

Recognizing Women's Labour: The Care Economy



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The Care Economy

- The care economy consists of the production, distribution, exchange, and consumption of care services. Care services are considered as “indirect care” when undertaken as domestic work. “Direct care” services involve the development of an interpersonal relationship.
- The care economy refers to non-remunerated work, generally performed by women, that takes place in the home or the community. As a result, the relatively recent studies on the “care economy” are associated with gender equality.

Source: Various academic studies on the care economy compiled by FLACSO, 2018.



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Spheres of the Care Economy

- Care work takes place in various environments as part of both the informal and formal economy. Some care work is provided by the health services sector, which is formal and public.
- Public childcare services for children, primary education, care for individuals with disabilities or long-term care, as well as care for those of advanced age, are other components of the care economy.

Source: Various academic studies on the care economy compiled by FLACSO, 2018.



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- However, health, education, and social services overlap with other forms of remunerated and non-remunerated care work provided, for example, by family and community members, sometimes as a result of lack of Access to quality care services.
- Some governments depend on the non-remunerated work by women and girls or insufficiently compensated domestic workers, to provide public services, or as a substitute for them, in their efforts to limit the state's expenditure.

Source: Various academic studies on the care economy compiled by FLACSO, 2018.



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- The care economy is growing due to increased demand for care for children and aging populations, which will create numerous jobs in the coming years. However, care work continues to be characterized by a lack of benefits and protections, low salary or a lack of compensation, and risk for suffering physical and mental harm, and in some cases, sexual abuse.
- It is evident that new solutions for the provision of care are necessary in two respects: as it relates to the nature and facilitation of care policies and services, and in terms of the conditions in which care is provided.

Source: Fiedrich Foundation and others, 2018.



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Women in work

Global trends

- Women are disproportionately responsible for the non-remunerated care work provided to other people. Women dedicate between 2 to 10 times more time on a daily basis to care provision (children, elderly and ill persons), and between 1 and 4 hours less on a daily basis to market activities.
- In the European Union, for example, 25% of women report that their care responsibilities and other family and personal-related tasks are the reason for their lack of participation in the workforce, in comparison with 3% of men. This has an adverse effect on women's participation in the workforce.

Source: UN Women, United Nations, 2018.



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- For women, the likelihood of working in the informal employment sector, is higher than that for men. In South Asia, more than 80% of women work in the informal sector; 74% in Sub-Saharan Africa; and in Latin America and the Caribbean, 54%.
- In rural areas, many women earn their livelihood from small-scale agriculture, almost always informally and often without remuneration.

Source: UN Women, United Nations, 2018



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The Current Situation for Women

Global Trends

- More women than men hold vulnerable, low-paid, or under-valued jobs. Until recently, 49.1% of women workers in the world were in a vulnerable employment situation, often without labour law protections.
- Women are much more likely than men to hold precarious employment in East Asia (50.3% versus 42.3% of men); Southeast Asia and the Pacific (63.1% versus 56%); the South Asia (80.9% versus 74.4%); North Africa (54.7% versus 30.2%); the Middle East (33.2% versus 23.7%); and Sub-Saharan Africa (almost 85.5% versus 70.5%)

Source: UN Women, United Nations, 2018



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Ethnicity and Gender: Their Effect in the Labour Force

- Ethnicity and gender interact to create salary disparities that are especially wide in the case of women belonging to a minority group. In the United States, for example, “women of all of the most numerous ethnic and racial groups earn less than men of the same group.”
- The average weekly income for Hispanic women was recently recorded as \$541USD in a full-time job, which is only 61.2% of the average weekly income of White men.
- The average weekly income for Afro-descendant women was recorded as \$606USD, which is equivalent to only 68.6% of that of White men.

