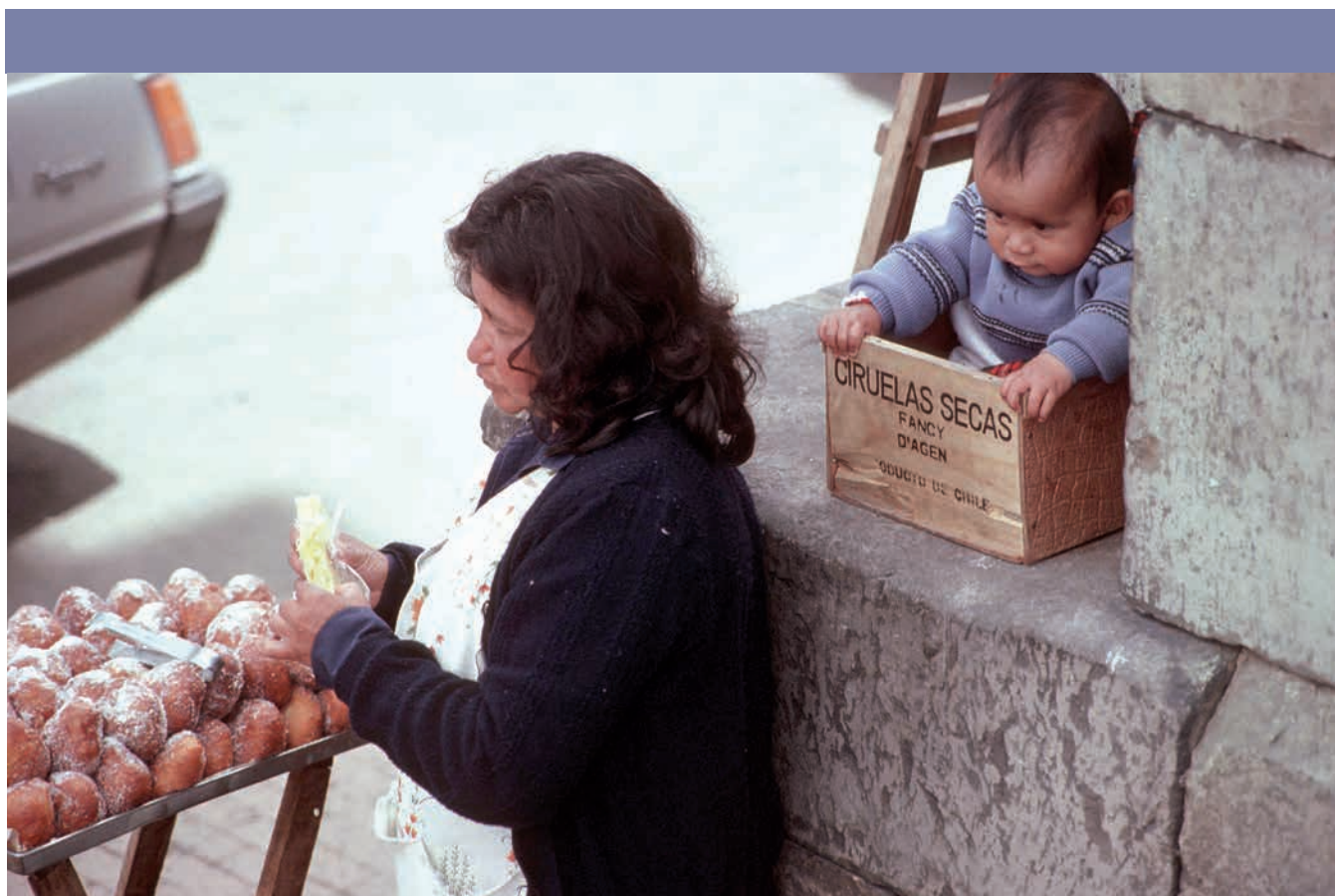


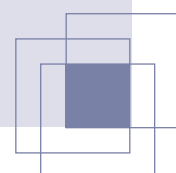
Extension of Social Protection



Pastry vendor and her child in the streets of Bogota, Colombia.

8.4 CHILDCARE: AN ESSENTIAL SUPPORT FOR BETTER INCOMES

■ Care of dependents has often been seen as the primary responsibility of women and girls which has major impacts on their ability to earn a remunerative income. In the informal economy, with lack of access to social protection, poor service delivery and weak infrastructure, the poverty risks for women and girls are immense. Conversely, increasing the availability of care facilities can significantly increase the amount of time women can spend on productive activities, engage in social dialogue, access training and other measures which can increase their income opportunities. Care facilities can therefore contribute in reducing informality by economically empowering women and enabling them to access the formal economy. While care of dependents has often been seen as a private responsibility and a low priority for public policies, innovative schemes have been developed around the world. Multiple partnerships, including subsidies from public sources are essential for the long term viability and sustainability of these programmes.



