

# CARE POLICY EVIDENCE REVIEW


Evidence of  
effective policy  
measures and  
programme  
interventions to  
address unpaid  
and paid care work





PURPOSE

This table provides an overview, by region, of over 160 public policy measures and programme interventions to address unpaid and paid care work. Its purpose is to provide civil society, policy makers and researchers with evidence to inform advocacy, decision making and research on care. It can be used in conjunction with the [Care Policy Scorecard](#), or as a standalone reference document.

The policies and interventions are divided into three categories:

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**1) Evaluated:** Those that have been shown to have an impact on recognizing, redistributing and reducing unpaid and paid care work, rewarding paid care work, and ensuring that people with unpaid and paid caring responsibilities are represented in the policy decisions that affect their lives.
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**2) Not yet evaluated:** Those which have not yet been evaluated, but can serve to inform and inspire other regional, national and sub-national governments and civil society actors.
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**3) Implemented during COVID-19:** In response to the pandemic, governments around the world have implemented policies and initiatives to address needs and challenges related to unpaid and paid care work (although most benefitted workers in the formal economy and many had ‘sunset’ clauses, meaning they would cease to have effect after a specific date). Some examples of these measures are provided in this table. A more comprehensive list can be found in the [UNDP COVID-19 Global Gender Response Tracker](#).






**Note:** While this table is intended to be comprehensive in terms of the regions/countries and policies included, it is not exhaustive and there are many other examples that could also be included. Additionally, while some policies and their assessments adopt a heteronormative approach or frame women as the primary caregivers, this is not the view of the authors of the evidence review. Finally, while all the listed policies address care (unpaid or paid) in some way, not all can be considered transformative in terms of who is included and excluded in the policy and how it was developed. As such, this table is intended to document different care policies around the world rather than to reflect the views of the authors in terms of what is considered transformative care policy.












CONTENTS






1. Policies and interventions that address unpaid care work	3
2. Policies and interventions that address paid care work	16
3. Cross-sectoral policies and interventions that address unpaid and paid care work	22
4. References	26




POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
<b>1.1 Care-supporting physical infrastructure</b> 	 <p>A Stanford study from <b>26 sub-Saharan African countries</b> found that cutting the walking time to a water source by just 15 minutes reduced under-five child mortality by 11%, and decreased rates of nutrition-depleting (and care-intensive) diarrhoea by 41%.<sup>1</sup></p>  <p><b>Ghana:</b> Analysis of time-use data found that women who have access to electricity in their house dedicated over an hour more to income-generating activities, with their time freed from care work.<sup>2</sup></p>  <p><b>Senegal:</b> Evidence from a mixed methods study in rural areas shows that access to small piped-water systems is associated with time savings for women. This enables them to spend more time on income-generating activities and start new enterprises.<sup>3</sup></p>	 <p><b>Cambodia:</b> The publicly owned Phnom Penh Water Supply Authority has been running a 'Clean Water for Low-Income Families' programme for more than 10 years as part of the government's poverty-reduction policy. The programme has significantly reduced the cost of water for more than 30,000 poor households, and has contributed to time savings for the women and children in those households.<sup>10</sup></p>  <p>Rural northern <b>India:</b> Women with LPG spend 80% less time on fuel collection.<sup>11</sup></p>  <p><b>India:</b> Research in parts of India revealed that in households with access to the government drinking water scheme, women spend on average one hour more on paid work and 22 minutes less on care work per day compared to women in households that don't have access to the scheme.<sup>12</sup></p>	 <p><b>Panama:</b> The Panama Public Works Programme enabled Indigenous communities to improve their water and sanitation infrastructure through construction microenterprises. The programme addressed women's time poverty and challenged gender stereotypes by promoting a more equitable intra-household division of labour and supporting women's leadership positions.<sup>17</sup></p>  <p><b>Brazil:</b> The 'Luz Para Todos' programme increases the coverage of light supply for poor and rural populations.<sup>18</sup></p>  <p>In <b>Argentina</b>, during the COVID-19 pandemic the government ensured that key utilities – such as energy, gas, water, telecommunications, internet and TV services – could not be suspended, even if bill payments were missed.<sup>19</sup></p>	 <p>London, <b>UK:</b> Women are more likely to 'trip-chain', meaning their travel patterns consist of small, interconnected journeys related to their care work (such as dropping children off at school, grocery shopping, etc.).<sup>21</sup> London introduced a 'hopper fare' to its bus network; this allows passengers to make two trips for the price of one in an hour, accommodating women who trip-chain.<sup>22</sup></p>  <p>Barcelona, <b>Spain:</b> Barcelona's orthogonal bus route is better for trip-chaining; the routes and stops support women's mobility as they make trips for paid and unpaid care work.<sup>23</sup></p>  <p>Vienna, <b>Austria:</b> The Frauen-Werk-Stadt (Women-Work-City) housing complexes are built to cater to women's caring needs. The complexes have a tram stop and an onsite kindergarten, and are also close to shops and a doctor's surgery. The design of the apartments is also conducive to carrying out care work.<sup>24</sup></p>	 <p><b>Jordan:</b> A Food and Agriculture Organization (FAO) programme, 'Improving Livelihoods and Environment', includes short-term interventions targeted at water-scarce rural communities. The programme is focused on youth and women, and promotes labour-saving processes for generating renewable energy.<sup>25</sup></p>

