



THE WORLD BANK
ECONOMY OF CARE RESEARCH PROGRAM

ROUNDTABLE OF EXPERTS
February 23, 2009

ANNOTATED BIBLIOGRAPHY¹

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¹ This Annotated Bibliography was prepared by Kevval Hannah (Social Development Department) and Ana Maria Munoz Boudet (Poverty and Gender Unit).

ROUNDTABLE EXPERTS

NANCY FOLBRE

Nancy Folbre research focus is the interface between feminist theory and political economy, with a particular interest in caring labor and other forms of non-market work.

In *Measuring Care: Gender, Empowerment and the Care Economy* Folbre, explores the definition of care and how it is measured as a way to enhance our understanding of the impacts of economic development on women. Since there is no clear consensus on accounting for the care economy, she suggests several possible approaches to the development of indices that would measure gender differences in the responsibility for the financial and temporal care of dependents. Folbre makes the case for the development of additional indices that better measure inputs of care rather than merely capturing outputs of care. She argues that currently neither the Gender-related Development Index (GDI) nor Gender Empowerment Measures (GEM) captures women's participation in care. Folbre supports these statements with the illustration of women's increased access to market income and new concerns about the allocation of time rather than money in the household. The allocation of time and money affects women's ability to develop their own capabilities. These conceptual issues suggest the need to move beyond the term "unpaid care" to a more disaggregated analysis that distinguishes among forms of care work according to their relationship to the market, characteristics of the labor process and types of beneficiaries. She observes that although time use surveys have been utilized more, comparisons across countries are hampered by differences in activity classification and nomenclature. Folbre makes the case that more harmonization could yield better results. Once better instruments are developed for measuring devoted to direct care, it will be possible to move towards better methods of valuation of this time. Most current methods of valuing unpaid work simply juxtapose replacement and opportunity cost measures.

Folbre concludes by proposing 6 new indices of care responsibility modeled after the GDI and GEM as a way to mobilize support for overcoming data collection and survey design problems and to bring forth new policy measures. The Individual Disposable Income and the Individual Disposable Time indices are individual measures that would allow for comparisons of levels of care responsibilities between men and women. The Gender Care Spending Parity Index and the Gender Direct Care Parity Index focus on the share of money costs and time costs respectively devoted to dependent care. The Gender Overall Care Parity Index assumes that a monetary value could be imputed to non-market work to combine measures of money and time expenditures. The Gender Care Empowerment includes consideration of segregation in paid employment as well as the gender division of labor in unpaid direct care.

In the paper, *What is childcare, Lessons from time-use surveys of major English-speaking countries*, Folbre examines the definition and measurement of time devoted to childcare in diary-based surveys administered by the United States, Canada, Australia and Great Britain and acknowledges that there are specific difficulties associated with these measurements. She illustrates that inconsistencies in measuring childcare in the primary and secondary are particularly challenging and there is a need to build a stronger consensus on how child care should be defined. Despite progress in developing empirical measures, the surveys of the major

English speaking countries use rather different definitions for both primary care activities and other measures. The American Time Use Survey (ATUS) provides an opportunity to compare activities of care with the supervisory responsibilities captured by the “in your care” question overlaps between care activities, “in your care” and “who else was present” reveals intriguing differences in timing and intensity. With these opportunities, Folbre makes the case that the ATUS provides some insights relevant to future survey design. She advocates for defining childcare in a more careful and consistent terms as a necessary step in the development of more accurate estimates of costs to parents and outcomes for children.

Folbre also looks at how the value of time spent on childbearing and elder care is often ignored by scholars. Again she emphasizes the need for better accounting of public expenditure on children over the life cycle and describes the need to rethink the very structure and logic of the welfare state. A new institutional structure could promote more cooperative, sustainable, and efficient commitments to the next generation. With regards to eldercare, Folbre highlights that those who do the actual work of day-to-day care for those no longer able to care for themselves are usually women even though little is heard about gender differences in economic resources or the need for care. The concerns highlighted around the world also remind us that whether through individual families or social insurance, through family caregivers or paid help, the oldest generation will continue to depend on adults of working age for its well-being.

Books/Articles

- Folbre, Nancy (2007) *Valuing Children: Rethinking the Economics of the Family*, Harvard University Press
- Folbre, Nancy, Jayoung Yoon. (2007) What is Child Care? Lessons from Time Use Surveys of Major English-Speaking Countries,” *Review of the Economics of the Household*, Volume 5, Number 3, pp 223-248
- Folbre, Nancy (2006) “Measuring Care: Gender, Empowerment, and the Care Economy,” *Journal of Human Development* 7:2: 183-200.
- Folbre, Nancy and Bittman, Micheal Ed. (2004) *Family Time: The Social Organization of Care*. Routledge
- Folbre, Nancy (2001) *The Invisible Heart: Economics and Family Value* New York: *The New Press*.
- Folbre, Nancy Ed., (1996) *The Economics of the Family*. Edward Elgar.

SUSAN HIMMELWEIT

Susan Himmelweit research focus is on the economics of the household, feminist economics and the economics of caring including the macroeconomics of caring, caring as a distinctive relational labor process and explanations of caring behavior at the micro-level; and the gender implications of economic policy.

Professor Himmelweit argues in *Caring, the need for an economic strategy* that in order to develop employment strategies at any level, a complementary economic strategy for caring is needed, because one of the main constraints on the expansion of employment is caring responsibilities that people fulfill. She makes the case that a solution to this constraint is to raise the productivity of care provision. This would enable the care provided by those currently out of the labor market to be replaced by other forms of care which did not require such a large input

of time. Himmelweit notes that it may be hard to raise the productivity of caring, either in production or consumption, without reducing its quality. Himmelweit states that an economic strategy for caring is needed if caring standards are not to fall and care workers fall further behind others in their pay and conditions. Furthermore, an economic strategy for caring could counterbalance the growing emphasis in policy on increasing growth and employment. She acknowledges that there are dangers to caring in such strategies. Likewise, changing practices are likely then to affect social and personal norms unevenly. Himmelweit presents an “economic strategy for caring that will need to recognize that public funding for caring will have to increase as a proportion of GDP if those doing paid and unpaid caring are not to find their relative position in the labor market eroded further.” She acknowledges that the care strategy will need to resolve questions of the best way to deliver public support and will give attention to improving the standards of care and training and pay of care workers. Without such a strategy standards and availability of care will decline with high costs to society as a whole. And these costs will fall particularly heavily on those who continue to care and those for whom they care.