KEY CHALLENGES

- Unpaid work burdens and its impact on informality
- Gender dimensions of care responsibilities
- Informal care strategies
- Bringing children to work

■ **Unpaid care burdens and its impact on informality.** Conflicting family and work responsibilities are one of the serious obstacles to decent and productive work for a large share of women and men in both developing and developed countries. Care for dependants, in particular for children, is often the most pressing concern for millions of poor households and an issue with important consequences for gender equality objectives and in economic and social terms.

The reasons behind this vulnerability are complex and multifaceted. Informal economy workers generally do not benefit from social security benefits and other social assistance benefits, which can act as safety nets and support poor families facing the additional costs of care for dependents. Furthermore, poor people often live in situations where care of others is particularly time consuming, because access to basic infrastructures and services (such as access to water, public transportation, health care and education facilities) is limited and labour saving devices (such as cooking and cleaning utensils) are rarely available. Time availability for paid work becomes scarce, particularly for women, who therefore often have no other option than to accept informal, home-based, flexible, low paid and low status jobs with serious decent work deficits.

Given the scale of the informal economy in developing countries an increase in the availability, affordability and quality of care services - especially for children but also for other dependants such as elderly, sick or disabled family members - is likely to provide important returns in terms of gender equality, on the one side, and contribute to opening opportunities to the formal economy, on the other. The importance of social care services for workers with family responsibilities is clearly recognized in *ILO Convention No. 156 (1981) and Recommendation No. 165 on Workers with Family Responsibilities*, which call upon all Member States to take measures “to develop or promote community services, public or private, such as child-care and family services and facilities (Article 5). The support for work-family balance, generally missing in the informal economy, heavily impacts women’s labour force participation rates and can contribute to breaking the poverty transmission cycle to the next generation of women and men.

The economic and social benefits of investing in family friendly policies and in expanding access to care services to informal workers should not be underestimated. The box to the right provides some examples of these benefits.

What are the benefits of childcare?

ILO research on childcare for working parents has found that the external benefits related to these measures accruing to society, employers, workers and their families, are numerous. Specifically, childcare:

- Promotes gender equality, improving women’s opportunities for employment, self-development and empowerment.
- Helps prevent the perpetuation of social inequalities and intergenerational poverty, strengthening families’ social and economic security and reducing their vulnerability to risk.
- Facilitates the smooth and efficient functioning of labour markets, through the full utilization of society’s growing investment in women’s education and a diversified labour force.
- Provides a stronger start for disadvantaged children, enhancing their physical well-being, cognitive and language skills, and social and emotional development.
- Contributes to job creation in the service sector to replace some of the unpaid household work.
- Increases tax revenues since higher participation rates and earnings of parents increase national production.
- Reduces public expenditure on welfare and in the longer term, on remedial education and crime.

Source: Hein C. & Cassirer N., *Workplace solutions for childcare*, ILO Geneva, 2010

● An increase in the availability, affordability and quality of care services for children, elderly, sick or disabled family members - is likely to provide important returns in terms of women's empowerment and contribute to the move out of informality

In spite of the potential returns mentioned above, affordable, state supplied care services are largely unavailable in most developing countries. Where they exist, they often do not take into account the specific needs of certain categories of informal workers, for example in terms of proximity to workplaces or coverage of long or unusual working hours. According to estimates, almost half of all countries have no formal programs for children under 3¹. Poor women with young children, particularly in female headed households, pay the highest consequences of the lack of support to their family responsibilities.

■ **Gender dimensions of care responsibilities.** While care of dependent family members is in fact a concern for both men and women, women bear most of the heavy burden of unpaid care work and consequently see their ability to earn a livelihood more seriously limited than men. With little exceptions, empirical evidence from around the world shows that the increasing female labour force participation has not been accompanied by a substantial change of men's traditional roles towards household and care-giving responsibilities. Together with policies aimed at expanding women's equal access to decent work and to care services, advocacy campaigns and other policies that promote a more equal participation of men to family related tasks are likely to have positive impacts both in economic and social terms.

In virtually all countries women tend to work longer hours than men and to perform a disproportionate share of household and family care activities. This trend is further exacerbated by demographic and social changes, including the increase of female headed households, rupture of extended family networks due to urbanisation and migration, growing care needs due to the increasingly aging population and to the spread of HIV and AIDS in many developing countries. Family responsibilities often keep women from engaging into regular paid work and prevent girls from attending school. Unpaid work including the care of others is therefore often an important factor pushing women into flexible, informal, precarious, unprotected and poorly remunerated employment (see also brief on Gender Equality). The correlation between the presence of young children and the female labour participation is today largely acknowledged both in developed and developing countries, while it does not negatively affect men's labour force participation. Absence of childcare options has been for example cited as the main obstacle to take formal jobs by 40 per cent of mothers working informally in the slums of Guatemala City². As discussed above, when they do not prevent women from getting into paid work, family responsibilities still normally determine, and de facto limit, the type, location and working arrangements of women employment.³ Surveys on the use of time show that they often also stretch women's working hours at the expense of other activities such as leisure and rest. They also often confine women to less productive, less dynamic, female dominated activities, often also related to the care of others, such as domestic work.

In absence of external support, families address care-giving needs by leaving their dependants unattended, resorting to the paid or unpaid help of others, or taking them at the workplace. All these coping strategies come with important downsides for individuals and societies as discussed below.