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	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
1.1 Care-supporting physical infrastructure (continued)	 <p><b>South Africa:</b> Rural electrification has been linked to a decrease in women's care work and a 9% increase in female formal labour participation.<sup>4</sup></p>  <p><b>Tanzania:</b> Data from a nationally representative time-use survey was used to demonstrate, through simulations, how women could save 1,128 million hours a year collectively from improvements in water infrastructure.<sup>5</sup></p>  <p><b>Uganda:</b> In 2006, the Ministry of Water and Environment updated a policy to expand water-supply services to poor communities in urban as well as rural areas. The policy included affordable connections; a pro-poor tariff tailored to different customer categories; and a pro-poor targeting project subsidizing the water supply in poor settlements of Kampala. These measures increased services in poor communities and decreased women's and girls' time spent fetching and queuing for water.<sup>6</sup></p>	 <p><b>Nepal:</b> The 'Gender Equality and Empowerment of Women Project', implemented by the Asian Development Bank (ADB) and the Ministry of Women, Children and Social Welfare of Nepal between 2009 and 2013, included over 3,500 small community infrastructure projects. The introduction of water taps was particularly beneficial for women, reducing the amount of time they spent on water-related tasks by 41 minutes per day on average. This has had positive effects on households, 67% of which reported dedicating the time saved to income-generating activities.<sup>13</sup></p>  <p><b>Pakistan:</b> An econometric study found that improvements in public water supply infrastructure were associated with a reduction in the time women spend collecting water and an increase in the time they allocate to income-generating activities.<sup>14</sup></p>	 <p>In <b>Colombia</b>, water services have been provided free of charge for low-income families.<sup>20</sup></p>		











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1.1 Care-supporting physical infrastructure (continued)	 <p>Rural areas of <b>Zimbabwe</b> and informal urban settlements in Nairobi, <b>Kenya</b>: Access to an improved water source was shown to reduce women's unpaid care workload by up to four hours a day – the equivalent of two months a year.<sup>7</sup></p>  <p>In <b>Chad</b>, during the pandemic, electricity and water bills of vulnerable households were paid by the government for up to six months.<sup>8</sup></p>  <p>In <b>Mauritania</b>, the government covered the costs of water for part of the year for all rural citizens.<sup>9</sup></p>	 <p><b>Afghanistan's</b> National Solidarity Programme (NSP) developed a social capital programme aiming to create physical infrastructure – including water supply, sanitation and irrigation – primarily to address women's demands for literacy, hygiene and education by freeing up their time spent on water-related activities.<sup>15</sup></p>  <p><b>South Korea</b>: During the pandemic, 1.57 million low-income households have benefitted from a government electricity bill payment deferral scheme.<sup>16</sup></p>			












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<b>1.2 Care services</b> 	 <p><b>Ethiopia:</b> As part of the Productive Safety Net Programme (PSNP), the government created public works jobs that provide free childcare for large sites. This allows women to participate in income-generating activities; it has also had a positive impact on men's appreciation of unpaid care work, and resulted in a small increase in their share of care work.<sup>26</sup></p>  <p>Nairobi, <b>Kenya:</b> Women who placed their children in subsidized daycare earned a higher income without increasing the number of hours worked.<sup>27</sup></p>  <p><b>South Africa:</b> A policy simulation shows that a 13.3bn rand (equivalent to 3.5% of public expenditures and 1.1% of GDP in 2007 prices) investment in home-based healthcare and early childhood care services is likely to generate 772,000 new direct and indirect jobs, with 60% of these going to women.<sup>28</sup></p>	 <p>Rajasthan, <b>India:</b> Women who placed their children in subsidized daycare facilities earned a higher income without increasing the number of hours worked.<sup>30</sup></p>  <p><b>India:</b> The Integrated Child Development Services (ICDS), or 'Anganwadi', has grown into one of the world's largest early childhood care and education (ECCE) programmes. In addition to crèche facilities and pre-primary education, it provides health services and nutritional supplements. Compared to other care workers, research prior to COVID-19 showed that Anganwadi volunteers enjoy some social standing, relatively extensive unionization, and can better juggle their family's needs and Anganwadi care duties.<sup>31</sup></p>	 <p><b>Bolivia:</b> The National Wawa Wasi Programme (PNWW) provides comprehensive daycare for girls and boys aged under 47 months. A commonly noted impact is the extra time women have gained by having their children in the Wawa Wasi. This is put to use either by taking animals to the field to graze (frequently stated), cleaning the house or simply relaxing.<sup>32</sup></p>  <p><b>Mexico:</b> The federal government subsidizes up to 90% of the cost of daycare for children who are eligible through the Estancias programme. Among women benefiting from the programme, 18% more are now employed, spending on average six additional hours each week in paid work.<sup>33</sup></p>  <p><b>Brazil:</b> The 'Brasil Carinhoso' programme provides resources for expanding public childcare and meals for children at school.<sup>34</sup></p>	 <p>Quebec, <b>Canada:</b> A subsidized childcare scheme, implemented since 1996, has provided low-fee, universal childcare. Since then, Quebec has seen the rate of women aged 26-44 in the paid workforce reach 85% – the highest in the world. The scheme has paid for itself and increased government savings, generating income taxes to cover more than 100% of the cost. Increases in the number of young women in Quebec's paid labour force has resulted in more taxes going back into the economy in social benefits, and fewer families depending on benefits.<sup>37</sup></p>  <p>Washington D.C., <b>USA:</b> Since 2009, the city government has offered two years of universal, full-day preschool to 3- and 4-year-old children. The programme is open to all families regardless of household income. Since the expansion of preschool, the city's maternal paid labour force participation rate has increased by 12 percentage points, with 10 of those points</p>	 <p><b>Turkey:</b> A simulation study finds that if public expenditures on childcare and preschool education services were to increase by 1.18% of GDP, whereby Turkey would achieve OECD average preschool enrolment rates, 719,000 new jobs would be created, with 73% of these going to women. An expenditure of similar magnitude on physical infrastructure and construction would yield only 290,000 jobs, with only 6% going to women.<sup>46</sup></p>  <p><b>Bahrain:</b> During the COVID-19 pandemic, the Supreme Council for Women in Bahrain provided educational support to female essential workers to help them with distance learning.<sup>47</sup></p>







