

# CARE A TOOL FOR ASSESSING

**Table 1: Scorecard policy areas and indicators**

## SECTION 1: UNPAID CARE WORK

Policy areas
1.1 Care-supporting infrastructure
1.2 Care services
1.3. Care-related social protection benefits
1.4. Care-supporting workplaces

## SECTION 2: PAID CARE WORK

Policy areas
2.1. Labour conditions
2.2. Workplace regulations
2.3. Migrant care workers' protections
2.4. Right to organise

## SECTION 3: CROSS-CUTTING

Policy areas
3.1. Data collection

### 3.2. Social norms interventions

# THE POLICY SCORECARD

## COUNTRY PROGRESS TOWARDS AN ENABLING POLICY ENVIRONMENT ON CARE

### Indicators

Indicators
1.1.1 Piped water 1.1.2 Household electricity 1.1.3 Sanitation services 1.1.4 Public transportation 1.1.5 Time- and energy-saving equipment and technologies
1.2.1 Public health care services 1.2.2 Early Childhood Care and Education services 1.2.3 Care services for older people 1.2.4 Care services for people with additional care needs
1.3.1 Public pension 1.3.2 Cash transfer policies related to care 1.3.3 School-based meals or food vouchers 1.3.4 Care-sensitive public works programmes
1.4.1 Paid sick leave 1.4.2 Flexible working 1.4.3 Paid parental leave 1.4.4 Onsite childcare 1.4.5 Breastfeeding at work

Indicators
2.1.1 Living wages for paid care workers 2.1.2 Compatibility between wages, education and specialization 2.1.3 Working hours conditions and regulations 2.1.4 Formal contract and access to social benefits for care and domestic workers 2.1.5 Guaranteed child rights and labour protection
2.2.1 Health and safety in the workplace 2.2.2 Prevention of workplace sexual abuse and harassment 2.2.3 Workplace inspections and grievance mechanisms ensuring decent work
2.3.1 Equal rights and protections for migrant domestic workers
2.4.1 Right to representation and negotiation, freedom of association and right to strike

Indicators
3.1.1 Advertising standards prohibiting gender stereotypes 3.1.2 Awareness-raising campaigns on valuing caregiving and reproductive work and shifting gendered norms on care work 3.1.3 Education to promote a more equitable distribution of care

3.2.1 Measurement frameworks

3.2.2 Time-use data

**NOTE: READ P21-29 'HOW TO USE THE CARE POLICY SCORECARD' AND P31-95 'THE CARE POLICY SCORECARD' BEFORE USING THIS SCORING TEMPLATE**

**Scoring the indicators:**

For each policy indicator there is a set of assessment criteria (12-22 for each indicator), with the option of either a 'Yes', 'Partially' or 'No' response.

For some assessment questions, you may feel it is difficult to give a definite 'Yes' or 'No' answer. In this instance, you can assign a partial score of 0.5. For example, you might assign a partial score when you can only answer 'Yes' to part of the assessment question, but feel it is appropriate to show that some progress is being made (see further guidance below).

The 0.5 does not indicate a numerical equivalent of progress, i.e. the halfway point – rather it denotes that while some progress may have been made (i.e. the score should be more than 0), this falls short of a 1. In other words, assign a score of 0.5 to anything that you feel deserves a score more than 0 but less than 1.

**Using this template:**

Each tab contains a policy area and its respective indicators.

Numerical and percentage scores for each indicator and policy area will be automatically calculated.

If you are adding or removing any questions, make sure to adjust the formulas for both the numerical and percentage scores for the indicator and policy area.

Taking the percentage you have just scored, use Table 3 below to assign the overall degree of transformation for the indicator and policy area.

**Table 3: Degree to which care policies are transformative for care**

Percentage	Overall Score	Degree to which policies are transformative for care
0%	0	Policies do not exist
1-20%	1	Policies exist but are not transformative
21-40%	2	Policies exist and are transformative to a very limited extent
41-60%	3	Policies exist and are transformative to a limited extent
61-80%	4	Policies exist and are transformative to a moderate extent
81-100%	5	Policies exist and are transformative to a great extent

**SECTION 1: UNPAID CARE WORK POL**

**Policy areas**

**1.1 Care-supporting physical infrastructure**

**1.2 Care services**

**1.3 Care-related social protection benefits**

**1. 4. Care-supporting workplaces**

## **ICY FRAMEWORK**

### **Indicators**

1.1.1 Piped water

1.1.2 Household electricity

1.1.3 Sanitation services and facilities

1.1.4 Public transport

1.1.5 Time- and energy-saving equipment and technologies

1.2.1 Public health care services

1.2.2 Early Childhood Care and Education (ECCE) services

1.2.3 Care services for older persons

1.2.4 Care services for people with additional care needs

1.3.1 Public pension

1.3.2 Cash transfer policies related to care

1.3.3 School meals or food vouchers

1.3.4 Care-sensitive public works programmes

1.4.1 Paid sick leave

1.4.2 Equal paid parental leave

1.4.3 Flexible working

1.4.4 Onsite childcare

1.4.5 Breastfeeding at work

**Indicator 1.1.1 Piped water****ASSESSMENT CRITERIA**

There is a national policy for the provision of piped water

**Accessibility & reach**

The policy prioritises underserved areas and marginalised\* groups

The policy ensures piped water services/facilities are universally available and accessible to everyone

The policy ensures piped water services/facilities are free/affordable for low-income groups likely to be marginalised\*

**Budget and administration**

The budget allocation for this policy has risen (in real terms) since the previous budget cycle and indirect costs such as personnel and administrative costs) delivery/implementation

There is adequate government human resource and technical capacity for implementing the policy

Piped water services/facilities are primarily (> 80%) government funded or administered

**Regulation and monitoring**

There is a government department/unit/agency responsible for the policy water services/facilities

The government collects and publishes disaggregated\* data on implementation of the policy, with indicators and

The government's monitoring and evaluation system includes the impact of the policy on unpaid care work

**Design and impact**

The policy was developed through consultation with women and/or women's rights organisations from diverse\* b

There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to reduce or the time, cost and labour for care givers, and/or to improve the quality of care received)

There is evidence of positive impact on the reduction or redistribution of unpaid care work as a result of the polic

Women are equally (> 50%) represented in management governance structures for piped water services/facilitie

**Score for Indicator 1.1**

**F**

**Degree of transfo**

**INDICATOR 1.1.2: Household electricity****ASSESSMENT CRITERIA**

There is a national policy for the provision of household electricity

**Accessibility & reach**

The policy prioritises underserved and marginalised\* populations,

The policy ensures household electricity is universally available and accessible to everyone

The policy guarantees availability of free/affordable household electricity for 24 hours to everyone

Household electricity services/facilities under this policy are reaching the most underserved areas and population those likely to be marginalised\*

**Budgeting and administration**

The budget allocations for this policy have risen (in real terms) since the previous budget cycle