1 According to UNESCO 2009 "Education for All Global Monitoring Report 2009", the world pre-primary enrolment ratio in 2006 is of 41 per cent. <http://unesdoc.unesco.org/images/0017/001776/177683e.pdf>

2 International Food Policy Research Institute 2003. "Guatemala City: A focus on working women and childcare", in IFPRI City Profiles, Available at <http://www.ifpri.org/themes/mp14/profiles/guatemalacity.pdf>.

3 Cassirer, N and Addati, L., Expanding women's employment opportunities: Informal economy workers and the need for childcare, ILO Geneva. 2007

■ **Informal Care Strategies.** Lack of affordable care solutions for dependant family members not only pushes women into informal work but often has important consequences for the perpetuation of poverty across generations. When reliable, low-cost, out of home child-care services are not available or not affordable, poor families often use “substitute mothers”, frequently older daughters or elderly women. In other cases they rely on the paid services of other women, employed through informal arrangements, and often with even more precarious working conditions. These ‘substitution dynamics’ are often embedded in age, ethnicity, nationality or class issues, with the domestic employee often suffering from multiple layers of discrimination. (see also brief on Domestic Workers). This gendered phenomenon, part of the broader “care economy” concept ⁴, has clear intergenerational economic and social consequences, as it transfers the costs of care from one woman to another who de facto sees her opportunities for education and/or employment prospects jeopardised in the longer term. Additionally there are consequences for girl’s education since family responsibilities have a significant impact on girls’ school attainment rates in developing countries.

● Substitution dynamics often involve daughters dropping out of school to care for dependents, or the employment of domestic workers with low pay and precarious conditions

Informal caring arrangements may also prove inadequate both for the person who receives and the person who provides for care, as they can be unreliable, unsuitable and unsafe. For example, care is often delegated to elderly women (such as grandmothers) or very young girls, who might be psychologically and physically unfit to carry this burden and respond adequately to the different needs of children, disabled or sick family members. In certain cases, caring needs arising from the absence of mothers due for example to labour migration, contribute to changing roles and responsibilities among women and men within the households. Men are therefore challenged by tasks which for them are unusual, unfamiliar and often socially unacceptable. They are often not prepared to take up child caring roles and when they are ready to do so, they frequently have to face the social pressure of disapproving peers, employers and traditional societies⁵. Studies conducted in several Latin American countries for example, show that men tend to see themselves as breadwinners rather than caregivers and that they believe this role of ‘providers’ exempts them from most domestic or care work. Even when family friendly options exist, such as paternity or parental leave opportunities, empirical evidence shows men are often openly or indirectly discouraged by employers and peers to use these benefits⁶. This division of roles and responsibilities within and outside the household is often also endorsed by women, who in many cases show a certain resistance to men’s involvement in domestic and care work⁷. Policies aimed at supporting men’s greater involvement in care giving activities as well as advocacy campaigns for social and cultural change are also important complementary instruments to guarantee a better work and family balance for women and men.

● In many poor communities men are likely to face social disapproval from peers, employers and traditional cultures when they take on roles of caring for dependents

4 For a discussion around the concept of “care economy” and its implications in terms of gender equality, employment and economic development, among others, see: Shahra Razavi “The Political and Social Economy of Care in a Development Context Conceptual Issues, Research Questions and Policy Options”, Gender and Development Programme Paper Number 3, United Nations Research Institute for Social Development, June 2007 [http://www.unrisd.org/unrisd/website/document.nsf/462fc27bd1fce00880256b4a0060d2af/2dbe6a93350a7783c12573240036d5a0/\\$FILE/Razavi-paper.pdf](http://www.unrisd.org/unrisd/website/document.nsf/462fc27bd1fce00880256b4a0060d2af/2dbe6a93350a7783c12573240036d5a0/$FILE/Razavi-paper.pdf)

5 In a study of care providers for AIDS-affected people in South Africa, two male carers spoke of how men in the community saw them as ‘deviants’, doing unmanly duties, and sometimes teased them as a result. Case reported in Emily Esplen: “GENDER and CARE Overview Report BRIDGE, February 2009

6 ILO-UNDP, Work and Family: Towards new forms of reconciliation with social co-responsibility, International Labour Organization and United Nations Development Programme, Santiago, Chile 2009 http://www.ilo.org/wcmsp5/groups/public/@dgreports/@gender/documents/publication/wcms_111375.pdf

7 Patick Welsh, “Los Hombres no son de Marte: Desaprendiendo el machismo en Nicaragua”, IIR Briefing, Managua, Nicaragua, 2001.

