collecting water and firewood³



[1] Oxfam, WE-Care Factors and Norms Influencing Unpaid Care Work Online Annex Tables, 2016 [2] ODI, Women's Work, 2016 [3] High wage gap refers to countries where women earn 0-30% of what men earn (6 countries), lower wage gap to when women earn 30-60% of what men earn (28 countries). Ratio of unpaid work data are from UN Women Progress of the World's Women 2015-2016. Data on gender wage gap is from WEF. [4] Data for Benin and Ghana is based on national-level time use surveys. Blackden, 2006

POLICY/ SOCIAL INSTITUTION SOLUTIONS

	Solution	Assessment	Description	Impact	Relevance	Scalability
Care services	Childcare provision / subsidy	Proven	<ul style="list-style-type: none"> Nationwide publicly provided childcare programs (including care / education programs for under age 3) Small-scale privately provided childcare Community-level childcare 	High: Increases female LFPR and wages by 20-50%, reduces female unemployment by ~40% ¹	Medium: Large variety of childcare programs (public and private) across the formal and informal economy in many MICs, relatively fewer in LICs	High: designed / implemented nationally
	Eldercare services	Not known	<ul style="list-style-type: none"> Care programs for the elderly (public / private or community-based) 	Not known. Early stage: limited evidence linking programs, UCW, and WEE	Not known: Small-scale implementation (e.g. Groots in Kenya)	Not known
	Income support (unconditional)	Not known	<ul style="list-style-type: none"> Unconditional cash transfers, pension benefits for women, or universal basic income designs 	Not known: Impacts on UCW not known, some links to WEE outcomes; depending on design, caregiver credits can significantly increase women's pension entitlements (by up to 5-7% of gross replacement rates) ²	Low: Programs very limited in LICs or even MICs but simulations of likely impact of caregiver credits in the United States finds that low income women benefit the most from caregiver credits ³	High: designed / implemented nationally
	Income support (conditional)	Promising	<ul style="list-style-type: none"> Cash benefits provided to caregivers, dependent on the caregiver adhering to a set of conditions (e.g., school attendance, health checks) 	Mixed: Some CCTs see UCW increase for mothers, decrease for girls ⁴	High: CCTs already exist (with and without UCW component) exist in ~30 LMICs, with ~40% in LatAm ⁴	High: designed / implemented nationally
	Paid family & medical leave	Irrelevant	<ul style="list-style-type: none"> Maternity and paternity leave policies (maternity leave is available in all but 9 countries while paternal leave is only available in about half of the countries (87/194)) Policies may outline minimum leave requirements and additional leave at the discretion of private companies Can be more comprehensive in design such as "use it or lose it," but this is far less common 	Not known: Studies of labor market effects of maternity benefits are mostly in developed countries, with mixed results on labor force re-entry / wages ⁵	Low: Most countries in SSA/SA have maternity benefits; but <15% of women are effectively covered as they work in the informal sector ⁶	High: designed / implemented nationally
	Domestic workers	Not known	<ul style="list-style-type: none"> Policies to formalize domestic care work and ensure they have the same rights as other formal workers (e.g., in 2013, Brazil passed a constitutional amendment to give domestic workers formal rights) Platforms to connect mothers with domestic care workers (e.g., Babajobs) 	Mixed: Some evidence that increased access to domestic workers results in redistribution of UCW but formalization of domestic workers in some cases has resulted in families letting go of workers and women in household taking on UCW ⁷	High: Domestic workers already estimated to be 4-10% of labor force in developing countries including LICs. ⁸ Well-designed domestic worker programs/ policies may have promise in LICs	High: designed / implemented nationally
Emp.	Antidiscrimination policies	Irrelevant	<ul style="list-style-type: none"> Policies that prevent gender-based hiring and prevent harassment or discrimination in the work place 	Low: Improves WEE outcomes and incentivizes women's entry into the labor force, no direct impact on UCW	Low: Fundamental yet underrepresented, with over 100 countries still lacking non-discrimination policies in hiring	High: designed / implemented nationally

[1] Various studies, across LMICs; [2] World Bank, Conditional Cash Transfers, 2008; US Social Security Administration, "Caregiver credits in France, Germany, and Sweden: Lessons for the United States," 2011 [3] Favreault and Sammartino, 2002; [4] World Bank, Early Childhood Development Overview, 2016; [5] Ágnes Szabó-Morvai, 2014; [6] ILO, "Maternity cash benefits for workers in the informal economy," 2016; [7] Expert interviews; [8] UN Women, "Domestic workers count too"