The budget allocated is sufficient to implement the policy (consider both direct implementation and maintenance and indirect costs such as personnel and administrative costs)
The budget allocation for household electricity services/facilities is being sufficiently (> 80%) spent on both personnel and actual delivery/implementation
There is adequate government human resource and technical capacity for implementation of the policy
Household electricity services/facilities are primarily (> 80%) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of the quality, accessibility, reliability and affordability of household electricity services/facilities
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and targets
The government's monitoring and evaluation system includes the impact of the policy on unpaid care work
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse backgrounds
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to reduce or eliminate the time, cost and labour for care givers, and/or to improve the quality of care received)
There is evidence of positive impact on the reduction or redistribution of unpaid care work as a result of the policy
Women are equally (> 50%) represented in management and governance structures for household electricity services
<b>Score for Indicator 1.1.2</b>
F
<b>Degree of transformation</b>

<b>Indicator 1.1.3: Sanitation services and facilities</b>
<b>ASSESSMENT CRITERIA</b>
There is a national policy for the provision of sanitation services and facilities
<b>Accessibility and reach</b>
The policy prioritises underserved and marginalised* populations,
The policy ensures sanitation services/facilities are universally available and accessible to everyone
The policy ensures sanitation services/facilities are free/affordable for low-income groups
Sanitation services/facilities under this policy are reaching the most underserved areas and populations, including those who are most likely to be marginalised*
<b>Budgeting and administration</b>
The budget allocation for this policy has risen (in real terms) since the previous budget cycle
The budget allocated is sufficient to implement the policy (consider both direct costs implementation and maintenance and indirect costs such as personnel and administrative costs)
The budget allocation for sanitation services/facilities is being sufficiently (> 80%) spent on both personnel costs and actual delivery/implementation
There is adequate government human resource and technical capacity for implementation of the policy
Sanitation services/facilities are primarily (> 80%) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of the quality, accessibility, reliability and affordability of sanitation services/facilities
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and targets
The government's monitoring and evaluation system includes the impact of the policy on unpaid care work
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* backgrounds

There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to reduce or the time, cost and labour for care givers, and/or to improve the quality of care received)
There is evidence of positive impact on the reduction or redistribution of unpaid care work as a result of the policy
Women are equally (> 50%) represented in management and governance structures for sanitation services/facilities
<b>Score for Indicator 1.1</b>
<b>F</b>
<b>Degree of transformation</b>

**INDICATOR 1.1.4: Public transport**

<b>ASSESSMENT CRITERIA</b>
There is a national policy for the provision of public transportation
<b>Accessibility and reach</b>
The policy prioritises underserved and marginalised* populations,
The policy ensures public transport services are free/affordable for low-income groups
Public transport services under this policy are reaching the most underserved areas and populations, including those who are marginalised*
Public transport services under this policy are safe, reliable and well-networked
<b>Budgeting and administration</b>
The budget allocation for this policy has risen (in real terms) since the previous budget cycle
The budget allocated is sufficient to implement the policy (consider both direct costs implementation and maintenance costs and indirect costs such as personnel and administrative costs)
The budget allocation for public transport services is being sufficiently (> 80%) spent on both personnel costs and service delivery/implementation
There is adequate government human resource and technical capacity for implementation of the policy
Public transport services are primarily (> 80%) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for the policy
The policy includes provisions for the oversight and regulation of the quality, accessibility, reliability and affordability of public transport services
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and targets
The government's monitoring and evaluation system includes the impact of the policy on unpaid care work
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* backgrounds
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to reduce or the time, cost and labour for care givers, and/or to improve the quality of care received)
There is evidence of positive impact on the reduction or redistribution of unpaid care work as a result of the policy
Women are equally (> 50%) represented in management and governance structures for public transportation services
<b>Score for Indicator 1.1</b>
<b>F</b>
<b>Degree of transformation</b>

**Indicator 1.1.5: Time- and energy-saving equipment and technologies**

<b>ASSESSMENT CRITERIA</b>
There is a national policy for the provision of time and energy-saving equipment and technologies (TESET)
<b>Accessibility and reach</b>

The policy prioritises underserved and marginalised* populations,
The policy ensures TESET are universally available and accessible to everyone
The policy ensures TESET are free/affordable for low-income groups
TESET programs under this policy are reaching the most underserved areas and populations, including those like marginalised*
<b>Budgeting and administration</b>
The budget allocation for this policy has risen (in real terms) since the previous budget cycle
The budget allocated is sufficient to implement the policy (consider both direct costs implementation and maintenance and indirect costs such as personnel and administrative costs)
The budget allocation for TESET programs is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and actual delivery/implementation
There is adequate government human resource and technical capacity for implementation of the policy
TESET programs are primarily (at least 80%) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of the quality, accessibility, reliability and affordability of programs
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and targets
The government's monitoring and evaluation system includes the impact of the policy on unpaid care work
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* backgrounds
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to reduce or eliminate the time, cost and labour for care givers, and/or to improve the quality of care received)
There is evidence of positive impact on the reduction or redistribution of unpaid care work as a result of the policy
Women are equally (at least 50%) represented in management and governance structures for the provision of TESET
<b>Score for Indicator 1.1</b>
<b>F</b>
<b>Degree of transformation</b>

<b>Degree of transformation for Policy Area 1.1: Care Supporting Infrastructure</b>
<b>Total score across all indicators</b>
<b>Overall degree of transformation</b>









**Indicator 1.2.1: Public healthcare services****ASSESSMENT CRITERIA**

There is a national policy for the provision of public healthcare services

**Accessibility & reach**

The policy prioritises underserved and marginalised\* populations, , including informally employed workers

The policy ensures public health services are universally available and accessible to everyone

The policy ensures public health services are free/affordable for low-income groups

Public health services under this policy are reaching the most underserved areas and populations, including those

The policy includes the provision of sexual and reproductive health care services

**Budgeting and administration**

The budget allocation for this policy has risen (in real terms) since the previous budget cycle

The budget allocated is sufficient to implement the policy (consider both direct implementation and maintenance)

The budget allocation for public health services is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and a

There is adequate government human resource and technical capacity for implementation of the policy

Public health services are primarily (at least 80%) government funded or administered

**Regulation and monitoring**

There is a government department/unit/agency responsible for implementing the policy

The policy includes provisions for the oversight and regulation of the quality, accessibility and affordability of pub

The government collects and publishes disaggregated\* data on implementation of the policy, with indicators and

The government's monitoring and evaluation system includes the impact of the policy on the wellbeing of caregiv

**Design and impact**

The policy was developed through consultation with women and/or women's rights organisations from diverse\* b

There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to reduce or responsibility for unpaid carers (especially women), and/or to improve the quality of care received)

There is evidence of positive impact on the reduction or redistribution of unpaid care work as a result of the polic

Women are equally (at least 50%) represented in management and governance structures for public healthcare

**Indicator 1.2.2: Early Childhood Care and Education (ECCE) services****ASSESSMENT CRITERIA**

There is a national policy for the provision of early childhood care and education (ECCE) services

**Accessibility & coverage**

The policy prioritises underserved and marginalised\* populations, including informally employed workers

The policy ensures ECCE services are universally available and accessible to everyone

The policy provides for ECCE services for all ages between birth and 5 years of age

The policy recognises the importance of ECCE services having operation hours that are practical for the paid wo hours a day

The policy ensures ECCE services are free/affordable for low-income groups

ECCE services under this policy are reaching the most underserved areas and populations, including those likely