● Bringing children to work can be an entry point for child labour

■ **Bringing children to work.** Many working mothers have no other option other than taking their children to their workplace. In India it is estimated that 7 or 8 million children accompany their parents (mostly mothers) to building sites⁸. In Indonesia, 40 per cent of working women care for their children while working.⁹ This practice has important negative consequences in a number of areas. First and foremost it contributes to informality, including homework and casual work, as it largely limits mothers' options and takes away time from paid work. Having children at work reduces the time and investments women can put into important activities such as training, market development, registration and expansion. Given the poor working conditions most informal workers are engaged in, this practice also involves the possible exposure of children to hazardous, unhealthy or unsafe environments, and it increases the risk of child labour.¹⁰

Providing for affordable care services is often seen as a costly and low priority exercise for the meagre public budgets of many developing countries. Some policymakers consider it to fall under the private responsibility of women and their extended family networks. Yet it has been shown that the introduction of progressive and innovative measures to support care responsibilities can not only provide long term returns in terms of gender equality and economic development and growth, but it also often requires limited financial and human resources.

8 Managing Diversity in the workplace: training package on work and family. ACT/EMP and TRAVAIL, ILO Geneva 2009

9 Cassirer, N. and Addati, L. op.cit. 2007

10 Ibid.



Family of farmers, Vietnam.

- Flexible schooling arrangements
- Targeting specific informal economy groups
- Multiple partnerships
- Mobile pre-school services
- Complementary services
- Social partners working together
- Promoting Decent Work for care workers
- Reducing family vulnerability to the costs of care through social protection
- Opening up income opportunities for women
- Promoting cultural and attitudinal change about gender roles

Strategies to support families to meet their basic care needs, and therefore allow women to have more and better access to decent and productive employment, usually focus on the following broad policy objectives: making family responsibilities more compatible with work and making workplaces more compatible with family responsibilities. To reach these broad objectives a wide range of complementary initiatives can be implemented by different actors to:

- improve and increase the availability, affordability and quality of services for the care of dependant family members;
- reduce families vulnerability to the economic and social costs associated with the care of dependents;
- promote and support cultural and attitudinal changes toward traditional roles and responsibilities of women and men within and outside the household, by creating a conducive environment for a more equitable share of care activities among sexes.

● Extending schooling hours can be a simple way of supporting working parents in the informal economy

■ **Flexible schooling arrangements.** Informal workers and entrepreneurs often cannot afford or are sometimes not aware of existing care services and structures. The few care facilities that exist often do not respond to their specific needs, (for example, they may be too costly, far away or do not cover the long working day of informal workers) or/and they do not provide quality services. They may be understaffed or have staff with poor working conditions who are undertrained or not qualified to care for young children, sick, disabled or elderly dependents.

The re-organisation of existing school hours to meet the needs of specific categories of workers is for example a rather simple - yet effective and often affordable- measure to ease parents' full and productive participation to paid employment. Several countries in Latin America and the Caribbean have started programmes to lengthen the school day. In Chile, for example, as of 2006, there were some 7,000 schools with extended hours. Another programme in Costa Rica, "Segunda Casa", has started with some success. However both examples are facing

sustainability challenges¹¹. In both cases, support from existing infrastructure offered an enormous advantage.¹² Flexible arrangements regarding for example parents-teachers consultation can also enable informal workers to keep more regular contact with schools minimising the impact on the time spent on productive activities and increasing parents' ability to participate in the care services. Similarly, co-location of pre-school care services within existing schools can have the positive effect of enabling older siblings to take younger children to the care facilities without absenting themselves from school. In Kenya, primary schools include a unit for pre-school education, known as Baby Classes, for children from the age of 3. This arrangement has been possible through a multi partnership approach: parents' associations, religious and welfare organizations, private firms and individuals cooperate with local authorities for the creation, financing and management of these units. These partners have also played a key role in training pre-school teachers¹³.

In Kenya, co-location of pre-schools and schools has helped prevent sibling care of younger children

■ **Targeting specific informal economy groups.** Mobile populations within the informal economy including migrant and seasonal agricultural workers have specific constraints. In Mexico, the Programa de Educación Preescolar y Primaria para Niños y Niñas de Familias Jornaleras Agrícolas Migrantes, PRONIM, was initiated in 1997 to guarantee children access to education and school attainment despite their mobility and their families' difficult living conditions. The program targets boys and girls from the age of 3 to 14. It encourages intercultural and gender-sensitive education for children of indigenous, mestizo, migrant and settled, agricultural day-workers parents. Public schools are expected to receive these travelling students and ensure that their studies are not interrupted.¹⁴

Children of migrant and seasonal workers have been targeted by special schooling programmes in Mexico

■ **Multiple partnerships.** The ILO has compiled information on some innovative initiatives developed by governments, employers and workers to make childcare available to vulnerable groups of workers in the informal economy. Most of these initiatives provide – in addition to education – meals and health services, therefore contribute substantially to reducing the economic and social insecurity of the family. Participation and consultation of parents in designing childcare services is highlighted as indispensable to their success. Services directed to vulnerable groups have to consider the often very limited contributory capacity of their beneficiaries. None of the cases analysed by the ILO study fully rely on parental contribution. Medium and long term economic sustainability is often a challenge, in spite of the growing demand for such services. While external donor support is often invaluable (though rarely sustainable) to subsidize these services, multi-partnership seem to provide for viable solutions to sustainability concerns. The Chilean child care centres for seasonal agricultural workers (CAHMT) is a good example of such partnerships scheme, where national government offers finance, oversight and standards, local government contributes building space, national professional foundations and associations provide nutritional, educational, and health services and materials, and other actors contribute supplementary funds and resources¹⁵.