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1.2 Care services (continued)	 <p><b>Kenya:</b> In the SOCFINAF coffee plantations there is a childcare centre on each of nine plantations, with a crèche and nursery school for children aged 3 months to 6.5 years. Coordinated by the HR department, the facilities are free for permanent workers and include two meals per day and healthcare. The cost to the employer is around \$3 per month per child.<sup>29</sup></p>		 <p><b>Costa Rica:</b> The Costa Rican Care Network (Red Nacional de Cuido y Desarrollo Infantil), launched in 2014, is rights-based, universal in ambition – aiming to guarantee access to childcare services to all children up to 6 years of age – and includes various different providers and alternatives. Stated programme objectives include ensuring that the provision of childcare services will allow both mothers and fathers to work for pay or engage in education with time freed from care work.<sup>35</sup></p>  <p><b>Guyana:</b> During the COVID-19 pandemic, Guyana has been providing free childcare to frontline workers who are providing an essential or key public service. The Child Care Assistance Programme makes direct payment for services to childcare facilities. In the first phase, the programme was piloted to benefit frontline workers, especially women.<sup>36</sup></p>	<p>attributable to universal preschool. The paid labour force participation rate has increased for both low- and high-income families.<sup>38</sup></p>  <p><b>USA:</b> A policy simulation finds that a hypothetical \$50bn investment in home-based healthcare and early childhood development services is likely to generate approximately 1.2 million jobs (with over 90% of these going to women), versus 556,000 jobs created by an equivalent investment in physical infrastructure (with 88% of jobs going to men).<sup>39</sup></p>  <p>Gambaro et al. (2014b) gathered information from <b>several industrialized countries</b> about their ECCE policies and the extent to which the most disadvantaged families participated in ECCE and had access to high-quality services. By comparing findings across countries, they concluded that universal (i.e. not targeted to low-income families) and free ECCE services were most likely to reach disadvantaged families.<sup>40</sup></p>	














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1.2 Care services (continued)				 <p>In <b>Malta</b>, women's employment rate is one of the lowest in the EU, and the gap between women and men is the widest. In 2014, the Maltese government introduced free childcare for parents/guardians in work or education. By 2017, the measure had had a positive impact on women's paid employment.<sup>41</sup></p>  <p>New York City, <b>USA</b>: The 'Pre-K for All' programme guarantees free, full-day pre-kindergarten to every 4-year-old in the city (the programme is expanding to include 3-year-olds).<sup>42</sup></p>  <p>In the <b>UK</b>, Goldman Sachs offers an on-site crèche as part of the company's benefits package. The programme offers full-time care for children up to age 3, and four weeks' free childcare after parental leave to support the back-to-work transition.<sup>43</sup></p>	








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1.2 Care services (continued)				 <p>In <b>Canada</b>, in response to the pandemic, childcare centres were established for essential workers in several cities.<sup>44</sup></p>  <p>In <b>Australia</b>, the Early Childhood Education and Care Relief Package gave families fee relief while supporting childcare services to keep their doors open, and offered free childcare services for workers in essential jobs.<sup>45</sup></p>	
1.3 Social protection benefits related to care 	 <p><b>South Africa:</b> The government-provided Child Support Grant (CSG) has allowed women to place children in nurseries/ crèches. Over the long term, having a child who receives the CSG has been linked to women's increased participation in paid work and increased income. Female CSG participants were found to be less likely to accept the gendered division of labour and more involved in community meetings.<sup>48</sup></p>	 <p><b>India:</b> The Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) aims to reduce the drudgery associated with unpaid care. It was mainly implemented through building community assets such as wells, roads and ponds, to increase women and girls' livelihood security and wellbeing. However, several studies warned that women's participation in MGNREGA reduced their time for household duties, exacerbating tensions within the household.<sup>53</sup></p>	 <p><b>Chile:</b> The national childcare programme 'Chile Crece Contigo' recognizes that childcare and education are a social responsibility and public policy matter. The programme supports families (especially women) to balance paid and unpaid work, improve their living conditions and ensure they have adequate means for their children's upbringing and education.<sup>56</sup></p>	 <p><b>Ukraine:</b> As a result of participating in the 'Positive Children's Project', women reported being able to spend quality time with peers, reducing their isolation.<sup>62</sup></p>  <p>Washington D.C., <b>USA:</b> The Keep Child Care Affordable Tax Credit is a refundable income tax credit based on the amount of eligible childcare expenses paid by the taxpayer, of up to \$1,000 per eligible child aged 4 years or younger.<sup>63</sup> The credit is currently available to families or tax filers with an income of</p>	 <p><b>Jordan:</b> The social security system offers high coverage with the Provisional Law No. 7 of 2010. The legislation extends social protection benefits for women, including access to pensions for unpaid carers.<sup>70</sup></p>  <p>In <b>Egypt</b>, women's movements helped to bring about a feminist conditional cash transfer programme with 'women's entitlement as citizens' at its core – making it one of the most progressive conditional cash transfer programmes internationally.<sup>71</sup></p>