In *Making Visible the Hidden Economy: The Care for Gender-Impact Analysis of Economic Policy*, makes the case for analyzing the gender impact of economic policy based on the existence of unpaid as well as a paid economy on structural differences between men’s and women’s positions across the two economies. She argues that since economic policy if targeted on paid economy, unintended impacts on the unpaid care economy may limit how effective any economic policy can be. Himmelweit concludes that for “gender impact analysis to be effective, it must take into account two types of labor, paid and unpaid and the interdependence of the sectors of the economy in which they predominate. This requires recognizing both that economic policy has effects outside the visible domain of the paid economy and that the unpaid economy affects economic policy. Specifically, it means acknowledging the importance of women’s unpaid caring labor to how the economy functions as a whole. Himmelweit points out that gender-impact analysis challenges the boundaries of economic policy by making it clear that social and economic policy are fundamentally inter-linked. Arguing for a comprehensive gender analysis of economic policy is a step in challenging that shortsighted separation of economic and social issues and the tendency for the former to take precedence. Following through the gender implications of policies can show the long-term effects that a narrow view of the economy ignores. Analyzing the gender effects of economic policy would make governments conscious of how unpaid caring activities form a necessary support to paid economy and help them assess whether the long-term effects of current economic approaches are really what they intended. Gender-impact analysis of all economic policy is based on both equity and efficient considerations. Therefore, gender-impact analysis must examine the effects of any economic policy on both the paid and unpaid economics, disaggregating by gender. Himmelweit illustrates that the most significant gender division is between men and women. As such, in developing and developed countries, women still work devote most their time to the unpaid economy and men to paid economy. Himmelweit offers criteria to which policymakers should give attention to in order to pursue economic goals efficiently while making visible unintended inequitable consequences. She proposes that *First Principle* policymakers assess the effects of their policies on both paid and unpaid caring economics. The *Second Principle* assesses the distribution between men and women on both economies. The *Third Principle* states that gender equality should be assessed both between households and within them. She concludes that these analyses must be built into every stage of policy making, including research, public consultation, policy development and presentation.

Books/Articles

- Himmelweit, S. (2008) Rethinking care, gender inequality and policies, paper presented at the Expert Group Meeting on "Equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS" United Nations Office at Geneva, 6-9 October
- Himmelweit, Susan. (2005) 'Caring: The need for an economic strategy', *Public Policy Research* 12(5), pp168-173.
- Albelda, R., S. Himmelweit and J. Humphries (eds) (2005) *The Dilemmas of Lone Motherhood*, London: Routledge.
- Himmelweit, S. (2003) "An Evolutionary Approach to Caring" in D. Barker & E. Kuiper. (eds), *Towards a Feminist Philosophy of Economics: An Anthology*, Routledge (Francis & Taylor), London
- Himmelweit, Susan. (2003) "An Evolutionary Approach to Caring" in D. Barker & E. Kuiper. (eds), *Towards a Feminist Philosophy of Economics: An Anthology*, Routledge
- Gardiner, Jean., Himmelweit, S. and Mackintosh, M. (2000) 'Women's Domestic Labour', in S. Himmelweit (ed) *Inside the Household: from Labour to Care*, Macmillan

ANNA FÄLTH

The presentation, *Global Crisis in Care: a gender perspective* discusses paid and unpaid work, the care diamond, time use surveys, the role of the market, the global crisis in care, the impact of care economic on national economies and the invisibility of care work in national policies and programs. The presentation also provides recommendations and an overview of UNDP activities. In her presentation, Fälth suggests that policymakers should: 1) Take account for women's unpaid labour in national economic growth plans; 2) Devise more effective policies that reduce the burden of unpaid care work, placed on women(e.g. involve men, public policies and programs) She proposes that this can be done with more resources and assistance from the public sector to support careers in their work, with the provision of affordable child care services and with provision of health care to the elderly. Infrastructure investment can also reduce the burden of non-market work on women in low income countries. The goal of which is to find a balance between work and family. She points out that this can only be achieved where there is high investment in supportive public services and an appropriate design of tax, social welfare and pension systems. Possible policy interventions and investments that target men and women include cash payments to caregivers (e.g. child benefits, pensions), time saving technologies; taxation allowances, paid leave from employment, Social security credits, the provision of subsidized care services and education (including school meals and other activities that otherwise would be fulfilled with unpaid care work)

Books/Articles

- Fälth, Anna (2008) *Global Crisis in Care: a gender perspective. United Nations Development Program (UNDP)*

NAOMI CASSIRER

In the paper “Equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS,” Cassirer and Addatti see several origins of work-family conflicts including in problems in labor markets and in the increasing pressures from long working hours in both paid and unpaid work. They argue that even statistics show that access to labor markets and to decent work remains limited, particularly for women. As for women who do find work, they are often confined to work in the less productive sectors of economies and in status groups that carry higher economic risk and a lesser likelihood of meeting the characteristics that define decent work, including access to social protection, basic rights and a voice at work. Despite the increase in women’s participation in paid work, women continue to bear the primary responsibilities for unpaid work in the households, including both the provision of care to family members and domestic tasks. Unpaid family responsibilities encompass the non-economic activities that enable the care and maintenance of every member of society, underpinning societal health and survival. That women must spend such long hours in unpaid family work is strongly related to their availability for paid economic activities. Unpaid family responsibilities affect whether women can undertake paid work, what type of work, for how long, and where. Family responsibilities are one of the reasons women turn to vulnerable and informal employment. Other issues such as increasing commuting time, lack of social care services targeting workers’ needs and declining availability of family assistant make reconciliation of work and family more difficult.

ILO has estimated the “social burden” for families by considering the change in dependency caused by death and illness of all persons of working age. The ratio relates young and old dependants to working-age persons and is adjusted to take into account persons who are partially or fully unable to work because of AIDS. It thus reflects the increased dependency burden of healthy adults. The estimates indicate that the social burden for families will increase in many African countries affected by HIV/AIDS, as dependency caused by death or illness of persons of working age becomes heavier. As a consequence, the problem of finding ways to combine paid work with caring for the sick has become a critical issue, with implications for gender inequalities. As the burden of caring for sick persons falls more heavily on women and girls, it adds to their unpaid workload and makes it difficult for women to find and continue in paid employment and for girls to go to school, thus jeopardizing their future.