● Services directed towards vulnerable groups in the informal economy need to take into account their limited capacity to pay. Multiple partnership seem to provide viable solutions to sustainability concerns

11 On the decision to close most of the schools under the programme, see the article http://www.nacion.com/In_ee/2009/marzo/02/pais1891090.html

12 For more details see the Resources section to access ILO-UNDP, Work and Family: Towards new forms of reconciliation with social co-responsibility op.cit

13 For more details see the Resources section to access ACT/EMP and TRAVAIL, op.cit. 2009

14 For more details see Resources section to access: ILO-UNDP, op cit, Chile 2009

15 For more details see Cassirer and Addati, op. cit. 2007

Peru has institutionalized community based child-care centres for children living in extreme poverty

In Peru, the Wawa Wasi (children's homes) program, launched in 1993 with the support of external donors (UNICEF, IDB, EU and WFP), has been institutionalized by the government and has created around 20,000 low cost, home-based or community based child-care centers for children under 3 years living in extreme poverty. Apart from allowing low income families to access quality care services, the major advantage of this scheme is the creation of employment for local women¹⁶. In Colombia, community initiatives originally organised by women to take care of neighbours' children, have been institutionalised by the government in the form of child care programmes, run by the family welfare institute (*Instituto Colombiano de Bienestar Familiar, ICBF*)¹⁷.

In San Salvador, childcare facilities have been established close to informal markets to support market traders

Community partnerships and community outreach in partnership with formal enterprises, trade unions and NGOs have also produced some innovative strategies for supporting care of dependents. For example the San Salvador Mayor's office child-care initiative for market and street vendors has been put in place. A network of childcare facilities in close proximity to the markets has been established, - geographical proximity being an important aspect of the scheme's success. The municipality pays staff salaries and daily operating costs are covered, in part, by fees paid by parents¹⁸.

Mobile pre-school services have been set up in India to support informal economy workers on construction sites

■ **Mobile pre-school services.** An interesting innovation from India has seen the development of mobile pre-school services and the promotion of co-operatives for social and child care, including family cooperatives, which are able to respond to the needs of working parents in the informal economy. The voluntary organisation Mobile Crèches operates childcare centres for workers on construction sites and slums of Delhi, Gurgaon, Noida, Ghaziabad, Faridabad. Day-care is integrated with supplementary nutrition, healthcare, and age appropriate learning programme, followed by School Admission and Support. Mobile Crèches open day-care centres in agreement with the employer at construction sites. The builder then provides accommodation, electricity and water and the crèche only lasts as long as construction on the site. Financing comes from construction contractors, local grants, foreign donors and private fund raising.¹⁹

The Hogares Comunitarios Program (HCP), established in Guatemala City in 1991, aimed at alleviating poverty by providing working parents with low-cost, quality childcare within their communities. Each daycare center was established by a group of families who chose a local woman to provide childcare in her home for up to 10 of their children. The government provided food for the children in addition to subsidizing the caregiver's services. The evaluation of the program highlighted that beneficiaries' mothers were more likely to have salaried - and possibly more stable - employment than mothers who use other childcare arrangements, which often resulted in higher wages. Also benefiting from the program were the caregivers themselves, who tended to be older, less educated mothers with possibly fewer opportunities to work outside the home. Moreover, the evaluation pointed out at the significant positive impact of the program on the diets of participating children²⁰.

16 For more details see Resources section to access: ACT/EMP and TRAVAIL, op.cit.

17 For more details see Resources section to access ILO-UNDP, Work and Family: Towards new forms of reconciliation with social co-responsibility. Op.cit

18 For more details see Resources section to access: ACT/EMP and TRAVAIL, op.cit.

19 For more details see the Mobile Creches organization <http://www.mobilecreches.org>

20 For more details see the Resources section to access: IFPRI, City profile, op.cit. 2001

■ **Complementary services.** Innovative approaches to family-work balance often include a combination of different yet complementary elements and services. The government-led National Rural Employment Guarantee Programme in India includes the provision of on-site crèches among other worksite facilities, such as medical aid, drinking water and shade²¹. This has been seen as an essential pre-requisite to enable more women to participate in the programme, and an important innovation since many employment guarantee schemes tend to favour the participation of men for a variety of reasons.

● Childcare initiatives that include meals and health services contribute substantially to reducing a family's economic and social insecurity

From Rhetoric to Reality: Promoting Women's Participation and Gender Responsive Budgeting

This is a Joint UN programme carried out in Nicaragua with support from the Spanish MDG fund- Gender Equality Window.

As part of its broad strategic objective of promoting gender equality in the country, the project includes the provision of child care to informal workers, such as seasonal agricultural workers involved in coffee harvest. These initiatives adopt a multi partnership approach, through the support of local and national governments, employers and workers organisations.