**Budgeting and administration**

The budget allocation for this policy has risen (in real terms) since the previous budget cycle
The budget allocation is sufficient to implement the policy (consider both direct implementation and maintenance and administrative costs)
The budget allocation for ECCE services is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and actual costs
There is adequate government human resource and technical capacity for implementation of the policy
ECCE services are primarily (at least 80%) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the regulation of the quality, accessibility and affordability of ECCE services
The policy includes mechanisms for complaints and grievance redressal mechanisms in case of non-compliance
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and targets
The government's monitoring and evaluation system includes the impact of the policy on the wellbeing of caregivers
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* backgrounds
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to redistribute unpaid care work, and/or to improve the quality of care received)
There is evidence of positive impact on the redistribution of unpaid care work as a result of the policy and/or on the wellbeing of grandparents as a result of the policy
Women are equally (at least 50%) represented in management and governance structures for ECCE services

**Indicator 1.2.3: Care services for older people**

<b>ASSESSMENT CRITERIA</b>
There is a national policy for the provision of care services for older persons
<b>Accessibility and reach</b>
The policy prioritises underserved and marginalised* populations,
The policy ensures care services for older persons are universally available and accessible to all older persons
The policy ensures care services for older persons are free/affordable for low-income groups
Care services for older persons under this policy are reaching the most underserved areas and populations, including rural areas
<b>Budgeting and administration</b>
The budget allocation for this policy has risen (in real terms) since the previous budget cycle
The budget allocation is sufficient to implement the policy (consider both direct implementation and maintenance and administrative costs)
The budget allocation for care services for older persons is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and actual costs
There is adequate government human resource and technical capacity for implementation of the policy
Care services for older persons are primarily (at least 80%) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the regulation of the quality, accessibility and affordability of care services for older persons
The policy includes mechanisms for complaints and grievance redressal mechanisms in case of non-compliance
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and targets
The government's monitoring and evaluation system includes the impact of the policy on the wellbeing of caregivers
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* backgrounds
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to redistribute unpaid care work, especially women, and/or to improve the quality of care received)

There is evidence of positive impact on the redistribution of unpaid care work as a result of the policy and/or on the wellbeing of women) and care recipients as a result of the policy
Women are equally (at least 50%) represented in management and governance structures for care services for people with additional care needs

**INDICATOR 1.2.4: Care services for people with additional care needs**

<b>ASSESSMENT CRITERIA</b>
There is a national policy for the provision of care services for people with additional care needs (such as a disability, chronic illness, or mental health problem)
<b>Accessibility and reach</b>
The policy prioritises underserved areas and marginalised* populations
The policy ensures care services for people with additional care needs are available and accessible to all those with additional care needs (physical, intellectual, or mental health problem)
The policy ensures care services for people with additional care needs are free/affordable for low-income groups
Care services for people with additional care needs under this policy are reaching the most underserved areas and are not being marginalised*
<b>Budgeting and administration</b>
The budget allocation for this policy has risen (in real terms) since the previous budget cycle
The budget allocation is sufficient to implement the policy (consider both direct implementation and maintenance and administrative costs)
The budget allocation for care services for people with additional needs is being sufficiently (≥ 80%) spent on the delivery/implementation
There is adequate government human resource and technical capacity for implementation of the policy
Care services for people with additional needs are primarily (at least 80%) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the regulation of the quality, accessibility and affordability of care services for people with additional care needs
The policy includes mechanisms for complaints and grievance redressal mechanisms in case of non-compliance
The government's monitoring and evaluation system includes the impact of the policy on the wellbeing of care recipients
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* backgrounds
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to redistribute unpaid care work, and/or to improve the quality of care received)
There is evidence of positive impact on the redistribution of UCDW as a result of the policy and/or on the wellbeing of care recipients as a result of the policy
Women are equally (at least 50%) represented in management and governance structures for care services for people with additional care needs

**Degree of transformation for Policy Area 1.2: Care Services**

	<b>Total</b>







**INDICATOR 1.3.1: Public pension****ASSESSMENT CRITERIA**

There is a national policy for the provision of a public pension

**Accessibility and reach**

The policy prioritises underserved and marginalised\* populations, including informally employed women (type, employment status); and is non-contributory

The policy provides for disease, invalidity, advanced age, unemployment and death pension

The policy provides pension amounts that are "sufficient to maintain the family of the beneficiary in health and de

**Budget and administration**

The budget allocation for this policy has risen (in real terms) since the previous budget cycle (indirect personnel and administrative costs)

The budget allocation for pension schemes is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and actual

There is adequate government human resource and technical capacity for implementation of the policy

Pension schemes are primarily (at least 80%) government funded or administered

**Regulation and monitoring**

There is a government department/unit/agency responsible for implementing the policy

The policy includes provisions for the oversight and regulation of pension schemes

women and informally employed workers

(especially women) and care recipients

The policy includes mechanisms for complaints and grievance redressal mechanisms in case of lack of provision

**Design and impact**

The policy was developed through consultation with women and/or women's rights organisations from diverse\* backgrounds including informally employed women

There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to recognise the economic value, redistribute the responsibility between households and the state and/or improve the social and economic wellbeing of caregivers (especially women))

There is evidence of positive impact on the social and economic wellbeing of caregivers (especially women) and a reduction in the gender pension gap as a result of the policy

Women are equally (at least 50%) represented in management and governance structures for state pension schemes

**Score for Indicator 1.3.1**

**Pe**

**Degree of transfo**

**INDICATOR 1.3.2: Cash transfer policies related to care****ASSESSMENT CRITERIA**

There is a national policy for the provision of cash transfer policies related to care

**Accessibility & reach**

The policy prioritises underserved and marginalised\* populations, , including informally employed women

The policy ensures cash transfers are available and accessible to all those within the selected recipient categories of the policy (e.g. childcare-related cash transfers available to all who have children)

The policy stipulates that cash and in-kind transfers related to care do not have conditionalities

The policy ensures cash transfers meet the real level of costs for caring for children/elderly/people with additional needs/disability etc
Cash transfers for care responsibilities under this policy are reaching the most underserved areas and populations those likely to be marginalised*
<b>Budgeting and administration</b>
The budget allocation for this policy has risen (in real terms) since the previous budget cycle
The budget allocation is sufficient to implement the policy (consider both direct implementation and maintenance indirect personnel and administrative costs)
The budget allocation for pension schemes is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and actual delivery/implementation
There is adequate government human resource and technical capacity for implementation of the policy
Cash transfer programmes are primarily (at least 80%) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of cash transfer schemes
The policy includes mechanisms for complaints and grievance redressal mechanisms in case of lack of provision
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and women and informally employed workers
The government's monitoring and evaluation system includes the impact of the policy on the social and economic caregivers (especially women) and care recipients
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* b
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to recognise economic value, redistribute the responsibility between households and the state, and/or improve the social and wellbeing of caregivers (especially women)
There is evidence of positive impact on the social and economic wellbeing of caregivers (especially women) and transformation of gender norms as a result of the policy
Women are equally (at least 50%) represented in management and governance structures for cash transfer prog
<b>Score for Indicator 1.3</b>
<b>Pe</b>
<b>Degree of transfo</b>