The current trends in the work environment and in the family are making it increasingly hard for workers in many countries to reconcile their care responsibilities with the demands of work, as they find themselves caught in a “time–money squeeze”. The squeeze can be particularly difficult when public and enterprise policies are blind to the pressures that workers have to deal with. The lack of measures and supports for balancing paid work and family responsibilities can contribute to considerable conflict between workers’ needs to earn a livelihood and the care needs of their household.

Policy solutions to facilitate women’s access to the labor market and to decent work by explicitly addressing and supporting their unpaid family responsibilities have long been recognized, albeit poorly utilized. Member States of the International Labor Organization established a framework for addressing the needs of workers with family responsibilities in 1981, in the form of the Workers with Family Responsibilities Convention, 1981 (No. 156) and its corresponding

Recommendation (No.165) Convention No.156 represents a flexible tool to support the formulation of policies that enable men and women workers with family responsibilities to exercise their right to engage, participate and advance in employment without discrimination, and to the extent possible, without conflict between employment and family responsibilities. Convention No.156 covers all workers and all sectors of the economy. The measures that can be taken at the national, community and workplace levels are intended to make family responsibilities more compatible with paid work (e.g. childcare) and to make working conditions more compatible with family responsibilities (e.g. working time and leave measures)

Government has a leadership role to play in setting policy orientation and creating a social climate that is favorable to dialogue and change for improving work–family reconciliation. Government creates the legislative and social security context, but much also depends on measures taken within the workplace and within communities. As for any other issue, policy development needs to be based on information about needs and preferences. For governments reviewing work–family policies, a first step is to take into account current trends; these can be seen in certain statistics, usually available at national level. Apart from workers and employers, a wide range of partners beyond the world of work must be involved in improving the organization of society. More suitable opening hours of government services, of schools, and of shops, and improvements in transportation and community services are just some examples of the wide ranging policies indicated earlier in this paper required to support unpaid care work and support efforts to move towards a more equitable sharing of family responsibilities between women and men. It is when the models of male ideal worker and female carer are challenged – by policies, by enterprises and by individual men and women – that men will have more options to increase their participation in the family and in care and that women will be able to participate in the labor market on more equal terms with men.

Distributing the responsibilities for the care and maintenance of society's members more equally--- between the state and families, and within families, between women and men— provide a basis for equality and opportunity for men and women in all spheres of public and private life. Labor standards on workers with family responsibilities and maternity protection articulate the frameworks developed by ILO member States for achieving these goals through labor and social policy. Policy initiatives to address and value unpaid work must also prioritize employment opportunities and better jobs for women to advance goals of gender equality. The demands of unpaid work remain a major source of women's disadvantage in the world of work, determining whether women can engage in paid economic activity at all, as well as the geographic location, hours, and types of paid work they accept. Successful policy frameworks require attention both to reducing the burdens of unpaid work and to expanding women's and men's opportunities for decent paid work. The ILO provides a framework for developing national and workplace policies necessary to reduce the constraints of unpaid work on paid economic activities, to improve the responsiveness of the workplace to workers' family responsibilities, and to promote more equal sharing of household and family responsibilities.

Articles

Cassirer, Naomi and Addati and Laura, (2008) Equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS. presented at Expert Group Meeting at the United Nations Office at Geneva, 6-9 October

SESSION TOPICS

INTRA-HOUSEHOLD ALLOCATION OF CARE

Lundberg, Shelly and Francesca Bettio (2005) Gender and Household Decision-making,
Frontiers in Gender Economics, Routledge

The traditional unitary model of the household, which assumes that a family acts as though it is a single agent, has been widely rejected by economists on empirical and theoretical grounds. If individuals within a family have separate preferences, then it is necessary to analyze observed household outcomes as the result of a collective choice process which is often characterized in game theoretic terms. One of the implications of a non unitary (or bargaining) approach is that the intra household distribution of resources (and therefore individual utility) will depend upon control of resources by family members, whether actual or prospective (in case of a dissolution of the household). The connection between household decision-making and gender inequality has been a major theme of this literature. Disparate labor market opportunities for men and women will affect the bargaining power of husbands and wives, and therefore generate inequality within the household. Many studies have found a positive relationship between women's control over resources and the wellbeing of their children, and attributed this to a connection between a woman's relative power in the household and her preferred allocation of resources. Bargaining power discrepancies between men and women appear to emerge from a single source—the gender division of labor in the family and in particular the allocation of primary responsibility for the care of children to mothers. This paper found that women in families tend to specialize in household production, including the care of children, and therefore face relatively poor alternatives outside their current partnership. In a bargaining or collective model of family decision making, this implies that women are disadvantaged in the intra household distribution of resources.

Esquivel, Valeria (2008) A “macro” view on equal sharing of responsibilities between women and men, paper was presented at the Expert Group Meeting on “Equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS” United Nations Office at Geneva, 6-9 October

This paper focuses on the macro or “systemic” issues related to care responsibilities. In particular, Esquivel challenges the view that gender inequalities in care responsibilities are “cultural” and their consequences are “economic” that was voiced in many interventions. She argues that care can be thought of at the *macro level*, focusing on the *absolute levels of wellbeing that should be achieved in any given society*, on the one hand, and on who bears the costs, on the other. A macro focus is critically needed when analyzing care responsibilities in contexts of poverty and extreme poverty. Care deficits often go hand in hand with other dimensions of deprivation (employment; income; infrastructure; opportunities), reinforcing inequality. A macro focus does not dismiss the micro distributive conflict (5) As it was mentioned, the ways in which the state provides, funds, and regulates the provision of care bears immediate distributional results (between women and men, and between classes and

generations) Ideally, states should guarantee minimum standards of care for all citizens, and “share” some of the costs of the carers by either reducing unpaid care work or compensating for some of their costs. The way in which this is done can reinforce or counterbalance gender differences in care burdens (see the policy section) Still, the important thing is that when the State deserts its role, families, the market or the community, struggle to fill the gaps in ways that in most cases amplify existing inequalities.

Esquivel defines briefly “macro level” policies and policies for equal sharing of care responsibilities between women and men that could be put in place to fill care deficits and increase gender equality. At the macro level, policies should be judged on whether they strengthen citizenship. If receiving care is considered a right, then entitlements supersede compensatory measures. She proposes macro policies such state provision of minimum social and physical infrastructure, good macroeconomic policy and direct labor market interventions. Esquivel proposes reconciliation policies and social policies that do not reproduce gender stereotypes that work towards equal sharing of responsibilities between women and men such.