Source: <http://sdnhq.undp.org/opas/en/proposals/suitable/222>

■ **Social partners working together.** Both employers' and workers' organisations are also promoting innovative policies to make work and family responsibilities easier to balance. These initiatives are based on the recognition of the importance of family friendly policies to attract women into the labour market and therefore make a more efficient use of the human capital. The International Organisation of Employers deals with the issue as part of diversity management. Making the business case for creating family friendly workplaces, the ILO Bureau for Employers' Activities and the Condition of Work and Employment Programme (TRAVAIL) recently issued a training package on work-family policies. Similarly, the ILO Bureau for Worker's Activities (ACTRAV) developed a training manual to support trade unions to include family friendly policies in the collective bargaining negotiations.

■ **Promoting Decent Work for care workers.** Importantly, improving the working conditions of care workers is an essential element for creating decent work opportunities in this sector, and will invariably help to enhance the quality of services provided. Recognising the education and training needs of informal workers of all ages in the informal care economy, including domestic work, is an important aspect of improving their working and living conditions. Domestic workers play an indispensable role in delivering care services and, yet are exposed to very poor working and living conditions. The ILO recently adopted international standards to support decent work for domestic workers, while also drawing attention to the enormous economic and social contribution that domestic work provides to development and growth (see brief on Domestic Workers). Similarly, the ILO is researching issues related to the shortage of care and health workers in developing

● Improving the working conditions of care workers, including domestic workers is an essential element for creating decent work opportunities in this sector, and will invariably help to enhance the quality of services provided

²¹ For more details see the Resources section to access: The National Rural Employment Guarantee Act 2005 (NREGA). Operational Guidelines, Ministry Of Rural Development Department Of Rural Development, Government Of India

countries due to international and urban-rural migration, and supporting calls for targeted migration policies and international partnerships.

● Policies that aim to reduce the costs and risks of caring for dependents range from conditional or unconditional cash transfer initiatives to investment in basic services and social infrastructure

Some Latin American countries are experimenting with new forms of social protection that include early childhood components and subsidies for childcare for those in the informal economy

■ **Reducing families' vulnerability to the cost of care, through social protection measures.** Informal economy actors not only face difficulties in accessing available and affordable care services, but they are often the most vulnerable to the economic and social risks associated with care of dependents. Additional expenses for children or other dependant family member, including sick (including people affected by HIV and AIDS) or elderly people, often have catastrophic effects on poor households' security. Poor families have limited capacities to purchase goods (such as processed food, labour saving tools such as cooking and washing utensils, private transportation means, etc) or services (private childcare, health services for the ill or disabled, domestic help) that would reduce the time they have to spend in unpaid household work. As noted earlier, they often have no access to social assistance and contributory social security schemes. Policies that aim at reducing the costs and risks of caring for dependents range from conditional or unconditional cash transfer initiatives to investment in basic services and social infrastructure. The latter include affordable public transportation to and from care giving facilities or water and energy supply to isolated areas. These can considerably reduce the amount of time spent on unpaid care activities and therefore have a positive impact on the amount of time possibly spent on remunerative employment.

Some Latin American countries, such as Chile and Mexico, are for example, experimenting with new forms of social protection through programmes that include early childhood components in the form of subsidies to enable access to childcare facilities for informal workers, among others. Day care centres are also used as important means to deliver nutritional and health related support to vulnerable households²². In Chile the comprehensive protection system for early childhood, (*Sistema de Protección Integral a la Primera Infancia Chile Crece Contigo*), known as "Chile grows up with you", created in 2006 offers benefits such as a prenatal family subsidy and preferential access to childhood development services, as well as free, quality childcare for all children under the age of two, whose mothers are either working or seeking employment. The program is particularly relevant to informal economy workers as it targets the most vulnerable 40% of the population. In particular the program includes as a target group mothers who are studying, especially teenage mothers, in order to retain them in the school system. Through this program approximately 900 new centres have been built every year, and by the end of 2009, 3,500 free, public child care centres will care for 70,000 infants, up 500% increase over the public sector supply in 2005. Some offer countrywide services.²³

■ **Opening up income opportunities for women.** Any program or project aiming to promote more and better income opportunities for women in the informal economy is likely to impact the household capacities to pay for care (private care -institutional or individual) for dependant family members. These policies cover a wide range of possible initiatives, from anti-discrimination campaigns for trade unions, employers and informal workers so to better equip them identifying and addressing discrimination on the basis of sex or family responsibilities, to the extension of social security to excluded

²² For more details see Resources section to access: UNESCO, "Education for All Global Monitoring Report 2009"

²³ For more details see Resources section to access: ILO-UNDP, Work and Family: Towards new forms of reconciliation with social co-responsibility. Op.cit

groups such as domestic workers or home workers. Each of these specific issues have been covered by separate briefs in this Policy Resource, but it is important here to mention that all these policy interventions, when well designed, have the potential to directly or indirectly affect the way families and individuals can reconcile caring and work activities.