### INDICATOR 1.3.3: School meals or food vouchers

<b>ASSESSMENT CRITERIA</b>
There is a national policy for the provision of school-based meals and/or food vouchers
<b>Accessibility and reach</b>
The policy prioritises underserved and marginalised* populations, especially low-income and single parent households
The policy ensures that school feeding programmes/vouchers are available and accessible to all those within the categories of the policy (e.g. school-based meals to all children going to public schools)
The policy ensures school-based meals and/or food vouchers are free/affordable for low-income groups
The policy provides for flexibility (e.g. food vouchers are able to be used flexibly at a large number of stores and supermarkets) and autonomy (e.g. food vouchers can be used to buy a range of products without restrictions)
School-based meals and/or food vouchers under this policy are reaching the most underserved areas and populations including those likely to be marginalised*, especially low-income and single parent households
<b>Budgeting and administration</b>
The budget allocation for this policy has risen (in real terms) since the previous budget cycle

The budget allocation is sufficient to implement the policy (consider both direct implementation and maintenance costs, indirect personnel and administrative costs)
The budget allocation for school meals and/or food vouchers is being sufficiently ( $\geq 80\%$ ) spent on both personnel and actual delivery/implementation
There is adequate government human resource and technical capacity for implementation of the policy
School-based meals and/or food voucher programs are primarily (at least 80%) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of the quality, accessibility and reach of school meals and food voucher programmes
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and especially for low-income and single parent households
The government's monitoring and evaluation system includes the impact of the policy on the social and economic wellbeing of caregivers (especially women) and care recipients
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* backgrounds
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to reduce or improve the time, cost and labour for unpaid carers (especially women), and/or to improve the quality of care received)
There is evidence of positive impact on the reduction or redistribution of unpaid care work as a result of the policy and the social and economic wellbeing of caregivers (especially women) and care recipients as a result of the policy
Women are equally (at least 50%) represented in management and governance structures for school-feeding programmes
<b>Score for Indicator 1.3.3</b>
<b>Percentage of population</b>
<b>Degree of transformation</b>

#### INDICATOR 1.3.4: Care-sensitive public works programmes

<b>ASSESSMENT CRITERIA</b>
There is a national policy for the provision of care-sensitive public works programmes (PWPs)
<b>Accessibility and reach</b>
The policy prioritises underserved and marginalised* populations
The Policy ensures that the care-sensitive provisions of the PWPs are universally available and accessible to everyone
The policy ensures that the income from PWPs meet the real level of costs for caring for children/elderly/people with additional needs/disability etc.
The policy stipulates that PWPs have provisions of creche at the PWP site, irrespective of number of 'women' workers and a minimum number of children.
The policy stipulates that PWPs are available closer to women's homes (and at least no more than 5 kms from women's homes; and if longer, provisions for transportation are offered)
There are flexible working times available at PWPs
There is the provision of regular breaks and/or lighter work for older women and pregnant and lactating women.
<b>Budgeting and administration</b>
The budget allocated for care-sensitive PWPs is sufficient to implement these provisions (consider both direct costs of implementation and maintenance costs, and indirect costs such as personnel and administrative costs)
The budget allocations for these care-sensitive provisions have risen (in real terms) since the previous budget cycle
The budget allocation for care-sensitive provisions is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and actual delivery/implementation
There is adequate government human resource and technical capacity for implementation of the policy
PWPs, including care-sensitive provisions, are primarily ( $\geq 80\%$ ) government funded or administered

<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of the accessibility and reach of PWPs
Implementation of the care-sensitive provisions of the policy is monitored through the collection of publicly available data, disaggregated by age, sex, and physical ability, with indicators and targets
The government's monitoring and evaluation system includes the impact of the policy on the social and economic wellbeing of caregivers (especially women) and care recipients
<b>Design and impact</b>
The policy was developed with women and/or women's rights organisations from diverse* backgrounds
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to recognise the economic value, redistribute the responsibility between households and the state, and/or improve the social and economic wellbeing of caregivers (especially women))
There is evidence of positive impact on the social and economic wellbeing of caregivers (especially women) and a transformation of gender norms as a result of the policy
Women are equally (at least 50%) represented in management and governance structures for PWPs
<b>Score for Indicator 1.3</b>
<b>Pe</b>
<b>Degree of transfo</b>

<b>Degree of transformation for Policy Area 1.3: Social Protection Benefits Related to Care</b>
<b>Total score across all indicators</b>
<b>Pe</b>
<b>Overall degree of transfo</b>









**INDICATOR 1.4.1: Paid sick leave****ASSESSMENT CRITERIA**

There is a national policy that legally guarantees the right to paid sick leave

**Accessibility & reach**

The policy ensures paid sick leave is available and accessible to the entire labour force, including informally employed workers

The policy includes paid leave to care for sick family members or dependents

The policy includes anti-discrimination provisions ensuring there are no income or employment losses incurred by care recipients

The policy is inclusive of an expansive definition of family (i.e. aunts/uncles, grandparents), non-marital partners and other family members

The policy provides for an adequate duration of paid sick leave

**Budgeting and administration**

The budget allocation for this policy has risen (in real terms) since the previous budget cycle (including personnel and administrative costs)

The budget allocation for paid sick leave is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and actual care services

There is adequate government human resource and technical capacity for implementation of the policy

Paid sick leave provisions are primarily ( $\geq 80\%$ ) government funded or administered

**Regulation and monitoring**

There is a government department/unit/agency responsible for implementing the policy

The policy includes provisions for the oversight and regulation of the accessibility and availability of paid sick leave

The policy includes mechanisms for complaints and grievance redressal mechanisms in case of non-compliance

The government collects and publishes disaggregated\* data on implementation of the policy, with indicators and targets

The government's monitoring and evaluation system includes the impact of the policy on the wellbeing of caregivers and care recipients and/or on the transformation of gender norms around care

**Design and impact**

The policy was developed through consultation with women and/or women's rights organisations from diverse\* backgrounds and workers associations

There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to recognise the economic value, redistribute the responsibility between women and men (i.e. shift norms), and/or improve the wellbeing of caregivers (especially women) or care recipients)

There is evidence of positive impact on the wellbeing of caregivers (especially women) and/or a transformation of gender norms (men taking on more caregiving) as a result of the policy

The policy was developed through consultation with women and/or women's rights organisations from diverse\* backgrounds

Women are equally (at least 50%) represented in management and governance structures for paid sick leave provisions

**Score for Indicator**

**Degree of**

**INDICATOR 1.4.2: Equal paid parental leave****ASSESSMENT CRITERIA**

There is a national policy that legally guarantees parental leave

**Accessibility & reach**

The policy ensures parental leave is available and accessible to all parents in the paid labour force, including informally employed workers, and those likely to be marginalised\*

The policy guarantees parental leave is of equal pay ( $> 80\%$  of salary) for all genders, sexual orientation and family types

The policy guarantees parental leave is of equal duration ( $>14$  weeks), for all genders, sexual orientation and family types