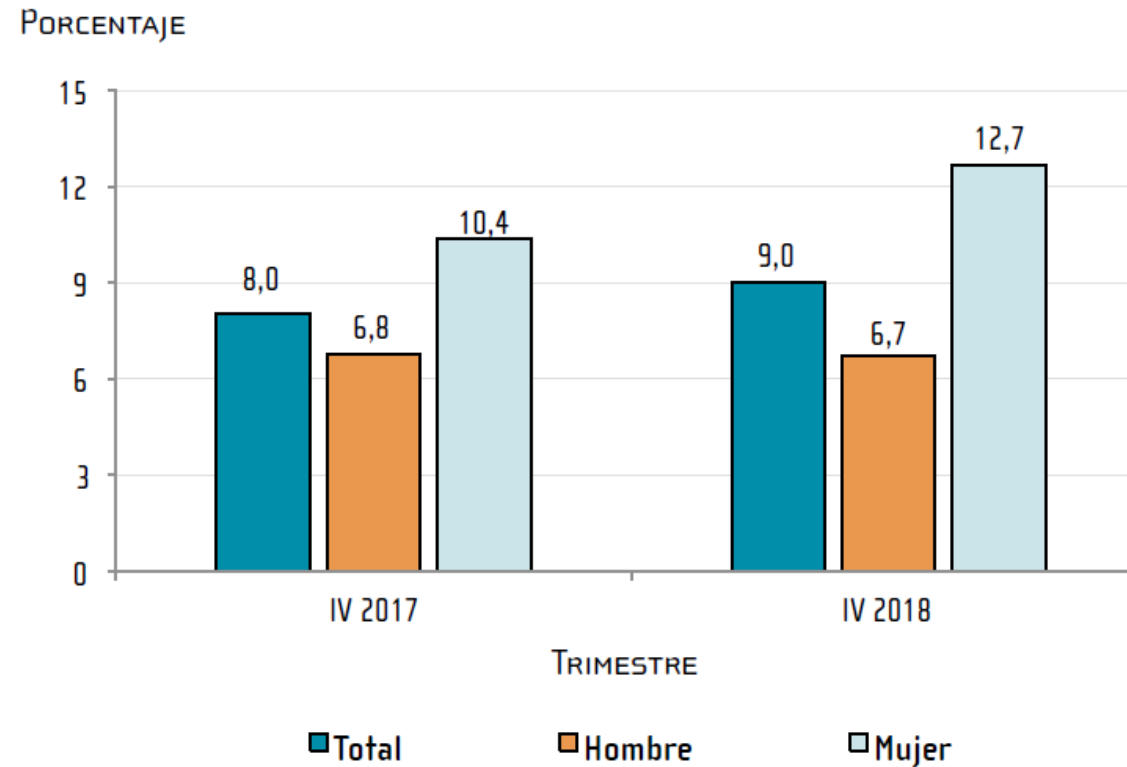
Source: UN Women, United Nations, 2018



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Women and Productivity in Costa Rica

Costa Rica: Porcentaje de la población ocupada con subempleo por sexo, IV trimestre 2017 y IV trimestre 2018