■ **Promoting cultural and attitudinal changes about the traditional roles and responsibilities of women and men.** Measures that aim to change behaviours and attitudes are essential to enable a more equitable division of household tasks. While these strategies are for the medium and longer terms since attitudinal shifts take time, they have the potential to significantly impact on how those in the informal economy organise their private and productive lives. They encompass a wide range of gender equality initiatives, from education and training programme, school curricula design to parental benefits and parental leave among others. Such measures are based on the recognition of the imbalance in tasks and responsibilities among men and women in the private and public spheres and of the consequent impact this has in both economic and social terms. Gender equality initiatives should recognise the caring roles of men as well as of women and offer both viable and targeted solutions to achieve a better balance of work and family. Family friendly policies cannot focus on women only, as this would simply perpetuate the existing gender division of labour. In designing family-friendly policies policy makers should consider the different impact these have on both women and men. Education and awareness raising initiatives through formal and informal education should focus on challenging traditional attitudes, while recognising the implication social change has for both women and men. An example of community education programme aimed at discussing the costs of “traditional masculinity” is the Brazilian-based Program H (“Hombres”). This NGO programme was set up in 1999 in collaboration with young men from low-income communities in Brazil and Mexico. With the support of a specifically designed training manual and awareness raising materials, the programs questions the assumption that men are not care givers and focuses on how young men themselves define care-giving and the place it has, and should have, in their daily lives. The program has been more recently complemented by program M (“Mujeres”), which involves young women into the design of awareness raising materials (including a radio broadcasted soap opera) on a variety of gender equality issues such as parenthood and shared care-giving.²⁴

● Promoting more and better income opportunities for women in poor communities is likely to positively impact household capacities to pay for the care of dependents

²⁴ For more details see Resources section for Emily Esplen: “GENDER and CARE Overview Report BRIDGE, February 2009



Women with her baby working in a small dressmaking workshop, Bolivia.

RESOURCES

This section provides a list of resources which can enable the reader to delve deeper into the issue. Details of the good practices cited above can be accessed here. The section comprises international instruments, International Labour Conference conclusions, relevant publications and training tools. A bibliography of references in the text is further below. There may be some overlap between the two.

ILO instruments and Conference Conclusions

Workers with Family Responsibilities Convention, 1981, (No 156)
Employment (Women with Family Responsibilities) Recommendation, 1965, (no123)
Equal Remuneration Convention, 1951, (No 100)
Equal Remuneration Recommendation, 1951, (no.90)
Discrimination (Employment and Occupation) Convention, 1958, (No 111)
Discrimination (Employment and Occupation) Recommendation, 1958, (No 111)

ILO 2009 Conclusions concerning Gender Equality at the heart of Decent Work, International Labour Conference 98th session, Geneva

Relevant Publications

Cassirer, N. and Addati, L. 2007 Expanding women's employment opportunities: Informal economy workers and the need for childcare, ILO Geneva

Esplen, E. 2009 Gender and Care Overview Report BRIDGE, February 2009,
<http://www.siyanda.org/search/summary.cfm?nn=3873&ST=SS&Keywords=girls&SUBJECT=0&Donor=&StartRow=1&Ref=Sim>

Government of India, 2008, The National Rural Employment Guarantee Act 2005 (NREGA). Operational Guidelines, Ministry Of Rural Development Department Of Rural Development, Government Of India, New Delhi, 2008,
http://nrega.nic.in/Nrega_guidelinesEng.pdf

Hein, C. and Cassirer, N. 2010. Workplace solutions for childcare, ILO Geneva
http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_110397/lang-en/index.htm

Hein, C., 2005 Reconciling work and family responsibilities: practical ideas from global experience, ILO TRAVAIL, Geneva,

ILO 2010 Achieving MDG4 through Decent Work
http://www.ilo.org/travail/info/fs/lang-en/docName--WCMS_141550/index.htm

ILO-UNDP, 2009 Work and Family: Towards new forms of reconciliation with social co-responsibility. International Labour Organization and United Nations Development Programme, Santiago, Chile
http://www.ilo.org/wcmsp5/groups/public/@dgreports/@gender/documents/publication/wcms_111375.pdf

ILO Global Job Crisis Observatory,
<http://www.ilo.org/public/english/support/lib/financialcrisis/featurestories/story10.htm>

IFPRI 2001 City Profiles, Guatemala City A Focus on Working Women and Childcare,
<http://www.eldis.org/vfile/upload/1/document/0708/DOC13263.pdf>

ILO-UNDP, Work and Family: Towards new forms of reconciliation with social co-responsibility. International Labour Organization and United Nations Development Programme, Santiago, Chile 2009
http://www.ilo.org/travail/whatwedo/publications/WCMS_TRAVAIL_PUB_55/lang-en/index.htm

UNESCO 2009 “Education for All Global Monitoring Report 2009, Oxford University Press, Oxford”
<http://unesdoc.unesco.org/images/0017/001776/177683e.pdf>

Tools

ILO 2009 Training package on Work and Family. Managing Diversity and Equality at the Workplace, ACT/EMP-TRAVAIL.
<http://www.ilo.org/public/english/dialogue/actemp/whatwedo/projects/diversity.htm>

ILO 2009 WISER Module 5 on Family-Friendly Policies, Action Manual and Trainers’ Guide
http://www.ilo.org/travail/whatwedo/instructionmaterials/lang--en/docName--WCMS_145380/index.htm
http://www.ilo.org/travail/whatwedo/instructionmaterials/lang--en/docName--WCMS_145387/index.htm