Rostgaard, Tine (2008) The equal sharing of care responsibilities between women and men, Geneva, paper was presented at the Expert Group Meeting on “Equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS” United Nations Office at Geneva, 6-9 October.

In this paper, Rostgaard explores the shifts in caring responsibilities in Europe. He finds that West-European societies still rely heavily on informal care despite changes in demography and in labor market and social policy context even with the increase in alternative family types. With the increase in life expectancy, the number of years for care required has also risen. Fertility rates have declined drastically and populations have become more geographically mobile. He argues that while most Western European societies have also seen an increase in the two income households in the last decades, and this has given impetus for renegotiation of the formal and informal division of care work, in the family, and also between the family, market and state. This generalization of the masculinist model of work and welfare to women has, however, not necessarily led to a greater equality of division of care work between men and women. Rostgaard concludes that the gendered division of informal care is situated within the cross-points of policies, culture and practises as such interventions should consider all three dimensions. He adds that gendered assumptions about men and women’s involvement in informal caring differ according to whether we look at child care or elder care, and this is also reflected in practice. Although, informal care obligations are negotiable, dynamic and unpredictable but also still gendered. The global care chain has created new inequalities and new dependants. Rostgaard argues that policy logics influence the choice between paid labor and unpaid caring for both men and women. Also it must be noted that men and women may provide different informal care tasks. Finally, he add that is important to consider supply of services, length and compensation of leave schemes, quality standards as well as affordability

Casper, Lynne M., and Martin O'Connell (1998) Work, Income, the Economy, and Married Fathers as Child-Care Providers. *Demography* 35(2): 243–250.

Previous research on fathers as child-care providers indicates a need to study the father's role in child care in the context of different economic cycles. Using data from the 1988, 1991, and 1993 panels of the Survey of Income and Program Participation from the United States, the authors examine where fathers' availability and the couples' economic resources are differentially related to child care by father over time. They focus on the differences between 1991 – a recession year and 1988 and 1993 – two non-recession years, finding increased availability of fathers' participation in childcare in all three years. Relative economic resources between husbands and wives help to explain care by fathers only during the recession year, whereas family income is important only in the non-recession years. These results suggest that in the future, researchers should acknowledge fluctuations in the economy when studying husbands' participation in traditional female tasks, as macroeconomic shifts appear to impact the likelihood of married fathers caring for their preschoolers during mothers working hours.

CARE AND LABOR MARKETS

Antonopolus, Rania (2008) The Intersection of Paid and Unpaid Care Work, Integration Working Paper Series, *International Labour Organization*

In order to provide a coherent perspective of gender differences in the world of work, this paper argues, the many intersections of paid and unpaid work must be brought to light. It is well documented that gender-based wage differentials and occupational segregation continue to characterize the division of labor among men and women in paid work. Yet, unpaid work in social reproduction, subsistence production, family businesses, and the community is often ignored. When it is taken into account, it is usually done in a very limited manner, equating unpaid work with the traditional roles women play in raising children and performing maintenance chores. Beyond the obvious gender inequality characterizing the latter, unpaid work constitutes an integral part of any functioning economy, and as such is linked to economic growth, government policy, migration, and many development issues. The paper concludes that the "world of work" cannot be treated in complete disregard to unpaid forms of labor, and gender equality must be understood through the lens of the paid-unpaid work continuum.

Antonpouls first proposes better design, more frequent collection, and wider application of time-use data. At the macro level, such evaluation requires that scholars create a model of the economy in ways that capture: (a) contribution of unpaid work to GDP and (b) not only changes in growth, prices, external and internal deficits, and exchange rate fluctuations, but also on overall production of output generated via unpaid work assisted by creating satellite accounts. Second, Antonopolus suggests an analysis of family-work reconciliation policies and unpaid care work. Third, she proposes and exploration of employment guarantee policies on unpaid work. Employment guarantee programs can provide support by constructing the required assets and infrastructure that alleviate unpaid work burdens. Lastly, the author sees the need to address the lack of regulation, the period of retirement, or any kind of social protection for paid informal care workers.

Hirway, Indira (2008) Equal sharing of responsibilities between women and men: some issues with reference to labour and employment. This paper was presented at Expert Group Meeting on “Equal sharing of responsibilities between women and men, including care-giving in the context of HIV/AIDS” United Nations Office, Geneva, 6-9 October.

There is increasing awareness about the unequal sharing of responsibilities between men and women and about adverse impact of these on women as well as on the economy and society. In order to enforce plans of action and recommendations, one needs a strong database to understand the nature of sharing of responsibilities between men and women, and to analyze the impact of the sharing on the society. This brief paper discusses the nature of the required database and shows how it can help in analyzing the unequal sharing of work as well as its consequences. The conventional database as available in most countries, however, does not provide comprehensive information on all these activities. It covers mainly the first category of activities, i.e. the activities covered under the national income accounts. This database provides only a partial picture of the society and is far from adequate to understand the total society.

Time use survey, a relatively new survey method, however can provide comprehensive information on all the categories of work. Time use surveys collect detailed information on how individuals spend their time, on a daily or weekly basis and provide a comprehensive view of human activities. A major consequence of the unequal sharing of responsibilities by men and women is that women enter the labor market with the burden of unpaid domestic work on their shoulder. Hirway argues that women can be helped in managing the dual responsibilities by family friendly policies; can be compensated for undertaking the dual responsibilities and the losses occurring due to this; and can be assisted in overcoming their constraints in the labor market by promotional policies for skill formation and employment so that they can be on equal footing to access opportunities. She notes, however, that it needs to be underlined that women cannot be integrated completely by any or all the interventions discussed above. What is needed is a democratic family as against a patriarchal family to provide level playing field to women in the labor market.

Elson, Diane; J.A. Ocampo and K.S. Jomo (eds) (2007) ‘Macroeconomic Policy, Employment, Unemployment and Gender Equality’ in Towards Full and Decent Employment, *Orient Longman*.

While the international community has made a commitment to achieving full employment and decent work for all, this goal seems ever more distant in view of recent trends such as the growing unemployment and underemployment, the phenomenon of 'jobless growth', the growing 'casualization' of employment relations, the promotion of labor flexibility at the expense of welfare security, de-industrialization and the continued decline of peasant agriculture. Employment creation is the key link in ensuring that economic growth contributes to poverty reduction, with management of technological change crucial. While the recent trend towards greater labor flexibility seems irresistible, recent experience suggests some options for also ensuring decent work and economic security. Elson finds that men and women experience employment and unemployment differently. As such macroeconomic policies have different implications for this finding. In her paper, she discusses the impact of macroeconomic policy on gendered division. Policy induced falls in aggregate demand can have gender-differentiated

effects including women being fired first and hired last, in addition to women being crowded into formal employment with low earnings and no social protection. Her main conclusions were to design macroeconomic policy with gender-differentiated effects in mind and to promote gender equality in employment while avoiding contractionary inflation reduction with uncompetitive rates. She makes the case that macroeconomic policy is necessary but not sufficient. Instead, there should be an introduction of policies to eliminate discrimination against women in labor market and policies that promote the reconciliation of unpaid and paid work.