The policy includes anti-discrimination provisions ensuring there are no income or employment losses incurred by parents requesting parental leave
The policy is inclusive of parents who are adopting or having children through surrogacy or IVF
The policy ensures that leave provisions are non-transferrable between parents
The policy includes leave provisions for pregnancy complications such as miscarriage, still births etc.
<b>Budgeting and administration</b>
The budget allocation for this policy has risen (in real terms) since the previous budget cycle
The budget allocation is sufficient to implement the policy (consider both direct implementation and maintenance of personnel and administrative costs)
The budget allocation for the policy is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and actual delivery of services
There is adequate government human resource and technical capacity for implementation of the policy
The provisions under the policy are primarily ( $\geq 80\%$ ) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of the availability and accessibility of parental leave
The policy includes mechanisms for complaints and grievance redressal mechanisms in the case of non-compliance
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and targets
The government's monitoring and evaluation system includes the impact of the policy on the wellbeing of caregivers and care recipients and/or on the transformation of gender norms around care
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* backgrounds and workers associations
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to recognise the economic value, redistribute the responsibility between women and men (i.e. shift norms), and/or improve the wellbeing of women (especially women) or care recipients)
There is evidence of positive impact on the wellbeing of caregivers (especially women) and/or a transformation of gender norms (men taking on more caregiving) as a result of the policy
Women are equally (at least 50%) represented in management and governance structures for paid parental leave
<b>Score for Indicator</b>
<b>Degree of</b>

### INDICATOR 1.4.3: Flexible working

<b>ASSESSMENT CRITERIA</b>
There is a national policy for flexible working arrangements
<b>Accessibility &amp; reach</b>
The policy covers underserved and marginalised* groups, including informally employed workers
The policy recognises the home as a workplace
The policy provides for home-based work arrangements, in combination with the other options (e.g. reduced daily work hours, reduced work- days in a week, etc.) as possible modes for flexible work arrangements for care providers
The policy ensures that all employees have the right to make requests for flexible working and no income or employment losses incurred by employees requesting flexible working
<b>Administration</b>
There is adequate government human resource and technical capacity for implementation of the policy
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for the policy
The policy includes provisions for the oversight of flexible working arrangements

The policy includes mechanisms for complaints and grievance redressal mechanisms in case of non-compliance
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and
The government's monitoring and evaluation system includes the impact of the policy on the wellbeing of caregivers recipients and/or on the transformation of gender norms and behaviours around care
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* b workers associations
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to recognise economic value, redistribute the responsibility between women and men (i.e. shift norms), and/or improve the we (especially women) or care recipients)
There is evidence of positive impact on the wellbeing of caregivers (especially women) and/or a transformation o men taking on more caregiving) as a result of the policy
Women are equally (at least 50%) represented in management governance structures for flexible working policies
<b>Score for Indicators</b>
<b>Degree of</b>

#### INDICATOR 1.4.4: Onsite childcare

<b>ASSESSMENT CRITERIA</b>
There is a national policy for the provision of on-site or close to place of work childcare
<b>Accessibility &amp; coverage</b>
The policy covers underserved and marginalised* groups, including informally employed workers
The policy ensures onsite childcare facilities are free/affordable to low-income groups
<a href="#">The policy ensures that the threshold for mandatory provision of onsite childcare facilities is determined by the n</a>
Onsite childcare facilities under this policy are being accessed by the most underserved and marginalised* group
<b>Budgeting and administration</b>
The budget allocation for this policy has risen (in real terms) since the previous budget cycle
The budget allocation is sufficient to implement the policy (consider both direct implementation and maintenance personnel and administrative costs)
The budget allocation for the policy is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and actual deliver
There is adequate government human resource and technical capacity for implementation of the policy
The provisions under the policy are primarily ( $\geq 80\%$ ) government funded or administered
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of the quality, affordability, reliability and accessib childcare facilities
The policy includes mechanisms for complaints and grievance redressal mechanisms in case of non-compliance
The government collects and publishes disaggregated* data on implementation of the policy, with indicators and
The government's monitoring and evaluation system includes the impact of the policy on the wellbeing of caregivers recipients and/or on the transformation of gender norms and behaviours around care
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* b workers associations
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to recognise economic value, redistribute the responsibility between women and men (i.e. shift norms), and/or improve the we (especially women) or care recipients)

There is evidence of positive impact on the wellbeing of caregivers (especially women) and/or a transformation of men taking on more caregiving) as a result of the policy
The policy was developed through consultation with women and/or women's rights organisations from diverse* b workers associations
Women are equally (at least 50%) represented in management and governance structures for onsite childcare fa
<b>Score for Indic</b>
<b>Degree of</b>

**INDICATOR 4.5: Breastfeeding at work**

<b>ASSESSMENT CRITERIA</b>
There is a national policy for breastfeeding
<b>Legislation</b>
There is legislation prohibiting discrimination against breastfeeding people
<b>Accessibility and reach</b>
The policy covers underserved and marginalised* groups, including informally employed workers
The policy guarantees time for breastfeeding or expressing during working hours, without penalty to their pay or
The policy guarantees spaces for breastfeeding or expressing at places of work, which are free, private and safe
The policy guarantees spaces for storing breastmilk at places of work, which are free, private and healthy
The provisions under the policy are being accessed by the most underserved and marginalised* groups, including informally employed workers
<b>Administration</b>
There is adequate government human resource and technical capacity for implementation of the policy
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of the availability and accessibility of breastfeeding
The policy includes mechanisms for complaints and grievance redressal mechanisms in case of non-compliance
The government's monitoring and evaluation system includes the impact of the policy on the wellbeing of caregivers and recipients
<b>Design and impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* b workers associations
There is an explicit intention to address unpaid care work in the policy objectives or purpose (either to recognise economic value, redistribute the responsibility between women and the market/state), and/or improve the wellbeing
There is evidence of positive impact on the wellbeing of caregivers as a result of the policy
Women are equally (at least 50%) represented in management and governance structures for workplace breastf
<b>Score for Indic</b>
<b>Degree of</b>

**Degree of transformation for Policy Area 1.4: Care-supporting workplaces**

<b>Total score across all in</b>
<b>Overall degree of</b>









## SECTION 2: PAID CARE WORK

### Policy areas

1. Labour conditions

2. Workplace regulations

3. Migrant care workers'

4. Right to organise

<b>Indicators</b>
2.1.1 Living wages for paid care workers
2.1.2 Gender wage gap and equal pay for equal work
2.1.3 Working hours
2.1.4 Right to social security
2.1.5 Child rights and labour protection
2.2.1 Health and safety in the workplace
2.2.2 Gender-based discrimination, harassment and violence in the workplace
2.2.3 Workplace inspections and grievance mechanisms
2.3.1 Equal rights and protections for migrant domestic workers
2.4.1 Right to representation and negotiation, freedom of association and right to

