National Care Systems

Main Challenges to Overcoming the Structural Reproduction of Women's Inequality

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UN Women for the Americas and the Caribbean

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<th><strong>Major Gains and Progress</strong></th>
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<tr>
<td><strong>Education</strong></td>
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<td><strong>Social Protection</strong></td>
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<td><strong>Labor Force Participation and Employment</strong></td>
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<td><strong>Access to personal income</strong></td>
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<tr>
<td><strong>Fertility</strong></td>
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</table>
Scenarios of Economic Empowerment

- **Labour Force Participation**
  - 72%
  - 58%
  - 40%

- **Mothers by the age of 19 years**
  - 6%
  - 30%
  - 59%

- **Women who have no income of their own**
  - 19%
  - 31%
  - 43%

- **Women between 25 and 29 years who are single mothers**
  - 8%
  - 15%
  - 17%

- **Unpaid work (hours/week)**
  - 33 h/w
  - 41 h/w
  - 46 h/w

**Key Terms**
- Glass Ceilings
- Broken Ladders
- Sticky Floors
<table>
<thead>
<tr>
<th>Dimensions</th>
<th>Indicators</th>
<th>Latin America</th>
<th>Southern Mediterranean Europe</th>
<th>Anglo Saxon countries</th>
<th>Nordic countries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women’s LFP</td>
<td>% of women in the labour force over total</td>
<td>Medium</td>
<td>Medium</td>
<td>High</td>
<td>Very high</td>
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<tr>
<td></td>
<td>Stratification of labour force participation rates</td>
<td>Very High</td>
<td>Medium</td>
<td>Medium</td>
<td>Low</td>
</tr>
<tr>
<td>Reliance on later and less fertility</td>
<td>Decreased global fertility rate, postponement of age at first birth, childlessness</td>
<td>Medium</td>
<td>High</td>
<td>Low</td>
<td>Low</td>
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<tr>
<td></td>
<td>Teenage pregnancy as proxy of stratification</td>
<td>Very strong</td>
<td>Moderate</td>
<td>Strong</td>
<td>Low</td>
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<tr>
<td>Technology and time-saving out of household services</td>
<td>Service economy as share of GDP</td>
<td>Low</td>
<td>High</td>
<td>Very high</td>
<td>Very high</td>
</tr>
<tr>
<td></td>
<td>Gini of disposable income as a proxy to stratification</td>
<td>Very strong</td>
<td>Moderate</td>
<td>Medium</td>
<td>Low</td>
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<tr>
<td>Unpaid care work by other family members</td>
<td>No single indicator: Use of time surveys, secondary sources</td>
<td>Medium, strongly stratified role of female siblings and mothers</td>
<td>Medium, weakly stratified role of female siblings and mothers</td>
<td>Low, moderate stratification</td>
<td>High, low stratified role of male partners</td>
</tr>
<tr>
<td>Paid domestic work</td>
<td>as % of total employment</td>
<td>Medium-High, highly stratified</td>
<td>Low, moderate stratification</td>
<td>Medium-Low, strong stratification</td>
<td>Very low, strong stratification</td>
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<tr>
<td>Non home-based care services</td>
<td>Early Childhood care (0-36 months)</td>
<td>Very low</td>
<td>Medium</td>
<td>Medium</td>
<td>Very high</td>
</tr>
<tr>
<td></td>
<td>Preschool coverage (3 and 5 years)</td>
<td>Medium</td>
<td>High</td>
<td>High</td>
<td>Very high</td>
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<tr>
<td></td>
<td>Coverage gaps by socioeconomic level as a proxy to stratification</td>
<td>Very strong</td>
<td>Moderate</td>
<td>Moderate</td>
<td>Weak</td>
</tr>
<tr>
<td>Time and income replacement for maternity, paternity and family care</td>
<td>Coverage, length and take up on leaves</td>
<td>Low</td>
<td>Medium</td>
<td>Medium/Low</td>
<td>High</td>
</tr>
<tr>
<td></td>
<td>Informality as proxy of stratified access</td>
<td>Strong</td>
<td>Moderate</td>
<td>Moderate</td>
<td>Low</td>
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Transformative Policies

Maternity, paternity and family leaves

Cash transfers + Non contributory pensions + Transitional policies

Care services and full or extended time schools
Politics & Policies: Strategy 1

Recognizing, reducing and redistributing unpaid care and domestic work

Subsidies and incentives for access to critical time-saving facilities, public goods and utilities

- Combat systemic undervaluation of paid care work;
- Reform maternity, paternity and parental leaves;
- Invest in basic social infrastructure such as drinking water, sanitation, electricity;
- Better transport and public spaces safety and quality;
- Promote collective and time-saving technologies (washing, cleaning, cooking, access to market and income opportunities, etc.) as well as resource pooling (mobility, leisure, care).
Politics & Policies: Strategy 2

Establishing universal and gender-responsive social protection systems

• Expand the coverage of cash transfers for families with children;
• Extend the coverage of cash transfers or non-contributory pension schemes for elderly and disabled persons;
• Enhance coverage among informal workers through contributory, non-contributory and mixed social protection schemes.
Politics & Policies: Strategy 3

Creating more and better jobs and transform labour markets for women’s rights

- Establish a floor of labour rights for the entire working population;
- Establish, implement and equalize minimum wages;
- Take effective measures against employment discrimination;
- Strengthen labour inspections and direct their efforts towards precarious employment in highly feminized sectors;
- Increase employment opportunities for women and promote their advancement in male-dominated fields.
Promoting egalitarian family relationships that recognize the diversity of households and the rights and obligations of their members.

- Reform maternity, paternity and parental leaves;
- Develop robust mechanisms to guarantee the exercise of responsible fatherhood, including regular child support payments;
- Implement integrated measures to prevent and eliminate violence against women at the hands of their partners and husbands.
Politics & Policies: Strategy 5

Creating the conditions for women to fully enjoy their sexual and reproductive health and rights: motherhood as a choice

- Improve and equalize access to modern contraception;
- Prevent teenage pregnancy;
- Make comprehensive and gender-responsive sex education universally available;
- Remove barriers that prevent pregnant teenagers or teenage mothers from continuing their education;
- Decriminalize the interruption of pregnancy recognizing it as a major public health concern.
Politics & Policies: Strategy 6

Containing the adverse effects of economic slowdown on gender equality

- Avoid hyper-restrictive monetary policies;
- Maintain current exchange rates or allow for their depreciation;
- Protect social spending with positive effects on gender equality and women’s economic empowerment;
- Incorporate a gender perspective into programmes aimed at managing, reducing and preventing the indebtedness of countries in the Caribbean;
- Increase tax revenues through a new fiscal pact;
- Advance towards gender-responsive and redistributive public spending.
 Persistent challenges

• Care systems in **rural areas**;

• **Full-time education**;

• **Universality** and **availability** of education for 4-year-old children;

• Care systems for **elderly, disabled** and dependent persons;

• **Fiscal policies**;

• **Private sector** involvement and responsibility.
Increasing women’s participation in the labor market is their right as well as an efficient means for managing demographic transition and taking advantage of increased women’s human capital.

Care and leave policies, if adequately designed and implemented, contribute to women’s empowerment outside and within the household, challenge gender stereotypes and discrimination in the workplace and increase men’s responsibilities in the family.

A stratified care regime will lead to or reinforce stratified socioeconomic outcomes for both women and children. Tackling this is tackling a major source of socioeconomic inequality.
Thank you!