Oppenheim Mason, K., Kulthau, K. (1992), The perceived impact of child care costs on women's labor supply and fertility, *Demography*, Vol. 29 No.4, pp. 523-43

In a 1986 survey of 1383 mothers of preschool-aged children residing in the Detroit metropolitan area, one-quarter of the sample reported that they would work or would work more hours if they could find better or less costly child care. Poor women and those living without a male partner reported that child care problems constrained their employment most frequently. Only one-tenth of the sample reported that they would have had more children or would have had them sooner if better or less costly child care were available. Although the sample represents only a portion of the adult female population, for this portion, the results suggest that policies designed to improve child care facilities or to lower their cost could increase female labor supply substantially without increasing fertility, and might also help to reduce the public welfare burden.

Presser, Harriet B. (1995) Job, Family And Gender: Determinants of Nonstandard Work Schedules among Employed Americans in 1991, *Demography*, vol. 32, no. 4, November.

This study provides the most recent national estimates of the prevalence of employment during nonstandard hours (evenings, nights, or rotating hours) and on weekends. It also examines in a multivariate context the relevance of job and family characteristics as determinants of such employment, separately for men and for women. The findings support the contention that the demand for employment during nonstandard hours and weekends is pervasive throughout the occupational hierarchy, but particularly in service occupations and in personal service industries and for both men and women. Gender differences exist, however, in the relevance of family factors. Being married reduces women's but not men's likelihood of employment during nonstandard hours, and the presence of children affects women's but not men's hours and days of employment. Presser's implications include to the extent to which employees chose or decline certain occupational opportunities because of hours or days of required employment. An issue than she suggests needs to be addressed in future research. In particular, there is a need to know how family members weigh trade-offs between time together as a family and job demands, and between personal health and economic needs and the need to learn the relevance of high occupational status in making trade-offs. From a policy perspective, it is meaningful to ask to what extent we should, as a society, be concerned about the increasing demand fro employment during late hours and weekends, and about the potential consequences—both positive and negative—for family life and personal well- being.

Miller, Paul; Mulvey, Charles (2000) Women's Time Allocation to Child Care: Determinants and Consequences. *Australian Economic Papers*, Vol. 39 Issue 1, March

The time women allocate to child care varies appreciably according to personal and labor market characteristics. Of particular note is the finding that better educated women spend more time in most forms of child care activities than their less well educated counterparts. This link between educational attainment and time devoted to child care is advanced as a possible justification for subsidizing the education of women to a greater extent than the subsidy to men's education. It is also suggested that the stereotypes that appear to govern the household allocation of time will be difficult to break down, so that any changes in such time allocations will be slow and uncertain.

Migration

Anderson, Bridget (2007) A Very Private Business: employment in private Households. *European Journal of Women's Studies* 14 (3)

This article considers whether there is a specific demand for migrant domestic workers in the UK, or for workers with particular characteristics that in theory could be met by citizens. It discusses how immigration status can make it easier not only to recruit domestic workers, but also to retain them. 'Foreignness' may also make the management of the employment relationship easier with employers anxious to discover a coincidence of interest with the worker. Employers are not only looking for generic 'foreignness' however, but typically also seeks particular nationalities or ethnicities of worker, which can raise difficulties for agencies who are not allowed to discriminate on the basis of 'race'.

Anderson, Bridget (2000) Doing the dirty work? The global politics of domestic labour, *ZedBooks*

There has been a tendency amongst feminists to see domestic work as the great leveler, a common burden imposed on all women equally by patriarchy. This study of migrant domestic workers in the North uncovers some uncomfortable facts about the race and class aspects of domestic oppression. Based on original research, it looks at the racialization of paid domestic labor in the North - a phenomenon which challenges feminism and political theory at a fundamental level. The author maps the employment patterns of migrant women in domestic work in the North, and describes the work they perform, their living and working conditions and their employment relations. She looks at the feminization of the labor market - as middle class white women have greater presence in the public sphere, they are more likely to push responsibility for domestic work onto other women. The issues of citizenship and immigration status are crucial factors in the relationship with workers to their employers and to the state. Anderson, makes the case that although citizenship and immigration are most resistant to change, there are some opportunities for unification and for offering improvements for workers.

Beneria, Lourdes (2008) The crisis of care, international migration, and public policy. *Feminist Economics*. Volume 14, Number 3, pp. 1-21

Focusing on Europe's reconciliation policies, aimed to balance family and labor market work, this paper explores whether some of the legislative efforts such as the provision of daycare and other social services facilitating women's incorporation in paid labor as well as legislation regulating parental and other care-related leaves from paid work introduced in Europe during the past decade could be applied to Latin American countries with important migrant populations, such as Bolivia and Ecuador. In the South, these legislative efforts have appeared less urgent, mostly because the middle and upper classes have the demands of their household responsibilities cushioned by their access to paid domestic service. This paper argues that three differences in particular between the North and South -- the availability of domestic service, the extent of the informal economy, and international migration would influence the effectiveness of these kinds of efforts in the South. Using the capabilities approach framework, this paper outlines other lines of public policy action that can be useful in designing reconciliation policies for the South. A capability is the ability to do while a functioning is the actual achievement. Thus, capabilities can be linked to the removal of obstacles in people's lives, so they can enjoy a higher degree of freedom. Finally, the paper argues that there is an urgent need for re-thinking gender equity within the emerging gender order across countries. In an attempt to provide a conceptual framework for policies aimed at balancing family and labor market work, this paper makes explicit the connection between the capabilities approach and reconciliation policies, arguing that these policies can contribute to the building of capabilities, especially for women. Critiques of the capabilities approach center on its individualism, the lack of attention to social structures and that it remains at the theoretical level without any analysis of policy constraints and limitations.