**INDICATOR 2.1.1: Minimum wage**

<b>ASSESSMENT CRITERIA</b>
There is a national minimum wage policy
<b>Legislation and ratification</b>
Remunerated paid care workers are included in the general labour legislation as workers
Relevant convention/s (C189) has been ratified
There is a national legislation outlining wage deduction and/or in-kind contributions for live-in care workers
<b>Accessibility and inclusivity</b>
The policy extends to all workers, occupations and population groups and those most likely to be marginalised*,
The majority (>80%) of paid care workers, including informally employed workers, are receiving the minimum wage
The national minimum wage is comparable/sufficient to the cost of living
<b>Budgeting and administration</b>
implementation of grievance redressal mechanisms)
The policy has adequate human resource and technical capacity for monitoring the implementation of the policy
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy specifies mechanisms for complaints and redressal against non-payment of minimum wages
The government collects and publishes disaggregated* data on the minimum wage, including for paid care workers
<b>Design and Impact</b>
The policy was developed through consultation with paid care workers and/or representative organisations from
There is an explicit intention to address discrimination (gender-based, racial, occupational) around minimum wage objectives or purpose
There is evidence of positive impact on paid care workers including informally employed workers due to this policy
The policy was designed to transform social norms around care work not being considered as skilled/valuable as less regulated
Women are equally (> 50%) represented in management and governance structures for the monitoring of minimum wage

**INDICATOR 2.1.2: Gender wage gap and equal pay for equal work**

<b>ASSESSMENT CRITERIA</b>
There is a national policy on equal pay for equal work for men, women and gender diverse groups
<b>Legislation and ratification</b>
There is legislation that requires employers to publish data on the gender pay gap
Relevant convention/s (C100) have been ratified
<b>Accessibility and inclusivity</b>
The policy extends to all workers, occupations and population groups and those most likely to be marginalised*,
The majority (>80%) of paid care workers, including informally employed workers, are receiving equal pay for equal work
<b>Budgeting and administration</b>
The budget allocated is sufficient to implement the policy (consider costs for monitoring and oversight- including implementation of grievance redressal mechanisms)

The policy has adequate human resource and technical capacity for monitoring implementation of the policy
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy specifies mechanisms for complaints and redressal against non-implementation/violation of its provisions
The government collects and publishes disaggregated* data on the gender wage gap, including for paid care workers
<b>Design and Impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse* backgrounds
There is an explicit intention to address discrimination (gender-based, racial, occupational) for paid care and/or care work
There is evidence of positive impact on paid care workers including informally employed workers due to this policy
Women are equally (> 50%) represented in management and governance structures for the monitoring of gender equality

### INDICATOR 2.1.3: Working hours

<b>ASSESSMENT CRITERIA</b>
There is a national policy that guarantees working hours regulation for all workers
<b>Legislation and ratification</b>
The relevant convention/s (C189 & 190) have been ratified
The legislation is in line with ILO conventions outlining a standard 8-hour workday
<b>Accessibility and inclusivity</b>
The policy extends to all workers, occupations and population groups and those most likely to be marginalised*, including those in the informal sector
The majority (>80%) of paid care workers, including informally employed workers, are in receipt of standard working hours
<b>Budgeting and administration</b>
The budget allocated is sufficient to implement the policy (consider costs for monitoring and oversight- including implementation of grievance redressal mechanisms)
The policy has adequate human resource and technical capacity for monitoring implementation of the policy
<b>Regulation and monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy specifies mechanisms for complaints and redressals against non-standard working hours
The government collects and publishes disaggregated* data on working hours, including for paid care workers, v
<b>Design and impact</b>
The policy was developed through consultation with paid care workers and/or representative organisations from diverse* backgrounds
There is an explicit intention to address discrimination (gender-based, racial, occupational) around working hours objectives or purpose
There is evidence of positive impact on paid care workers, including informally employed workers, due to this policy
The policy was designed to transform social norms around care work not being considered as skilled/valuable as other work
Women are equally (> 50%) represented in management and governance structures for the monitoring of working hours

### INDICATOR 2.1.4 Right to social security

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**ASSESSMENT CRITERIA**

There is a national policy for access to social security benefits for all workers

**Legislation and ratification**

There is legislation related to social security benefits for paid care workers, regardless of contract type

The relevant convention/s (C67, 69, 102, & 189) have been ratified

**Accessibility & inclusivity**

The policy extends to all workers, occupations and population groups and those most likely to be marginalised\*,

The majority (>80%) of paid care workers, including informally employed workers, have equal access to social s

**Budgeting and administration**

The budget allocation for this policy has risen (in real terms) since the previous budget cycle

The budget allocation is sufficient to implement the policy (consider both direct implementation and maintenance administrative costs)

The budget allocation for the programs/services is being sufficiently ( $\geq 80\%$ ) spent on both personnel costs and

The policy has adequate human resource and technical capacity for monitoring implementation of the policy

The programs/services are primarily ( $\geq 80\%$ ) government funded or administered

**Regulation and Monitoring**

There is a government department/unit/agency responsible for implementing the policy

The policy specifies mechanisms for complaints and redressals against non-receipt of social security benefits

The government publishes and collects data\* on what percentage of paid care workers, including informally emp security benefits

**Design and Impact**

The policy was developed through consultation with paid care and domestic workers and/or representative organ

There is an explicit intention to address discrimination (gender- based, racial, migration and documentation statu benefits for paid care workers in the policy objectives or purpose

There is evidence of positive impact on paid care workers, including informally employed workers, due to this po

The policy was designed to transform social norms around care work not being considered as skilled/valuable as less regulated

Women are equally (> 50%) represented in management and governance structures for social security benefits

**INDICATOR 2.1.5: Child rights and labour protection**

**ASSESSMENT CRITERIA**

There is a national policy on prohibition of child labour

**Legislation and ratification**

There is legislation related to child labour and protection

The relevant convention/s (C 182) have been ratified

The legislation defines the age of a child in line with Convention 182

The legislation provides specific sanctions for violators

**Accessibility and inclusivity**

The policy extends to all forms of child labour, including in informally employed paid care workers

**Budgeting and administration**

The budget allocated is sufficient to implement the policy (consider costs for monitoring and oversight- including implementation of grievance redressal mechanisms)

The policy has adequate human resource and technical capacity for monitoring implementation of the policy

**Regulation and Monitoring**

There is a government department/unit/agency responsible for implementing the policy

The policy specifies complaints and redressal mechanisms against non-implementation/violation of its provisions

The government collects and publishes data\* on the prevalence of child labour, including among informally employed

**Design and Impact**

The policy was developed through consultation with child rights organisations, paid care workers from diverse backgrounds and/or their representative organisations

There is an explicit intention to address the prevalence and acceptability of child labour in the paid care work sector

There is evidence of a reduction in child labour in the paid care sector as a result of this policy

Women are equally (> 50%) represented in management and governance structures for monitoring of child labour

