

Tackling the Care Crisis to Unleash Women's Economic Potential

An impact summary and call to action from **FP** ANALYTICS

WHAT IS THE CARE CRISIS?

40%

of young children worldwide, or nearly **350 million kids**, don't have access to quality care.

\$10.8T
Estimated annual value of unpaid care and domestic work.

The situation has gotten worse amid the global pandemic.

54M or **4.2% of women globally** suffered job and income losses between 2019 and 2020, disproportionately higher than men.



20 million

additional school-age girls in low- and middle-income countries could drop out of school permanently due to demand for care and domestic work, putting them at greater risk for economic insecurity, child marriage, adolescent pregnancy, and sexual- and gender-based violence.

Yet post-pandemic recovery efforts are failing women.

Only 23% of the 1,700 social protection and labor market measures implemented by governments target women's economic security or unpaid care.

WHY INVEST IN THE CARE ECONOMY?

\$3T

could be added to the global economy annually by providing child care to women.



Investing in care can ...

- reduce public deficits and debt while supporting caregivers
- generate more jobs overall than stimulus oriented toward male-dominated industries
- increase women's labor force participation

43 million jobs could be created by expanding the child care workforce to meet current needs.

\$13 trillion

Estimated boost in global GDP annually by advancing gender equality through increasing women's economic opportunities, legal protections, and physical security and autonomy

A Comprehensive Policy Framework to Address the Care Crisis

FP Analytics identified seven areas for government action expanding on the [ILO's 5R Framework for Decent Care Work](#) that calls for **recognizing, reducing, redistributing** unpaid care work, **rewarding** paid care work, and **representing** care workers.

These **policy recommendations**, based on a **meta-analysis of good practices** globally, aim to drive investments in the care economy and expand support to caregivers.



Concrete areas for action include:



Labor Policies

- Unemployment insurance, income assistance, minimum wages, and paid leave
- Wage subsidies, PPE and lockdown exemptions for care workers
- Legislation: equal pay, anti-discrimination and anti-violence, domestic worker protections, and private sector child care mandates



Macroeconomic Policies & Government Spending

- Coordinated fiscal and monetary policies to avoid austerity
- National care plans with increased public and private spending in the care sector
- Gender-responsive budgeting
- Overseas development aid



Community Mobilization & Participation

- Promotion of care workers' freedom of association and collective bargaining
- Protect domestic workers' rights and safety
- Media campaigns, school curricula, and role modeling to shift social norms



Migration Policies

- Amnesty and visa extensions for migrant domestic workers
- Repeal of unfair immigration laws
- Safe migration procedures and legal support
- Safe migration procedures and legal



Data Systems

- Nationwide care needs assessments
- Participatory data collection methods
- Sharing data and best practices
- Standardized approaches for time-use and other care-related gender data



Education Policies

- Reopening schools and child care facilities with adequate technical and financial assistance
- Preventative measures and testing
- Support for parents with children in remote learning



Social Protections & Health Policies

- Universal, gender-responsive coverage
- Child care allowances and "cash-for-care" programs
- Health care, cash transfers, food programs, and care-related infrastructure

For in-depth analysis and detailed recommendations, check out the full report at [GenderEqualityCovid19Recovery.com](https://www.genderequality.org/2020/06/24/gender-equality-covid-19-recovery/)