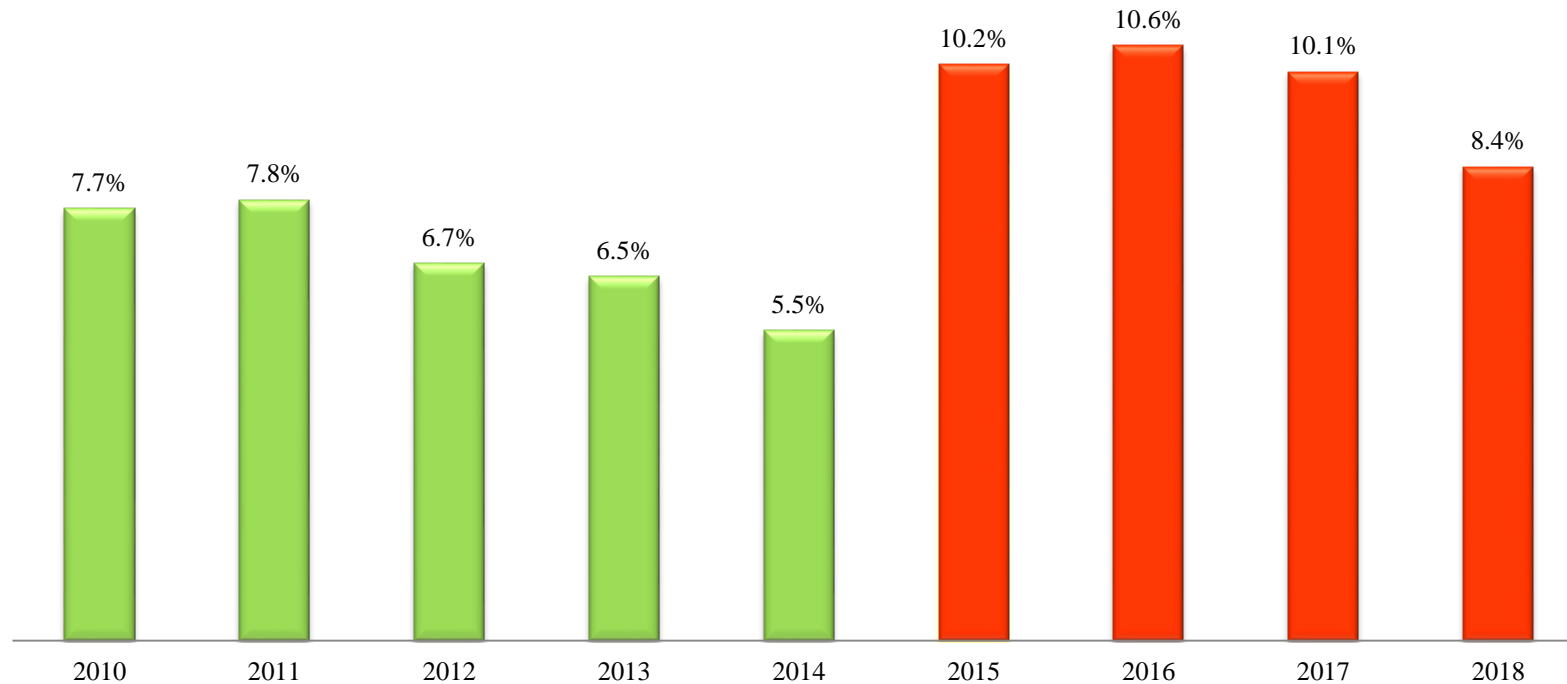


Source: INEC-Costa Rica. Continuous Employment Survey (ECE), 2018.

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The State of Early Childhood Development Services in Costa Rica

Costa Rica: Percentage of households in situations of poverty without care, 2010-2018



Source: INEC-Costa Rica. Continuous Employment Survey (ECE), 2018.

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State Actions Related to the Care Economy in Costa Rica

- Law 9220: National Child Care and Development Network. This was created in an effort to provide a public, universal, and well-financed system for child care and development.
- Law 9188: Law Strengthening the National Council for Older Adults (CONAPAN), with the purpose of assisting older adults in their homes or communities with support from state programs, and securing state funding for community housing for older adults living alone or with a partner.
- Law 9379: Law Promoting the Autonomy of Persons with Disabilities. The objective is to promote and ensure the full exercise of autonomy for persons with disabilities, which is achieved through the establishment of human personal assistance.

Source: MIDPLAN, Supreme Court of Justice, and other national entities.

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- The National Policy for Effective Equality between Women and Men in Costa Rica 2018-2030 responds to international commitments on human rights and substantive equality, built on the conventions ratified by Costa Rica that protect women's rights. Seeks to advocate for gender mainstreaming, normative equality between women and men, the role of civil society in public policy on equality, planning with a gender lens, and the role of women in work, among other themes.
- Reform of the Law Promoting Social Equality for Women, Law No. 7142 of March 8, 1990, to ensure equal pay between women and men. The bill seeks to achieve pay equality for women and men through the inclusion of an article that adds three articles, as well as a transition to chapter III of the Law Promoting Social Equality for Women in Costa Rica.

Source: MIDPLAN, Corte Suprema de Justicia y otras entidad nacionales.

Bills On Route to Becoming Laws in Costa Rica

- Bill 20.822: Law on institutional and financial strengthening for the National Child Care and Development Network.
- Bill 21.134: Reform of clause d) of article 4 of Law No. 7801, of article 23 of Law No. 7586, of the final paragraph of article 16 and addition of a transition to Law No. 8589, to support cultural change and work with men to support women in situations of violence.
- Bill 21.057: Law on women's rights to qualified, dignified, and respectful treatment during pregnancy, childbirth, post-partum, and newborn care.
- Bill 21.127: Law for women heads of household to ensure that their economic input are considered part of income subject to credit in the National Banking System.
- Bill 21.149: Reform to articles 94, 95, 96 and 100 and the addition to article 70 of the Labour Code, Law 2, and its reforms to combat workplace discrimination against women in maternity.
- Bills also on the provision of physiotherapy services before and during pregnancy and after childbirth.

Future Actions for Social Co-Responsibility for Care

1. Universalization of child care and development services (from 0 to 6 year).
2. Expansion of progressive care services for adults of older age.
3. Cultural change: men's full participation in the sphere of familial and domestic responsibilities.
4. APP: joint effort between the central and local governments, businesses, and family and community organizations.

Actions:

- Legislation
- Infrastructure
- Awareness-raising, knowledge and skill-building
- Human resource training
- Investment

Domestic Work according to Forges





THANK YOU!

Member of the Legislative Assembly
Shirley Díaz Mejías

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