**Degree of transformation for Policy Area 2.1: Labour Conditions and Wage policies**







	<b>0</b>	
	<b>0</b>	
	<u>        </u>	

<b>0</b>
<b>0</b>
<u>        </u>

**INDICATOR 2.2.1: Occupational Health and safety (OHS) in the workplace (e.g. rest breaks, safety equip**

<b>ASSESSMENT CRITERIA</b>
There is a national policy for workplace health and safety
<b>Legislation and ratification</b>
There is legislation regulating health and safety trainings and labour inspections to detect potential risk in the wo
The relevant convention/s (C149, 190, 187, 155, 161) have been ratified
<b>Accessibility and inclusivity</b>
The policy extends to all workers, occupations and population groups and those most likely to be marginalised*,
The majority (>80%) of paid care workers, including informally employed workers have access to preventive mea
There are government funded/administered public awareness campaigns to prevent occupational health and saf
<b>Budgeting and administration</b>
implementation of grievance redressal mechanisms)
The policy has adequate human resource and technical capacity for monitoring implementation of the policy
<b>Regulation and Monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The legislation incorporates complaints and redressal mechanisms against non-implementation/ violation of its p
There are staff occupational health and safety working groups to prevent accidents, and training regulations
workers
<b>Design and Impact</b>
The policy was developed through consultation with paid care workers and/or representative organisations from
There is an explicit intention to address occupational health and safety for paid care workers in the policy objecti
There is evidence of decreasing incidence of workplace health and safety incidents among paid care workers, in
the policy
There is evidence of increasing workplace provision of preventative measures including personal protective equi
campaigns, trainings etc
The policy was designed to transform gender and social norms around care work not being considered as skilled
therefore less regulated
Women are equally (> 50%) represented in management and governance structures for monitoring workplace h

**INDICATOR 2.2.2: Gender-based discrimination, harassment and violence in the workplace**

<b>ASSESSMENT CRITERIA</b>
There is a national policy to prevent sexual abuse, harassment and any type of violence in the workplace
<b>Legislation and ratification</b>
There is legislation regulating health and safety trainings and labour inspections to detect potential risks in the w
The relevant convention/s (C190) have been ratified
National laws are in compliance with the Convention on the Elimination of all Forms of Discrimination Against W
The legislation prohibits discrimination on the basis of pregnancy
<b>Accessibility and inclusivity</b>
The policy extends to all workers, occupations and population groups and those most likely to be marginalised*,
workers

There are government funded/led public awareness campaigns to prevent GBV and discrimination against care workers
The policy guarantees the protection of the worker from retaliation from the employer or other governmental agencies
<b>Budgeting and administration</b>
The budget allocated is sufficient to implement the policy (consider costs for monitoring and oversight- including implementation of grievance redressal mechanisms)
The policy has adequate human resource and technical capacity for monitoring implementation of the policy
<b>Regulation and Monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy has detailed complaints and redressal mechanisms against non-implementation/ violation of its provisions
The government collects and publishes disaggregated data* on incidences of GBV and discrimination against paid care workers with indicators and targets
There are mechanisms in place to measure the impact of the policy on paid care workers, e.g. incidence of GBV
<b>Design and Impact</b>
The policy was developed through consultation with women and/or women's rights organisations from diverse backgrounds
There is an explicit intention to address workplace GBV among care workers, including informally employed workers
The policy was designed to transform gender norms around discrimination, harassment and GBV in the workplace
There is evidence of decreasing incidence of workplace GBV (including sexual harassment, abuse and other types of violence) including informally employed workers
Women are equally (> 50%) represented in management and governance structures for monitoring policies on harassment and violence in the workplace

### INDICATOR 2.2.3: Workplace inspections and grievance mechanisms

<b>ASSESSMENT CRITERIA</b>
There is a national policy to ensure workplace inspections and grievance mechanisms to ensure decent working conditions
<b>Legislation and ratification</b>
There is legislation to ensure paid care workers have access to justice, courts, tribunals and other conflict resolution mechanisms
The legislation provides for workplace inspections, including if the place of work is a house
The relevant convention/s (C81, C189, R201) have been ratified
<b>Accessibility and inclusivity</b>
The policy extends to all workers, occupations and population groups and those most likely to be marginalised*, including those in informal work
The policy specifies temporary safe housing arrangements for the time of the grievance
The policy specifies that in the case of migrant workers, a translator is guaranteed to support with grievance representation
<b>Budgeting and administration</b>
The budget allocated is sufficient to implement the policy (consider costs for monitoring and oversight- including implementation of grievance redressal mechanisms)
The policy has adequate human resource and technical capacity for monitoring implementation of the policy
<b>Regulation and Monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy specifies mechanisms for complaints and redressal against non-implementation/ violation of its provisions
The government collects and publishes disaggregated data* on how many people have been able to access justice and resolution mechanisms
<b>Design and Impact</b>
The policy was developed through consultation with paid care workers and/or representative organisations from diverse backgrounds

There is evidence of more successful litigative processes and decreasing hesitancy to reporting abuse as a result of the policy
The policy was designed to transform social norms around care work not being considered as skilled/valuable as other work, and less regulated
Women are equally (> 50%) represented in management and governance structures for monitoring policies to ensure compliance mechanisms

<b>Degree of transformation for Policy Area 2.2: Workplace Environment Regulations</b>	<b>Total</b>





	0	
	0	

0
0

**INDICATOR 2.3.1: Equal rights and protections for migrant care workers**

**ASSESSMENT CRITERIA**

There is a national policy to ensure equal rights and protections for different migrant workers (e.g. internal migration)

**Legislation and ratification**

There is legislation to ensure access to equal rights and protections for migrant care workers

The relevant convention/s (C189) have been ratified

**Accessibility and inclusivity**

The policy extends to all workers, occupations and population groups and those most likely to be marginalised\*,

The policy ensures working permits for migrant care workers are not tied to the individual employer

The policy ensures the provision of specialized services to support migrant care workers (i.e. legal, health, and other)

The policy includes international bilateral cooperation agreements to guarantee protection laws and prevent human trafficking

The policy ensures migrant care workers have access to family rights[ii]

**Budgeting and administration**

implementation of grievance redressal mechanisms)

The policy has adequate human resource and technical capacity for monitoring implementation of the policy

**Regulation and monitoring**

There is a government department/unit/agency responsible for implementing the policy

The policy specifies mechanisms for complaints and redressal against non-implementation/ violation of its provisions

The government collects and publishes disaggregated data\* on how many migrant workers have been able to access services

**Design and Impact**

The policy was developed through consultation with paid care workers and/or representative organisations from migrant care workers

There is an explicit intention to address discrimination against migrant care workers in the policy objectives or provisions

There is evidence of a positive impact on migrant care workers including informally employed workers due to this policy

Women are equally (> 50%) represented in management and governance structures for monitoring policies to ensure migrant workers

SC

**Degree of transformation for Policy Area 2.3: Migrant Care Worker's Protection**

Total




**INDICATOR 2.4.1: Right to representation and negotiation, freedom of association and right to strike**

**ASSESSMENT CRITERIA**

There is a national policy on the right of all workers to join cooperatives, trade unions and worker associations

**Legislation and ratification**

There is legislation on the right of all workers, including informally employed, to representation and negotiation, f

Relevant convention/s (C87, C98, C154, C189) have been ratified

**Accessibility and inclusivity**

The policy extends to all workers, occupations and population groups and those most likely to be marginalised\*,

**Budgeting and administration**

implementation of grievance redressal mechanisms)

The policy has adequate human resource and technical capacity for monitoring implementation of the policy

**Regulation and Monitoring**

There is a government department/unit/agency responsible for implementing the policy

unions

The government collects and publishes disaggregated\* data on the participation of paid care workers in collectiv

There are mechanisms in place to measure the impact of the policy on paid care workers

**Design and Impact**

The policy was developed through consultation with paid care workers and/or representative organisations from

There is an explicit intention to address discrimination around the right to representation and negotiation, freedo

There is evidence of increased participation of paid care workers, including informal workers, in collective bargai