SYSTEMS OF CARE PROVISION

Shaw. L.B (2006) Differing Prospects for Women and Men: Young Old-Age, Old Old-Age, and Eldercare, in D. B. Papadimitriou, ed., *Government Spending on the Elderly and Institute for Women's Policy Research*

Although elderly men and women share many of the same problems as they age, their lives are likely to follow different courses. Women are more likely than men to live into old old-age and are more likely to spend part of their young old-age caring for husbands or parents. By providing this unpaid care women might enter retirement earlier, rather than prolonging their working lives. Because they live longer, but are less likely than men to live with someone who will care for them, women are also more likely than men to require paid care either at home or in a nursing home. Proposals to reduce government spending on Social Security, Medicare, and Medicaid will thus have different implications for women and men. Shaw proposes that as life expectancy increases, encouraging people to work longer seems reasonable. One proposal is to gradually increase the age of first eligibility for Social Security benefits beyond the current age of 62 years. More commonly proposed is to continue raising the age of qualification for full Social Security benefits. Either proposal would cause the greatest hardship for some of the most

vulnerable elderly, especially minorities and other low-income individuals who cannot continue to work because of poor health, inability to find work, or responsibilities for family members. Proposals for later retirement would have the greatest impact on workers in physically demanding jobs, more frequently held by men than women. Shaw also proposes care giving responsibilities by the family as a way to reduce pressures on public programs. She claims that the United States appears to be following the path taken by some European countries: encouraging more paid work and increased unpaid elder care (Stark 2005; OECD 2005). One possible remedy is long-term care insurance, which is relatively new but is likely to become an important way of paying for long-term care in the future.

Kabeer, Naila (2007) Mainstreaming Gender in Social Protection for the Informal Economy,
Commonwealth Secretariat Publications

The author explores the gendered dimensions of risk, vulnerability and insecurity and hence the need for a gender perspective in the design of social protection measures. Her emphasis is on the informal economy because that is where the majority of women, and indeed the poor, are to be found while also being where official efforts for social protection are most limited. The book intends to contribute to understanding the constraints and barriers that confine women to more poorly remunerated, more casual and more insecure forms of waged and self employment, and of what this implies for women's ability to provide for their families and cope with insecurity. Kabeer develops a framework of analysis that integrates gender, life course and livelihoods perspectives in order to explore the interactions between gender inequality, household poverty and labor market forces that help to produce gender-differentiated experiences of risk and vulnerability for the working poor. She then examines and assesses examples of social protection measures – from child allowances to pensions – in order to illustrate the necessity for a gender-analytical approach. Kabeer identifies that the rationale for social protection measures for women workers in the informal economy reflects their intersecting constraints of poverty and vulnerability. First of all, women's livelihood options are insecure. Second, there are greater life course variations in women's experience of risk and vulnerability than for men. Social protection measures have to be designed to reflect these changes. Third, another rationale for a gender-analytical approach to social protection is the interdependence between women's work and children's well-being.

Lewis, Jane and Trudie Knijn, Claude Martin, and Ilona Ostner (2008) Patterns of Development in Work/Family Reconciliation Policies for Parents in France, Germany, the Netherlands, and the UK in the 2000s. *Social Politics: International Studies in Gender, State & Society Advance*

Work/family reconciliation policies have increasingly become part of employment-led social policy at both EU and Member State levels. Given this trend, there are expectations to see more attention to policies that unequivocally promote women's employment: childcare provision and the promotion of flexible working, together with reform of leaves that permit labor market exit in order to care for children. France has a continued reliance on state intervention with little policy change while Germany has exhibited considerable change in policy goals and has shifted away from positive support for a traditional gendered division of labor, toward greater defamilialization and incentives for women's employment (Leitner et al. 2007). The UK has had

the least by way of a track record in comparison to The Netherlands where they seemingly made a large shift in the assumptions to the idea of an individualized adult worker model family.

The dominant policy goal of employment-led social policy (O'Connor 2005) that characterized social policy thinking at the EU level and in Member States over the past decade has been underpinned by assumptions about greater individualization and the political concern in many countries to promote choice. The main policy focus at EU and Member State level is on how to ensure a measure of "flexicurity," that will enable adults to move in and out of the workforce for socially and politically acceptable reasons—whether educational, care-related, or in pursuit of leisure— at different points in their working lives. This larger perspective provides an additionally important means of understanding why there has been no simple switch from cash to services in the development of policy instruments in the work/family field. The growing acceptance of the adult worker model family represents what governments want to see by way of labor market participation. An individualized model of this kind is also easier for governments to build upon in societies in which family relationships are increasingly fluid and where norms regarding adult behavior and contributions to families are becoming harder to identify.

Williams, Joan. (2001) *Unbending Gender: Why Family and Work Conflict and What To Do About It* . Oxford University Press.

The researcher offers a new vision of "family-friendly" feminism that would support women in all the various roles on the worker-caregiver continuum. With special attention to the diversity of women's experience in terms of race and social class, this book challenges common assumptions about gender roles and women's choices concerning work, family and career. The book argues that the liberal feminist ideal of full equality in the workforce and the anti-feminist call to full-time domesticity do not represent a satisfactory range of options. The title of the book refers to the way in which social and domestic patterns have proven more resistant to alteration than feminists had hoped, largely due to the powerful social forces of domesticity's separation of work and that feed mothers' sense that they should have all the time in the world to support conventional gender roles, particularly common expectations about mothers and caregiving. Williams proposes a major shift in feminist strategy, focusing on the needs of diverse families, broad recognition of the value of domestic work and an expansion of the limited scheduling options available to women and men in the workplace. She concludes that a central goal of the book is to persuade women to think about their lives in a different way especially when looking at how markets are socially organized. She further adds that the women's ideal work model is framed around traditional life patterns of men and women. Williams makes the case that she wants to "give women a sense of entitlement to a work world restructured to eliminate labor market hostility towards working mothers.

FINANCING OF CARE

Nelson, J. and Marianne A. Ferber (eds) (2003) *Feminist Economics Today: Beyond Economic Man*. University of Chicago Press.

This book documents the progress of feminist economics scholarship and to its areas of growth by offering both a thorough overview of feminist economic thought and a collection of essays from the field's leading scholars. Using a gender-limited view of economics, the contributors explore feminism, policy analysis, business ethics, economic rationality, globalization and paid and unpaid care. In the essay, *Contracting for Care*, a key conclusion is that mainstream economics remains largely unconcerned with issues of care. The authors, Nancy Folbre and Paula England along with other economists see serious shortcomings in the care sector. They state that care services and other jobs filled by women are underpaid because of an oversupply of labor. In this essay the authors argue "that care work itself has distinctive characteristics that help explain the economic vulnerability of those who provide it (62)" They propose contracting for care as a way to explain feminist concerns while redirecting mainstream economics. The authors view a contract as a way to preserve individual choice even with its limitations. In addition, a contract can bring forth considerations and characteristics that take into account women's relative power to men and their distributional struggles. Folbre and England also highlight that because there are difficulties in the empirical measures of care there is a tendency to focus on the characteristics of the activity. To address the challenges with defining care, the authors recommend a feminization of care that will look beyond services or task completed.