ECONOMIC ENVIRONMENT SOLUTIONS

	Solution	Assess.	Description	Impact	Relevance	Scalability
Jobs	Flexible work arrangements	Irrelevant	<ul style="list-style-type: none"> Flexible work arrangements (e.g., telework, part-time work) are increasingly available through private employers and online job platforms, especially across developed countries 	<p><i>Low:</i> Improves WEE outcomes and incentivizes women's entry into the labor force, but no direct impact on UCW</p>	<p><i>Low:</i> Applies to the formal sector, which is less relevant in LMICs with large informal sectors</p>	<p><i>High:</i> designed / implemented nationally</p>
	Vocational programs	Mixed	<ul style="list-style-type: none"> Small-scale programs are common in both developed and developing countries, especially with regard to financial literacy and entrepreneurship 	<p><i>Mixed:</i> Evidence linking to WEE (e.g., educational attainment, professional qualifications, female LFPR) but limited evidence linking to UCW; reports of high drop out rates due to UCW and insufficient supporting interventions (e.g., care services)</p>	<p><i>Medium:</i> Small-scale programs are common in both developed and developing countries</p>	<p><i>Medium:</i> designed / implemented for particular sectors and regions</p>
	Job placement programs	Mixed	<ul style="list-style-type: none"> Programs aimed to place women in formal employment; designed to meet the needs of women, offered through online platforms and physical programs 	<p><i>Low:</i> Evidence linking to WEE (e.g., female LFPR) but no direct impact on UCW</p>	<p><i>Medium:</i> Predominantly developed countries; emerging in LMICs</p>	<p><i>Medium:</i> designed / implemented for particular sectors and regions</p>
Pay	Equal pay audits	Irrelevant	<ul style="list-style-type: none"> Assessment of how pay rates are distributed by gender 	<p><i>Low:</i> Improves WEE outcomes and incentivizes women's entry into the labor force but no direct impact on UCW</p>	<p><i>Low:</i> Applies to the formal sector, which is less relevant in LMICs with large informal sectors</p>	<p><i>High:</i> designed / implemented nationally</p>
	Transparency in compensation	Irrelevant	<ul style="list-style-type: none"> Includes transparency in pay levels, legal channels for employee salary disputes Uncommon outside of public institutions in developed and developing countries 	<p><i>Low:</i> Improves WEE outcomes and incentivizes women's entry into the labor force but no direct impact on UCW</p>	<p><i>Low:</i> Applies to the formal sector, which is less relevant in LMICs with large informal sectors</p>	<p><i>High:</i> designed / implemented nationally</p>

INFRASTRUCTURE/ TECHNOLOGY SOLUTIONS

	Solution	Assess.	Description	Impact	Relevance	Scalability
Physical infra	Water and sanitation	Mixed	<ul style="list-style-type: none"> Improved access to water through local wells or piped water systems 	<i>Medium:</i> Households decrease time fetching water by ~66% and increase girls' schooling by 8.2%; ¹ limited evidence on LFPR; experts say that without a gender lens, large-scale infrastructure change can increase or not affect UCW	<i>High:</i> Programs to improve water infrastructure exist across LMICs	<i>High:</i> designed / implemented nationally
	Energy	Mixed	<ul style="list-style-type: none"> Large-scale grid electrification 	<i>High:</i> Biofuel collection decreased ~50 minutes per week; women's employment hours increased <17% ² ; experts say that without a gender lens, large-scale infrastructure change can increase or not affect UCW	<i>Medium:</i> Exist across rural areas of middle-income countries (e.g., India, Peru, South Africa); early investments in LICs (e.g., Kenya)	<i>High:</i> designed / implemented nationally
	Transportation	Mixed	<ul style="list-style-type: none"> Improved paths, roads, railways, or public transport systems 	<i>Medium:</i> Increased women's employment hours by 2.8 hours per week and girls' schooling by 14% ³ ; qualitative decrease in UCW ⁴ ; experts say that without a gender lens, large-scale infrastructure change can increase or not affect UCW	<i>High:</i> Large-scale public projects across LMICs	<i>High:</i> designed / implemented nationally
	Labor-saving devices	Highly promising	<ul style="list-style-type: none"> Purpose-designed labor-saving devices, e.g., water gathering solutions (Hippo Rollers, NextDrop), water purification systems, cookstoves 	<i>Mixed</i> <ul style="list-style-type: none"> <i>Water-gathering solutions:</i> Anecdotal evidence available⁵ but limited quantitative evidence linking programs, UCW, and WEE <i>Water purification solutions:</i> Anecdotal evidence available⁶ but limited quantitative evidence linking programs, UCW, and WEE <i>Cookstoves:</i> ~8 hours per week saved on cooking, 1-2 hours per week on collecting fuel if used;⁷ some evidence that cookstoves can increase time spent on food prep and primary care⁸; limited evidence on link to WEE <i>Food processors:</i> Qualitative decrease in UCW⁹; limited evidence on link to WEE 	<i>High:</i> Innovations exist across LMICs (e.g., Hippo Rollers across sub-Saharan Africa, NextDrop in India; LifeStraw initiatives in sub-Saharan Africa and South Asia)	<i>Medium:</i> Solutions must be tailored to the need
Digital infra	Mobile platforms	Promising	<ul style="list-style-type: none"> Digital solutions such as mobile banking and m-health platforms 	<i>Medium:</i> ~50 minutes per week travel time saved with mobile cash transfers; qualitative evidence suggests time saved was used for productive agriculture activities; limited evidence on other mobile solutions and link to WEE ¹⁰	<i>Medium:</i> Growing presence in SSA (12% of adult population has a mobile account) versus small presence in South Asia (3%) ¹¹	<i>High:</i> designed / implemented nationally