Women are equally (> 50%) represented in management and governance structures for monitoring policies on th  
trade unions and worker associations

S

**Degree of transformation for Policy Area 2.4: Right to Organise**

To



### SECTION 3: CROSS-CUTTING

Policy areas
1. Social norms interventions
2. Measurement frameworks and data collection

<b>Indicators</b>
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3.1.1 Advertising standards prohibiting gender stereotypes
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3.1.2 Awareness-raising campaigns on valuing caregiving and reproductive work and shifting gendered norms o
---

3.1.3 Education to promote a more equitable distribution of care
--

3.2.1 Measurement frameworks
------------------------------

3.2.2 Time-use data
---------------------

**INDICATOR 3.1.1: Advertising standards and media representations prohibiting gender stereotypes****ASSESSMENT CRITERIA**

There is a national policy to address gender stereotypes as a part of advertising standards and media representations

**Legislation and Ratification**

The legislation prohibits harmful gender stereotypes in media representations for all population groups (e.g. minority groups)

The legislation includes sanctions and fines for violation of its provisions

**Accessibility and Inclusivity**

The policy covers all sectors and forms of advertising (private and public) and all media representations (e.g. TV, radio, print, digital)

**Budgeting and Administration**

implementation of grievance redressal mechanisms)

The policy has adequate human resource and technical capacity for monitoring implementation of the policy

**Regulation and Monitoring**

There is a government department/unit/agency responsible for implementing the policy

The policy has detailed complaints and redressal mechanisms against non-implementation/ violation of its provisions

The government collects and publishes disaggregated data\* on compliance with the policy, with indicators and targets

**Design and Impact**

The policy was developed through consultation with women and/or women's rights organisations from diverse backgrounds

There is an explicit intention to address gender norms related to care in the policy objectives or purpose

There is evidence of increased gender balanced representations in advertising and/or media as a result of the policy

There is evidence of a positive impact on transforming gender norms related to care as a result of the policy

Women are equally (> 50%) represented in management and governance structures for monitoring policies to address advertising standards and media representations

**INDICATOR 3.1.2: Government awareness-raising campaigns****ASSESSMENT CRITERIA**

There is a national policy on government awareness-raising campaigns that aims to value and recognize care work

**Accessibility and Inclusivity**

The campaigns are carried regularly and at scale (national level)

Campaign messaging regarding care work is inclusive of all population groups\*

**Budgeting and Administration**

The budget allocated is sufficient to implement the policy (consider both direct implementation and maintenance and administrative costs)

The policy has adequate human resource and technical capacity for monitoring implementation of the policy

Campaigns are primarily government funded (80% or more) or administered

**Regulation and Monitoring**

There is a government department/unit/agency responsible for the policy

The government collects and publishes disaggregated data\* on how many people have been reached by the campaigns

The government's monitoring and evaluation system includes the impact of the policy on norms and unpaid care work

**Design and Impact**

The policy was developed through consultation with women and/or women's rights organisations from diverse backgrounds

There is an explicit intention to address norms related to care (norms I.e. care work not skilled/valuable or being objectives or purpose
There is evidence of a positive impact on transforming gender norms related to care as a result of the policy
Women are equally (> 50%) represented in management and governance structures for government awareness

**INDICATOR 3.1.3: Education policies that address gender stereotypes**

<b>ASSESSMENT CRITERIA</b>
There is a national education policy that addresses gender stereotypes
<b>Accessibility and Inclusivity</b>
The policy covers underserved areas and populations, including those likely to be marginalised*
The policy ensures anti-gender stereotyping training and curricula is applicable to all schools and age groups (pr
Programmes under this policy are reaching the most underserved areas and populations, especially those likely
<b>Budgeting and Administration</b>
The budget allocated is sufficient to implement the policy (consider both direct costs, implementation and mainte
personnel and administrative costs)
The budget allocation for the programmes is being sufficiently spent (> 80%) on both personnel costs and actual
There is adequate government human resource and technical capacity for the implementation of the policy
Programmes under the policy are primarily government funded (80% or more) or administered
<b>Regulation and Monitoring</b>
There is a government department/unit/agency responsible for implementing the policy
The policy includes provisions for the oversight and regulation of the programmes/services
The government collects and publishes disaggregated data on how many students and teachers have been rea
targets
<b>Design and Impact</b>
There is an explicit intention to address stereotypes around care work in the policy objectives or purpose
The policy was developed through consultation with women and/or women's rights organisations from diverse ba
There is evidence of a positive impact on transforming gender norms related to care as a result of the policy
Women are equally (> 50%) represented in management and governance structures for monitoring education po

**Degree of transformation for Policy Area 3.1: Social Norms Interventions**






**INDICATOR 3.2.1: Measurement frameworks****ASSESSMENT CRITERIA**

There is a national measurement framework that captures and monitors progress against well-being

**Accessibility & inclusivity**

The framework captures unpaid and paid care, including indicators on people's ability to receive and provide care

The framework ensures intersectional demographics\* are analysed as part of tracking progress.

**Budgeting and administration**

The budget allocated is sufficient for developing, updating and using the framework (consider both direct costs in

The policy has adequate human resource and technical capacity] for the development, update and use of the fra

**Regulation and Monitoring**

There is a government department/unit/agency responsible for overseeing the development and use of the fram

There is publicly available data from national labour force statistics on key indicators related to on people's ability

**Design and impact**

The framework has led to time use surveys being conducted regularly

The framework is being used to analyse inequalities and changes in unpaid care and the effects of macroecon

Evidence generated on unpaid care and domestic work is being used by key ministries and departments to inform

Feminist economists and/or carers were/are involved in the development of the framework

Women are equally (> 50%) represented in management and governance structures for developing, updating an  
framework

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**INDICATOR 3.2.2: Time use data****ASSESSMENT CRITERIA**

National time use surveys are conducted with periodic frequency (> once in the last 10 years) and/or questions on unpaid o  
national labour force surveys

**Accessibility & reach**

The policy ensures intersectional demographics\* are collected and analysed in time-use surveys

The policy specifically mandates data collection from underserved areas and populations, including those likely t

The policy ensures time use surveys include questions on supervisory care and time spent on multi-tasking

**Budgeting and administration**

The budget allocated is sufficient for designing and implementing time-use surveys (consider both direct costs in  
costs, and indirect costs such as personnel and administrative costs)

Time use surveys are primarily government funded (80% or more) or administered

The policy has adequate human resource and technical capacity for collection and analysis of data on time use

**Regulation and monitoring**

There is a government department/unit/agency responsible for implementing time-use surveys

There is publicly available time use data from national labour force statistics, disaggregated by population group  
ethnic, disabled, migrant, homeless, refugee, rural, LGBTQI)

**Design and impact**

The policy was developed through consultation with women and women's rights organisations from diverse backgrounds (disabilities, age, rural/urban, income)

National time-use survey data is used by key ministries and departments to inform policy decisions and budget-a

Women are equally (> 50%) represented in management and governance structures for monitoring policies relat

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**Degree of transformation for Policy Area 3.2: Measurement Frameworks and Data collection**

	<b>Total score</b>
	<b>Overa</b>



0		
	0	
	0	

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0