LATIN AMERICAN CASE STUDIES

Molyneux, Maxine. (2007) Change and Continuity in Social Protection in Latin America: Mothers at the Service of the State? *United Nations Research Institute for Social Development*

This research paper first describes the new approaches to social policy in Latin America; second, it examines and contrast new and older models of poverty relief with specific reference to two Latin American case studies, Progresas/ Oportunidades in Mexico and the Comedores Populares in Peru; and third, it asks what the implications of these policies and programs. The third and central argument of the paper is that the terms of women's incorporation into welfare systems in Latin America have always been strongly influenced by women's symbolic and social roles as mothers. It is evident from these two contrasting cases that while both position women within communities as service providers or caregivers, as antipoverty programs they operate with different logics and appear to deliver different experiences to their participants. They are both state programs albeit with different forms of regulation, and both attempt to build or sustain forms of social self-reliance. These gendered dispositions are being increasingly recognized by the international development agencies, but so far this has not brought significant material benefits to the women involved. Prevailing policy assumptions still tend to naturalize women's "roles" and seek to make use of them and to influence how they are developed and managed subjectively and situationally. The ideas of the New Social Policy (NSP) try to go beyond this through participation, gender awareness, capacity building and by "responsibilizing" the poor, yet, in practice, programs still rely on outdated conceptions of women's social roles that take little account of their differentiated needs or the risks they face.

Many states lack the capacity to implement the alternative solutions offered. Such policies maybe desirable goals to aim for, but in low-income countries they have little chance of being realized at least in the short term. More optimistically, if the underlying principles of the NSP serve to highlight the relationship between social inclusion, participation and citizenship and if they can provide an alternative they will mark some kind of advance.

Buvinic, Mayra (2002) Cost of Adolescent Childbearing: A Review of Evidence from Chile, Barbados, Guatemala and Mexico. *Inter-American Development Bank*

The region is plagued by persistent poverty. Does early childbearing perpetuate it? More specifically, what are the social and economic impacts of adolescent childbearing on mothers and children? To explore these questions, this paper reviews the results of four studies carried out in the region in the early nineties that included a comparison group of later childbearers, obtained retrospective life history information for the mothers, and included indicators of child well-being. Summarizing the results of the Chile study, which expand on the findings of the Barbados, Guatemala and Mexico investigations, early childbearing is associated with economic rather than social effects, occurring for poor rather than for all mothers. The findings of the Chile study, in particular, suggest that social policy that significantly expands the schooling and income earning opportunities of low-income young women and provide these women with access to quality reproductive health education and services, with a view to delaying

childbearing could contribute to breaking the cycle of poverty that seems to be present in the case of poor teen mothers and their first born children. To draw more conclusive policy implications, however, the findings of these studies need to be replicated using longitudinal designs that more rigorously control for selection effects statistically or using quasi experimental designs.

Arriagada, Irma. (2007) Familias latinoamericanas: cambiantes, diversas y desiguales. Papeles de Población, ECLAC, 053, 9-22

This article examines the major structural changes which have affected families as a consequence of modernization and globalization. It consists of two parts: the first one considers the significant changes observed in families and the degree of diversity among them; the second part demonstrates how, to date, public policy design has failed to take into account these diverse structures and how the areas of care giving, not covered by public policies, constitute an additional burden, especially for women. The loss of work as a way to socially integrate and the incorporation of women into economic, social and political life have greatly impacted the distribution of responsibilities and right between men and women especially inside of families. These transformations have influenced the structure and behavior of families. The case studies of the paper show that there are some important changes to who is integrated into these family structures. Arriagada mentions several consequences of this change. The most notable being the transformation from males as the main household providers. Other changes such as the reduction of the average size of households and family, the increase of female-run households, the presence of more individual households, and the fragmentation of families due to migration have impacted family structures. These transformations appear as the major challenges for public policies in the Latin American region. The author proposes policies that push forward a new system of policies that incorporate the various changes to the family structures taking place in the region. She makes the claim that this type of policy requires a redesign of the state therefore creating a new social, economic and political environment.

Quisumbing, Agnes R.; Hallman, Kelly; Ruel, Marie T (2007) Maquiladoras and market mamas: Women's work and childcare in Guatemala City and Accra. Journal of Development Studies, Vol. 43 Issue 3, p 420-455

This paper analyses work, childcare, and earnings of mothers in the slums of Guatemala City and Accra. Similar factors affect decisions to work and to use formal daycare, but the importance of childcare varies with the role of the formal labour sector. In Guatemala, where formal sector work is important, higher prices for informal care increase formal daycare use. However, daycare prices and proximity to daycare centers do not significantly affect earnings in Guatemala City and Accra, respectively. Providing formal daycare may be more important to mothers' decision to work in cities where formal sector work dominates.

Piras, Claudia, Laura Ripani. (2005) The Effects of Motherhood on Wages and Labor Force Participation: Evidence from Bolivia, Brazil, Ecuador and Peru. Inter-American Development Bank

This paper takes a first look at the costs of motherhood in terms of wages and labor force participation for a group of four Latin American countries: Bolivia, Brazil, Ecuador and Peru. This study asks a simple question that has significant implications for gender equality. After decades of increasing female participation in the labor market, advances in the labor legislation and persistent gender wage gaps, what are the effects of motherhood on labor force participation and wages in Latin America? The data presented in this report show that mothers with children under 7 years of age participate less in the labor market than those with no children, except for single mothers. Another interesting result is that female labor force participation generally increases with age and decreases with family responsibilities. In contrast to the evidence found in the United States, United Kingdom, Australia and Germany, where mothers earn lower wages than women with no children, the results for Latin America do not show a homogeneous impact of motherhood on wages. While in Peru there exists a penalty for mothers of children under 7, in Bolivia and Brazil there is a premium for being a mother. Ecuador shows no significant effects. This heterogeneity is further investigated by considering public and private sectors, educational levels and age groups. There is heterogeneity in who selects into motherhood on unmeasured variables such as preference for prosperity or career ambition that also affect earnings. Another obvious drawback of the use of cross-sectional analysis is the possibility that mothers are different from non-mothers in ways that are not observed in the data (unobserved heterogeneity) Because of the heterogeneity in the results, the explanation focuses only on results by country. The study finds that wage penalties and premiums are not borne equally among all mothers.