[1] ADB, "Impact of Rural Water Supply and Sanitation in Punjab, Pakistan," 2009; [2] World Bank, "Who Benefits Most from Rural Electrification: Evidence in India," 2012; [3] Khandker, "The Poverty Impact of Rural Roads: Evidence from Bangladesh," 2006; [4] Evidence from Bhutan in IFAD, "Gender and Rural Development Brief: South Asia," 2012; [5] Headlines Africa, "Hippo Roller Gadget Providing Access to Clean Water," 2016; [6] MyClimate, "Clean Drinking Water for Schools and Households," [7] Achyut, Pranita, et al. "Building support for gender equality among young adolescents in school: findings from Mumbai India." (2011) [8] Oxfam WE-Care, "Factors and Norms Influencing Unpaid Care Work," 2016 [9] ICRW, "Improved Solar Drying of Vitamin A-rich Foods by Women's Groups in the Singida District of Tanzania," 2000; [10] Aker, "Payment Mechanisms and Anti-Poverty Programs: Evidence from a Mobile Money Cash Transfer Experiment in Niger," 2014; [11] World Bank, "The Global Findex Database 2014," 2014

SOCIAL NORMS

	Solution	Assess.	Description	Impact	Relevance	Scalability
Social norms change	Individual norms change	Highly promising	<ul style="list-style-type: none"> Parental education (typically high contact, 6-18 months) targeting both parents; often offered with other benefits (e.g., Brazil's Bolsa Familia) Adolescent education usually uses short workshops with stories, games, and role play around gender roles 	<i>High:</i> Changed attitudes around gender roles; emerging evidence of men's greater participation and in housework and childcare ¹ ; increased agreement that boys can help girls do housework (from 59% to 86%) and increased participation of boys in housework ²	<i>High:</i> Exist across LMICs (including LICs) but have different scales / focus (e.g., MenCare operates in 22 LMICs/LICs; Save the Children "CHOICES" operates in 8 countries)	<i>Medium:</i> Can be designed nationally / regionally but must be tailored and implemented locally
	Community norms change	Not known	<ul style="list-style-type: none"> Some norms change programs are being implemented at the community level, with a focus on changing perceptions across all members of the community and including women in community decision-making 	<i>Not known:</i> Early-stage; limited evidence linking programs, UCW, and WEE	<i>Not known:</i> Small-scale (e.g., Men as Partners, South Africa and Nepal, Tostan, SSA)	<i>Medium:</i> Can be designed nationally / regionally but must be tailored and implemented locally
	Population-wide norms change	Promising	<ul style="list-style-type: none"> Some private-sector consumer goods companies (e.g., Dove, P&G, Unilever) have produced commercials / ad campaigns encouraging men to use their products 	<i>Medium:</i> Some promising results, (e.g., > 5% increase in female LFPR; uptake in childcare places; increased awareness around shared caring responsibilities ³) but not widely replicated	<i>Medium:</i> Localized gender empowerment and male awareness media campaigns, mostly in MICs (e.g. Soul City, South Africa; Entre Nos, Brazil)	<i>High:</i> Designed / implemented nationally
	Integrated norms change	Promising	<ul style="list-style-type: none"> A select number of nonprofit organizations (e.g., ActionAid, Oxfam's WeCare) integrate norms change into other solutions seeking to alleviate UCW at the community level in developing countries 	<i>Not known:</i> Early-stage; limited evidence linking programs, UCW, and WEE	<i>Medium:</i> Early-stage programs (e.g., Bolsa Familia Companion Program, Brazil; Oxfam's We-Care in 10 LMICs including LICs)	<i>Medium:</i> Can be designed nationally / regionally but must be tailored and implemented locally

[1] Evidence from Program P, a subcomponent of the MenCare campaign in Nicaragua; evidence from Save the Children's CHOICES program in Egypt and Nepal [2] Evidence from Program H, a subcomponent of the MenCare campaign, in Brazil and Indonesia. [3] Evidence from a gender awareness mass media campaign in Malta.