Olney, S. Goodson, E. Maloba-Caines 2002 Gender Equality: a Guide to Collective bargaining, Olney, Goodson, Maloba-Caines, ACTRAV/IFP-DIALOGUE, ILO Geneva
<http://actrav.ilo.org/english/library/socdiag/v07000.htm>

For more information see the ILO Conditions of Work and Employment Department website <http://www.ilo.org/travail/lang--en/index.htm>

References

Cassirer, N. and Addati, L. 2007 Expanding women’s employment opportunities: Informal economy workers and the need for childcare, ILO Geneva

Esplen, E. 2009 Gender and Care Overview Report BRIDGE, February 2009

Esplen, E. 2009 Gender and Care Overview Report BRIDGE, February 2009

Hein, C. and Cassirer, N. 2010 Workplace solutions for childcare, ILO Geneva

Hein, C. 2005 Reconciling work and family responsibilities: practical ideas from global experience, ILO TRAVAIL, Geneva,

ILO-UNDP, 2009 Work and Family: Towards new forms of reconciliation with social co-responsibility. International Labour Organization and United Nations Development Programme, Santiago, Chile
http://www.ilo.org/travail/whatwedo/publications/WCMS_TRAVAIL_PUB_55/lang--en/index.htm

ILO Global Job Crisis Observatory,
<http://www.ilo.org/public/english/support/lib/financialcrisis/featurestories/story10.htm>

International Food Policy Research Institute (IFPRI) 2003. “Guatemala City: A focus on working women and childcare”, in IFPRI City Profiles, Available at
<http://www.ifpri.org/themes/mp14/profiles/guatemalacity.pdf>.

IFPRI 2001 City Profiles, Guatemala City A Focus on Working Women and Childcare,
<http://www.eldis.org/vfile/upload/1/document/0708/DOC13263.pdf>

ILO-UNDP, Work and Family: Towards new forms of reconciliation with social co-responsibility. International Labour Organization and United Nations Development Programme, Santiago, Chile 2009
http://www.ilo.org/travail/whatwedo/publications/WCMS_TRAVAIL_PUB_55/lang--en/index.htm

Ministry of Rural Development India 2008 The National Rural Employment Guarantee Act 2005 (NREGA). Operational Guidelines, Ministry Of Rural Development Department Of Rural Development, Government Of India, New Delhi, 2008,
http://nrega.nic.in/Nrega_guidelinesEng.pdf

Razavi, S. “The Political and Social Economy of Care in a Development Context Conceptual Issues, Research Questions and Policy Options”, Gender and Development Programme Paper Number 3, United Nations Research Institute for Social Development, June 2007

UNESCO 2009 “Education for All Global Monitoring Report 2009, Oxford University Press, Oxford

Contents:

Acknowledgments / Foreword / Preface / How to use the Guide / Acronyms

PART I: Key concepts

1. Decent Work and the Informal Economy

1.1 Key conceptual issues

2. Measurement of the Informal Economy

2.1 Addressing statistical challenges

PART II: Policies to support transitions to formality

3. Growth Strategies and Quality Employment Generation

3.1 Patterns of economic growth and the informal economy

4. The Regulatory Framework and the Informal Economy

(A) International Labour Standards

4.a1 The Regulatory Environment and the informal economy: setting a social floor for all who work

4.a2 International Labour Standards (ILS): bringing the unprotected under the law

4.a3 Understanding the employment relationship and its impact on informality

(B) Specific Groups

4.b1 Domestic Workers: strategies for overcoming poor regulation

4.b2 Homeworkers: reducing vulnerabilities through extending and applying the law

4.b3 Street vendors: innovations in regulatory support

4.b4 Micro and Small Enterprises (MSEs), informality and labour law: reducing gaps in protection

4.b5 Strategies for transforming undeclared work into regulated work

(C) Labour Administration

4.c1 Labour administration: overcoming challenges in reaching the informal economy

4.c2 Labour inspection and the informal economy: innovations in outreach

5. Organization, Representation and Dialogue

5.1 Social dialogue: promoting good governance in policy making on the informal economy

5.2 The role of Employers' organizations and small business associations

5.3 Trade unions: reaching the marginalized and excluded

5.4 Cooperatives: a stepping stone out of informality

6. Promoting Equality and Addressing Discrimination

6.1 Promoting women's empowerment: a gendered pathway out of informality

6.2 Migrant workers: policy frameworks for regulated and formal migration

6.3 Disability: inclusive approaches for productive work

7. Entrepreneurship, Skills Development, Finance

7.1 Informal enterprises: policy supports for encouraging formalization and upgrading

7.2 Enhancing skills and employability: facilitating access to the formal economy

7.3 Microfinance: targeted strategies to move out of informality

8. Extension of Social Protection

8.1 Extending social security coverage to the informal economy

8.2 HIV/AIDs: overcoming discrimination and economic exclusion

8.3 Extending maternity protection to the informal economy

8.4 **Childcare: an essential support for better incomes**

9. Local Development Strategies

9.1 Local development: opportunities for integrated strategies for moving out of informality