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1.3 Social protection benefits related to care (continued)	 <p><b>Uganda:</b> Families with who received Social Assistance Grants for Empowerment (an additional component of family benefits to take care of older people) reported that older people say they no longer ‘feel like a burden’.<sup>49</sup></p>  <p>In <b>Kenya</b> and <b>South Africa</b>, the governments provide special transfers to families taking care of orphaned and vulnerable children, recognizing that this care requires extra resources. South Africa’s Child Support Grant is an explicit recognition of the care responsibility involved in bringing up a child, and that the state needs to provide support (in this case financial) to poor and vulnerable families for this responsibility.<sup>50</sup></p>  <p><b>Namibia</b> and <b>Uganda:</b> The National Plan of Action for Orphans and Vulnerable Children (2006–10) and the National Strategic Programme Plan of Interventions for</p>	 <p><b>Pakistan</b> used digital technology to rapidly roll out the ‘Ehsaas Emergency Cash Programme’ during the pandemic, reaching 14 million families in need of livelihood support. Some 4.5 million existing female beneficiaries received top-up benefits for four months.<sup>54</sup></p>  <p>In <b>South Korea</b>, the government gave parent employees up to five days’ childcare leave, along with pay of 50,000 won (\$40) per day.<sup>55</sup></p>	 <p><b>Argentina:</b> The Universal Family Allowance per Child for Social Protection policy provides a monthly family allowance for parents who are unemployed or work in the informal economy. The Universal Pregnancy Allowance provides a monthly salary to pregnant women who are unemployed. These two allowances can be received under the age of 18, or for a disabled child. Both policies have an underlying recognition that women are less likely to participate in formal labour markets.<sup>57</sup></p>  <p><b>Chile:</b> The Solidario programme targets families and people in extreme poverty through cash transfers and training schemes. The programme makes provision for childcare during training sessions – for example, through preschool provision. Preschool programmes have been adapted to reach the target population by providing free access and flexible hours to meet the needs of working mothers, including those with temporary jobs.<sup>58</sup></p>	<p>less than \$750,000 per year, but lawmakers are pushing to lower the income threshold to \$150,000.<sup>64</sup></p>  <p>Hawaii, <b>USA:</b> The Kupuna Caregivers Programme allows working family caregivers to remain in the workforce by offering a subsidy for adult daycare services. The programme meets cultural and contextual needs; Hawaii has a high rate of multi-generational households with working ‘sandwich generation’ caregivers (i.e. those with dependent children and adults).<sup>65</sup></p>  <p>Washington, <b>USA:</b> The Long-Term Care Trust is a state-operated long-term care insurance programme that will pay benefits of up to \$36,500 for adults in need of assistance with regular daily activities. Funded with a payroll tax, it will be available to adult residents who have paid the tax for a set number of years/worked a set number of hours per year.<sup>66</sup></p>	 <p>In <b>Tunisia</b>, during the pandemic a one-off cash transfer of TND 200 (\$68) was offered to households fostering children without parental support.<sup>72</sup></p>  <p>In <b>Turkey</b>, cash transfers for women increased by 29% for health, postnatal and pregnancy payments, and those for new mothers increased to 100 Turkish lira (around \$15.50).<sup>73</sup></p>


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<b>1.3 Social protection benefits related to care</b> <i>(continued)</i>	<p>Orphans and other Vulnerable Children (2011/12–2015/16), respectively, provided caregivers with external care support services and access to legal services.<sup>51</sup></p>  <p>In <b>South Africa</b>, during the pandemic, the Child Support Grant – paid to about 7 million parents or other caregivers, for about 12.5 million children – increased by R500 (\$26) per month from June to October 2020.<sup>52</sup></p>		 <p>During the pandemic, <b>Chile</b> has provided cash support through the ‘Subsidio Protege’ to working mothers (with children aged under 2) who have no access to employer-provided childcare services.<sup>59</sup></p>  <p><b>Peru:</b> Peru has scaled up home visits and food and medicine deliveries to older people and people with disabilities.<sup>60</sup></p>  <p>In <b>Cuba</b>, a working mother, father or guardian received a childcare benefit worth 100% of basic salary during the first month of lockdown, and subsequent compensation of 60%.<sup>61</sup></p>	 <p><b>Spain:</b> In response to the pandemic, the government introduced a national ‘Basic Income scheme’ for extremely poor households and vulnerable groups. The scheme explicitly considers the income needs of very vulnerable women and girls, including victims of sexual trafficking or domestic violence, by waiving the conditions needed to apply for benefits (e.g. applying as a household and being registered as a jobseeker). This is particularly important as the pandemic exacerbates gender vulnerabilities, with many women losing their jobs, gaining additional care responsibilities and potentially experiencing violence in the home.<sup>67</sup></p>  <p><b>Belgium, Canada and Hungary</b> have provided parents with cash stipends to compensate for the closure of childcare facilities and schools as a result of the pandemic.<sup>68</sup></p>	

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1.3 Social protection benefits related to care (continued)				 <p><b>Belgium:</b> Belgium introduced temporary parental allowance for self-employed workers, with a monthly payment of 532 euros (875 euros for single-parent families) for May and/or June 2020 for parents of a child aged under 12 or with a disability.<sup>69</sup></p>	
1.4 Care-supporting workplaces	 <p>In <b>South Africa</b> there is a legal right for women to request adaptation of working hours for the purpose of care, through the unfair discrimination provision of the Employment Equity Act.<sup>74</sup></p>  <p><b>Côte d'Ivoire:</b> Public servants and employees in the private sector have the right to 14 weeks maternity leave and one hour of breastfeeding time per day during a year. However, paternity leave is only granted for three days.<sup>75</sup></p>	 <p><b>China:</b> The Center of Child Rights and Corporate Social Responsibility developed the programme 'Child Friendly Spaces', factory-based facilities which aim to provide a safe environment for children while their parents are working. These include places for children to play, learn and develop social skills. The programme focuses on poor families living in rural areas.<sup>76</sup></p>  <p><b>India:</b> Maternity Benefit (Amendment) Act 2017 has been replaced by the code on social security 2020. This allows working women paid maternity leave up to 26 weeks. This was heralded as a major gender equality gain; however,</p>	 <p><b>Chile:</b> In response to the pandemic, the government has expanded paid leave provisions, granting working parents with parental leave extensions of up to 90 days in 2020.<sup>79</sup></p>  <p>In <b>Trinidad and Tobago</b>, the government introduced 'pandemic leave' as a new paid leave measure to help working parents without access to childcare support during school closure.<sup>80</sup></p>  <p>In <b>Nevis</b>, all public servants with children in preschool or daycare were required to take paid holiday or leave so that they could stay at home with</p>	 <p><b>Spain</b> (Basque Country) and <b>Sweden:</b> Parental leave policies implemented between 1992 and 2011 have been accompanied by significant reductions in the time that women spend on care work, and a marginal increase in the time men spend on care work.<sup>82</sup></p>  <p><b>Norway and Sweden:</b> Studies showed that men who made use of paternity leave were more active in taking care of the child after the leave than men who did not take advantage of their entitlement.<sup>83</sup></p>	 <p><b>Jordan:</b> Childcare facilities must be provided by companies with more than a certain number of employees (women and men).<sup>95</sup></p>  <p><b>Jordan:</b> A new social security law establishes that maternity leave costs will be financed by a payroll tax on all workers.<sup>96</sup></p>  <p><b>Egypt:</b> Civil service laws grant four months' maternity leave for women in the public and private sectors. However, the leave is only granted twice. The law also grants reduced daily working hours by at least one hour, starting from the sixth month of pregnancy.<sup>97</sup></p>













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1.4 Care-supporting workplaces (continued)		<p>of the total women in the Indian workforce, 90% are in the informal economy and as such are outside the reach of maternity leave or any other social security benefits.<sup>77</sup></p>  <p>In <b>Uzbekistan</b>, during the pandemic, one working parent per family was given paid leave for the duration of school and kindergarten closure, during which time the pay increased from 60-80% to 100% of salary.<sup>78</sup></p>	<p>children for an initial period of six weeks during lockdown.<sup>81</sup></p>	 <p>Quebec, <b>Canada</b>: The Parental Insurance Plan offers five weeks' paid, non-transferable leave for fathers. This plan, which supplements Canada's national paid leave policy, was found to be effective at getting couples to share leave because fathers have to choose between taking time to stay at home with their child(ren) or losing paid time off.<sup>84</sup></p>  <p><b>Europe</b>: Supporting unpaid carers to reconcile their paid work and care commitments via flexible working arrangements has been shown to have positive outcomes, with flexible working hours, the option to work from home and flexible leave associated with higher rates of employment for unpaid carers. There is also some evidence that flexible working can mitigate negative effects on the mental and physical health of unpaid carers, especially women.<sup>85</sup></p>	 <p><b>Jordan</b>: During the initial phase of reopening offices following COVID-19 lockdowns, the government offered flexible working arrangements for women with children under 11, as childcare centres were not yet allowed to open.<sup>98</sup></p>







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1.4 Care-supporting workplaces (continued)				 <p><b>European Union:</b> Member States with a higher share of employees with access to considerable (i.e. complete or a certain amount of) flexibility in setting their own working hours have been shown to have higher Gender Equality Index scores.<sup>86</sup></p> <p>Organizations that offer work-life balance policies, and particularly those that offer flexibility in time schedules rather than working time reduction, tend to have a smaller gender pay gap.<sup>87</sup></p> <p>Flexitime has been shown to have positive effects on men's job and leisure satisfaction by enabling them to be both fully employed and more engaged in household activities.<sup>88</sup></p> <p>Access to this type of flexible working arrangement for men accompanies women's greater opportunities in political, economic and social engagement.<sup>89</sup></p>	












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1.4 Care-supporting workplaces (continued)				 <p><b>European Union:</b> Improvements have been made to regulations on parental leave, including a new 2019 EU-wide directive that aims to improve ‘work–life balance’ for parents and carers while encouraging more equal sharing of parental leave between women and men.<sup>90</sup></p>  <p><b>New Zealand:</b> The government has encouraged employers to move to a four-day working week as a socially responsible and caring way of maintaining employment levels in the face of economic recession, while also freeing up time for men and women to engage in unpaid home and community life.<sup>91</sup></p>  <p><b>Spain:</b> People with long-term needs, many of them with dementia, lost an important source of daily support with the closure of daycare centres (provided under the MECUIDA plan); this support has to be provided by families instead.</p>	






POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
1.4 Care-supporting workplaces (continued)				<p>A government decree in March 2020 established that working carers who can prove new family care duties arising from the pandemic (e.g. due to closure of daycare centres) are entitled to request that their working conditions are adjusted or hours reduced, with proportional adjustments in their salaries.<sup>92</sup></p>  <p><b>Norway:</b> During the pandemic, Norway has raised childcare leave from 10 to 20 days for each parent, with additional days for single parents and the parents of children with chronic illnesses.<sup>93</sup></p>  <p><b>Belgium:</b> The government announced a special parental leave (25% higher compensation) designed to support parents during the COVID-19 crisis.<sup>94</sup></p>	





















POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
<p>2.1 Labour conditions and wage policies</p> 	<p> <b>South Africa:</b> Paid domestic workers are legally recognized, defined as ‘a gardener, driver, or person who looks after children, aged, sick, frail or disabled in a private household, but not on a farm’ (Unemployment Insurance Contributions Act, 2002).<sup>99</sup></p> <p> <b>Ghana</b> has specific legislation about paid domestic workers. The Labour Law No. 651 of 2003 sets a maximum workday at eight hours and establishes a break hour. The law also guarantees maternity leave, workers’ protection and union rights.<sup>100</sup></p>	<p> <b>Hong Kong (China):</b> the government guarantees domestic workers, including migrant domestic workers, 10 weeks of maternity leave. The legislation also protects workers against pregnancy-related discrimination.<sup>101</sup></p> <p> <b>Bangladesh:</b> In response to the pandemic, domestic workers were included among vulnerable groups to benefit from an emergency cash transfer programme for poor families.<sup>102</sup></p>	<p> <b>Brazil:</b> NGO Themis in partnership with Fenatrad created an app, ‘Laudelina’, which aims to spread information about rights and protection to paid domestic workers and to create a mutually supportive community.<sup>103</sup></p> <p> <b>Brazil:</b> Complementary Law No. 150 from 2015 extends rights protected by legislation to paid domestic workers, including regulation of working hours and increased access to the social security system.<sup>104</sup></p> <p> <b>Colombia and Ecuador:</b> Social security institutions have established a system for identifying employers, so that paid domestic workers that have more than one employer can access the social security system.<sup>105</sup></p>	<p> <b>France</b> has used service vouchers since 1993 as a part of the social security system for paid domestic workers and other care services (e.g. childcare centres). In 2006, the service voucher was replaced by Universal Employment Service Voucher, such that employers can pay both for the services provided by domestic workers and their social security contributions.<sup>108</sup></p> <p> <b>Canada (Ontario):</b> Paid domestic and care workers have the same rights as other workers, guaranteed by the Employment Standards Act (ESA), which includes: minimum wage, regular pay, working hours protection, overtime pay, public holidays, pregnancy and parental leave, sick leave, family responsibility leave, bereavement leave, family caregiver leave, critical illness leave, domestic or sexual violence leave, and others. The legislation also includes regulations for room and meal payments, with an estimation of the cost per private room and per meal.<sup>109</sup></p>	<p> <b>Morocco:</b> A 2019 decree mandates the registration of domestic workers in the National Social Security Fund (CNSS), giving them the same security rights as other workers.<sup>114</sup></p> <p> <b>Jordan</b> was one of the first Arab countries to provide labour protection to domestic workers.<sup>115</sup></p>













POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
2.1 Labour conditions and wage policies <i>(continued)</i>			 <p><b>Uruguay:</b> Domestic Law No. 18065 (2006) regulates domestic work – defining working hours, minimum wage, minimum age, right to inspection and access to the social protection system.<sup>106</sup></p>  <p><b>Argentina:</b> In response to the pandemic, domestic workers (with the exception of workers caring for older people or those in essential activities) received paid leave for preventive isolation, and a salary increase (Resolution 1/20).<sup>107</sup></p>	 <p><b>USA:</b> Several states and cities have passed the Domestic Workers Bill of Rights, which provides labour protections for domestic workers who are otherwise excluded from federal protections. This is part of a larger movement to pass a federal Domestic Workers Bill of Rights.<sup>110</sup></p>  <p><b>Australia:</b> In response to the pandemic, older care workers received paid pandemic leave.<sup>111</sup></p>  <p><b>Finland:</b> Care workers of children (under 16) in quarantine could receive a sickness allowance from the National Social Insurance Institution (Kela).<sup>112</sup></p>  <p><b>Serbia:</b> Care workers in nursing homes received a 10% salary increment. Care workers (and other key workers, such as medical staff and police) received 100% paid sick leave in the event of sickness or quarantine.<sup>113</sup></p>	


POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
<p>2.2 Workplace environment regulations</p> 	 <p><b>Ghana:</b> The Domestic Violence Act (Act. No. 732 of 2007) protects workers, including paid domestic workers, against violence. The act prohibits all forms of violence in the household, including sexual harassment and assault.<sup>116</sup></p>  <p><b>South Africa:</b> Labour authorities publish information about labour rights related to domestic workers, with inspection and household visits to verify compliance. Inspections include door-to-door campaigns and interviews.<sup>117</sup></p>	 <p><b>Singapore:</b> Institutions have implemented training courses for employers of domestic workers. These provide information on the rights of employers and workers, setting of wages and filing of complaints, among other subjects.<sup>118</sup></p>	 <p><b>Uruguay</b> has developed an advisory programme for paid domestic workers and their employers on labour and social security legislation.<sup>119</sup></p>  <p><b>Ecuador:</b> Employers face imprisonment if they don't fulfil their responsibilities related to the social security of domestic workers.<sup>120</sup></p>  <p><b>Argentina:</b> The Federal Republic Income Administration (AFIP) has taken some actions to improve the registration and formalization of domestic workers. Based on the likelihood that social security contributors with higher incomes hire domestic workers, the AFIP sent a letter to taxpayers whose income exceeds a certain amount (but who have not declared hiring a domestic worker) inviting them to formally register such employees.<sup>121</sup></p>	 <p>Ontario, <b>Canada:</b> Legislation regulates the conditions of accommodation, where provided, of all employment. It must be reasonably furnished, fit for human residence, supplied with clean bed linen and towels, and have access to proper toilet and washroom facilities.<sup>124</sup></p>  <p><b>Canada:</b> In response to the pandemic, the government is providing funds (for a two-year period) to support personnel training and placement in long-term care and home-care jobs, with the aim of addressing labour shortages.<sup>125</sup></p>  <p><b>Finland:</b> Cleaning was listed as an important profession, as was the work of nurses, doctors, police officers and food systems workers.<sup>126</sup></p>	 <p><b>Morocco:</b> 2018 legislation related to domestic workers protects their right to file a complaint with labour inspection if they encounter problems with their contract. The law predicts financial penalty and imprisonment for violators.<sup>130</sup></p>

POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
2.2 Workplace environment regulations (continued)			 <p><b>Argentina:</b> In response to the pandemic, domestic workers were eligible to receive the Emergency Family Income benefit (Decree 310/2020), which sought to compensate for loss of income as a consequence of the pandemic.<sup>122</sup></p>  <p><b>Barbados:</b> Home helpers were provided with protective equipment and training as COVID-19 preventive measures.<sup>123</sup></p>	 <p><b>The Netherlands:</b> Informal caregivers of vulnerable people and those working in an environment with a high risk of exposure to COVID-19 (because social distance can't be maintained) can access free personal protective equipment. Testing is available for informal caregivers with COVID symptoms.<sup>127</sup></p>  <p><b>Slovakia:</b> Measures were put in place to protect employment in kindergartens, with the aim of maintaining capacity to provide childcare services when COVID restrictions were relaxed.<sup>128</sup></p>  <p><b>USA:</b> Funds from The CARES Act were available for payments to childcare providers in a context of decreased enrolment due to COVID-19, as well as for costs related to cleaning, sanitation or other activities that allowed childcare providers to remain open or reopen when circumstances allowed. The Consolidated Appropriations Act 2021 also provides funds for childcare providers.<sup>129</sup></p>	








POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
<b>2.3 Migrant care workers' protections</b> 	 <p><b>South Africa:</b> When complaints are received, labour inspectors summon employers and migrant domestic workers for an interview in a neutral place.<sup>131</sup></p>	 <p><b>Singapore</b> introduced the Employer's Oriented Program, a mandatory training programme that must be completed at least two working days before a work permit application is submitted. The programme aims to cultivate a professional working relationship between employers and paid domestic workers, many who are migrants.<sup>132</sup></p>	 <p><b>Uruguay</b> is a pioneer in policies to promote the social protection of domestic workers. Since 2006, such policies have been implemented together with other initiatives to improve working conditions of domestic workers. The social security legislation responds to the specific characteristics of the domestic work sector, including by enabling coverage for part-time workers. Workers employed for a minimum of 13 days per month, for a at least 104 hours, and who reach a monthly salary threshold, can register with the Social Protection Bank (BPS).<sup>133</sup></p>	 <p><b>Canada</b> uses standardized contracts for migrant workers, with mandatory clauses regarding employer-paid benefits, job duties, hours of work, wages, accommodation, leave entitlements and termination of employment.<sup>134</sup></p>  <p><b>Europe:</b> In 2004, the Parliamentary Assembly in the Council of Europe adopted Recommendation 1663 (2004), 'Domestic slavery: servitude, au pairs and mail-order brides', to prevent trafficking of domestic workers.<sup>135</sup></p>  <p><b>European Union:</b> Regulation EC 883/2004 and regulation EC 987/2009 ensures coordination among Member States regarding the application of social security schemes to employees, the self-employed and members of their families moving with the European community. The legislation covers equal treatment and non-discrimination of domestic workers; maintenance of</p>	 <p><b>Lebanon:</b> Ministerial Decree No. 7429 of the Ministry of Labour established that domestic workers, especially migrants, will receive assistance from social workers during disputes with employers. The social workers receive training to counsel migrants during disputes.<sup>137</sup></p>  <p><b>Gulf countries:</b> The NGO migrant.org campaigns to increase domestic workers' access to and use of mobile phones during the working day. According to the NGO, lack of access to phones contributes to worker isolation, especially for migrant domestic workers.<sup>138</sup></p>  <p><b>Jordan</b> has legislation which assures migrant domestic workers a standard working contract. This includes provisions for employers to bear workers' travel costs and provide work residence permits, life and accident insurance, suitable accommodation, meals, clothing and medical care. The</p>



POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
				acquired rights; maintenance of rights in the course of acquisition; and transportability of benefits. <sup>136</sup>	legislation also guarantees rest time and weekly holiday, and no restrictions on communication and correspondence. <sup>139</sup>
<b>2.4 Right to organize</b> 	 <b>Ghana:</b> Labour Act No. 651 of 2003 assures paid domestic workers' right to organize. The Industrial and Commercial Workers Union (ICU) organizes informal workers and domestic workers. The union promotes and organizes workshops aiming to identify the major problems domestic workers face, and fights for the extension of labour legislation to paid domestic workers. <sup>140</sup>	 <b>Hong Kong (China):</b> The Confederation of Trade Unions Training Centre (CTUTC) provides training for women entering the domestic work sector. This includes negotiation and labour rights as well as practical training on cleaning, laundry, and care of infants and older people. The confederation negotiates contracts for workers to ensure that their rights are fulfilled. <sup>141</sup>	 <b>Latin America:</b> CONLACTRAHO – the Latin America and Caribbean Federation of Domestic Workers, established in 1988 in Colombia – is the first regional organization of domestic workers in the world. It has 20 member organizations in 13 countries, and maintains contact with organizations in the USA, Canada, and Trinidad and Tobago. <sup>142</sup>  <b>Bolivia:</b> Since 2013, tripartite roundtables have been organized where negotiations take place between the Ministry of Labour, Employment and Protection, the Bolivian League of Homemakers, and the National Federation of Paid Domestic Workers. Negotiations led to the development of the Individual Employment Contract (CIT) and Wage, Social Security and Occupational Safety booklet (LSySST). <sup>143</sup>	 <b>Canada:</b> In response to the pandemic, the government proposed a plan (Fall Economic Statement 2020) to support homecare workers and essential workers assisting older people and worked with labour and healthcare unions to overcome challenges in retention, recruitment and retirement. <sup>144</sup>  <b>France:</b> Unions receive a percentage of employers' contributions to finance workers' organizations and to expand social dialogue. The adoption of collective agreements represented a key strategy for achieving high levels of participation. <sup>145</sup>	 <b>Jordan:</b> Migrant workers don't have the right to form a trade union. However, in September 2015, domestic workers celebrated the formation of a workers' rights network, the Jordan Domestic Workers Network, which includes migrants from Bangladesh, Indonesia, the Philippines, Sri Lanka and other countries. The Solidarity Center organizes trainings and workshops to combat trafficking of vulnerable domestic workers and to assist abused workers. The network is part of the International Domestic Worker Federation (IDWF). <sup>146</sup>

POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
<b>3.1 Social norms interventions</b> 	 <p><b>Mozambique:</b> The Hopem Men for Change Network brings together NGOs, human rights defenders and activists working to realize the human rights of men, women and children. Its main purpose is to raise awareness among men around issues of gender inequality. Through its 'Men in the Kitchen' programme, Hopem has encouraged men, particularly young men, to participate more actively in household and care tasks.<sup>147</sup></p>  <p><b>Rwanda:</b> The Rwanda Men's Resource Center (RWAMREC) and Promundo implemented the 'Program P' parent training programme with expectant fathers. Preliminary results from a randomized controlled trial found that men in the intervention group shared care work more equally with their partners compared to men in the control group (who did not participate in the programme).<sup>148</sup></p>	 <p><b>India:</b> The Gender Equity Movement in Schools (GEMS) programme promotes gender equality, including by challenging social norms, with schoolchildren aged 12–14. Children who participated in the programme showed increased support for gender-equal practices, including greater male involvement in housework.<sup>150</sup></p>  <p><b>The Philippines:</b> Findings from Oxfam's <a href="#">WE-Care</a> programme evaluation showed that participation in social norm interventions incentivized men to increase hours spent on care as their main activity, compared to men who were not involved in the social norms activities.<sup>151</sup></p>  <p><b>The Philippines:</b> The national government's '4Ps' programme, which provides cash assistance to families in poverty, includes a Family Development Session that discusses relationships</p>	 <p><b>Mexico City:</b> La Nueva Cultura Laboral, promotes the role of fathers in raising and caring for their children highlighting how fathers' involvement in childcare is critical for children's development.<sup>153</sup></p>  <p><b>Brazil:</b> In 2009, Brazil developed a Men's Health Policy in its Unified Health System (known as SUS). As part of this policy, some municipalities certified clinics and hospitals as 'father friendly'.<sup>154</sup></p>	 <p><b>Turkey:</b> The Fatherhood Support Programme, run by AÇEV, the Mother Child Education Foundation, has helped thousands of fathers to gain basic parenting skills. Fathers who participated said they spent more time with their children, shouted less and used less harsh discipline. According to the mothers, fathers became more involved in parenting and housework following the programme.<sup>155</sup></p>	 <p><b>Egypt:</b> Save the Children's CHOICES initiative, which engages parents, children and community members in challenging gender stereotypes related to caregiving, found that the percentage of children who agreed that a brother can do household chores increased from 59% to 86% following participation in the project.<sup>156</sup></p>  <p><b>Egypt:</b> A partnership between the National Council for Women (NCW), ministries (of education, youth and sports, and social security) and UN Women is implementing a range of innovative community-based practices that aim to redefine gender roles and incentivize the participation of fathers, including through art, sport and camps.<sup>157</sup></p>  <p><b>Morocco:</b> Community-led initiatives and advocacy are aiming to promote changes in gender norms using non-violent education in family, schools and through the media.<sup>158</sup></p>

POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
3.1 Social norms interventions (continued)	 <p><b>Zimbabwe:</b> Findings from Oxfam's <a href="#">WE-Care</a> programme evaluation showed that before the project, men and boys participated less in unpaid care and domestic work. However, by raising awareness through social norms activities targeting men, time spent on care by men and boys increased, thus reducing women and girls' workload. Improving the water infrastructure and providing time- and labour-saving equipment, such as wheelbarrows, pushcarts and water buckets, encouraged men to fetch water and firewood, challenging gender norms.<sup>149</sup></p>	<p>between husbands and wives, women's rights and home management, among other topics. The programme now requires fathers as well as mothers to attend these sessions, and has established a target of a minimum 40% involvement of fathers.<sup>152</sup></p>			



POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
<b>3.2 Measurement frameworks and data collection</b> 		 <p><b>The Philippines:</b> Eight local governments passed Women's Economic Empowerment and Care Ordinances ('WEE-Care Ordinances') – laws that make it mandatory to generate data and address unpaid care in all planning, budgeting and programming activities. This covers a wide range of areas such as housing and land use, community-based conflict resolution, access to care-supporting infrastructure and services, and programmes to help women enter the labour market.<sup>159</sup></p>	 <p><b>Ecuador:</b> Unpaid care work is included in Ecuador's 2008 Constitution. The Constitution specifies that both spouses are expected to provide for the collective needs of the household within the limit of their capacities (Article 138), and that women and men have the same duty to raise and take care of their children (Article 83).<sup>160</sup></p>  <p><b>Uruguay:</b> The country has one of the most progressive care systems in the world due to its systemic perspective, its comprehensive approach to the right to give and receive care, and the way it was designed (through a process of dialogue including women's organizations and the feminist movement).<sup>161</sup></p>  <p><b>Bolivia:</b> A new law in the municipality of Cercado in Cochabamba ensures the public provision of care services for different populations.<sup>162</sup></p>	 <p><b>Vermont, USA:</b> Vermont's Comprehensive Economic Development Strategy aims to improve economic wellbeing and quality of life while maintaining natural resources and community values. It measures success not only through increased GDP, but also by improving the Genuine Progress Indicator (GPI). GPI takes unpaid labour (including caring for children and other dependants) into account as a measure of production.<sup>163</sup></p>  <p><b>New Zealand:</b> In 2018, the Treasury re-released its living standards framework, which included time use as one of 12 domains of wellbeing, as well as an indicator on unpaid care. The data and analysis informed the 2019 'Wellbeing Budget', which shifted the focus from 'growth at all costs' to 'social wellbeing'.<sup>164</sup></p>	

POLICY AREA	REGION				
	Africa	Asia	Latin America and the Caribbean	Europe, North America and Oceania	Middle East and North Africa
3.2 Measurement frameworks and data collection <i>(continued)</i>				 <p><b>In Portugal</b>, in 2016 the government carried out a National Survey on Time Use by Women and Men. The survey was complemented by in-depth interviews and qualitative analysis. The findings helped to raise awareness of the need for a more equal distribution of unpaid care work between women and men, and supported policy recommendations to enable people to balance paid work with their personal and family life.<sup>165</sup></p>  <p><b>Hawaii, USA:</b> Hawaii's feminist economic recovery plan for COVID-19 explicitly aims to support: women's economic independence; the redistribution of unpaid care work; the circular economy; jobs programmes for women and LGBTQI+ people; and public provision of childcare and programmes (such as paid family leave) that support more equitable distribution of childcare and recognized, paid work.<sup>166</sup></p>	

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