Medeiros, Marcelo and Guerreiro Osorio, Rafael and Costa, Joana. (2007) Gender Inequalities in Allocating Time to Paid and Unpaid Work: Evidence from Bolivia. Working Paper# 34. United Nations Development Programme, International Policy Centre for Inclusive Growth

This working paper analyzes paid and unpaid work-time inequalities among Bolivian urban adults using time use data from a 2001 household survey. The authors identified a gender-based division of labor characterized not so much by who does what type of work but by how much work of each type they do. There is a trade-off between paid and unpaid work, but this trade-off is only partial: women's entry into the labor market tends to result in a double shift of paid and unpaid work. The researchers also find very high levels of within-group inequality in the distributions of paid and unpaid work-time for men and women, a sign that, beyond the sexual division of labor, subgroup differentiation is also important. Using decompositions of the inequality in the distribution of total time spent at work, we show that gender plays an important role in determining the proportion of paid to unpaid work done by individuals, but it plays a lesser role in determining the higher total workload of some individuals relative to others. The high levels of within-group inequality in the distribution of paid and unpaid work time for both men and women limit the explanatory power, at the individual level, of the gender division of labor. Gender is an important variable for explaining how much paid and unpaid work is done by individuals, but it is proportionally less important for explaining why some people work more than others. In fact, due to the extremely high levels of within-group inequality

among women and among men, only a small share of total work-time inequality is explained by the inequality between men and women. Evidently, there are other dimensions of social stratification determining how much work individuals undertake. The authors believe that further research might provide better explanations by examining, for example, the demographic composition of families and their position in the class structure.

Flavia Marco Navarro, (2007) “El cuidado de la niñez en Bolivia y Ecuador: derecho de algunos, obligación de todas”, Serie Mujer y desarrollo, Nº 89, ECLAC

The study is based on secondary sources, bibliographic both statistics and interviews with key informants from institutions charged with providing child care or control, belonging to the bid, both state and non-state. The activity of caring is an essential work for the support of societies which until now is still done predominantly by women. In the intra-household level, women caring for sick people, old, employed on the labor market, mostly men and children-and do so without remuneration or recognition. In turn, these responsibilities hinder their performance in the job market and the exercise of other rights. Also inside the home, domestic workers provide care for all household members, and do so at lower wages and at lower working conditions to the rest of dependent work. In the extra-household space, the provision of care usually comes from the market, civil society and the state. In Bolivia and Ecuador, the level of household income is a determinant of the provider so that remuneration appears as the main link between the area of human reproduction and production business. In these countries, the majority of care is resolved in the private supply, with serious consequences not only for women as their primary responsibility, but also for the recipients of care, especially for children. This document deals specifically to child care, parenting, especially for children less than six years in Bolivia and Ecuador. Virtually no other policy of care and few measures are aimed at reconciling work and family and the recipients are women, the operating assumption is that those who must reconcile these fields. In the same vein, the image of women caring underlies a number of sectoral policies such as labor and social welfare, as illustrated in the paper. The inadequacies of care are made more visible in the current context of massive incorporation of women into the labor market and changes in families. The recipients of care, in these case children, pay the price of the deficiency state and the family setting, in circumstances where the disparities in receiving care incubated deepening of social inequalities.

Barker, Gary (2008) Engaging men and boys in caregiving: reflections from research, practice and policy advocacy in Latin America. Paper was presented at the Expert Group Meeting on “Equal sharing of responsibilities between women and men, including caregiving in the context of HIV/AIDS” United Nations Office at Geneva, 6-9 October

This paper provides some reflections about engaging men and boys in care giving, including caregiving in the context of HIV/AIDS. Caregiving, in this article refers to the care of children, the maintenance of the household, and the care of others in the household. In the case of Latin America, three major trends directly influence women’s and men’s work-life balance and their respective burdens of and participation in caregiving: (1) a large-scale increase in women’s participation work outside the home; (2) an increase in the percentage of households headed by women, or in which women are the primary providers; and (3) an increasing percentage of children who spend a significant proportion of the lives physically apart from their biological

fathers (3) In the past few decades, in nearly the entire LAC region, women's participation in the formal labor market has increased, while men's has either declined or remained about the same. Economic instability, declining wages (in some sectors, not all) and migration for work (both within countries and outside) are common realities for low income men and women throughout the region. At the same, fertility rates have dropped, and the average age at starting parenting has increased. These trends have led to shifts in arrangements for childcare and have called into question men's limited involvement in domestic tasks, including childcare. Given the lower prevalence rates of HIV in the LAC region, caregiving related to HIV has been less of a focus of research and program development than in other parts of the world, particularly sub-Saharan Africa. The evidence from the paper confirms that men's and women's involvement and division of caregiving is constantly in flux, and that men can – in specific conditions and settings – be encouraged to become more involved in domestic chores and caregiving. These conditions include policies that promote paternity leave, flexible work policies, economic necessity and in some cases program interventions.

OTHER RESEARCH PROJECTS ON CARE ECONOMY

UNITED NATIONS RESEARCH INSTITUTE FOR SOCIAL DEVELOPMENT (UNRISD)

In their seminal work by Shahra Razavi (2007) *The Political and Social Economy of Care in a Development Context*, UNRISD, stakes the claim that “care (whether paid or unpaid) is crucial to human well-being and the pattern of economic development.” She acknowledges that the dynamics of care has received more attention from activist, researchers and policy actors today than they did 20 years ago. The author is concerned with the questions of why is care important and why should policies be informed by its exigencies. Her paper traces the evolution of ideas in the area of gender and care, and analyses some of the main strands of thinking that have contributed to this ongoing debate. She states that the review of the literature is far from exhaustive and claims that it is biased toward connecting gender analyses of care in developing countries to some of the conceptual and theoretical work on care and for the most part, it takes the developed capitalist economics as its reference point. Nevertheless, the comparative and institutional frameworks of by the institutionalized welfare states of advanced capitalist economics provide useful conceptual building blocks for thinking about care in other contexts. In spite of these shortcomings, this literature draws attention to the urgent need for an economic strategy of care. This strategy would be “underpinned by better organization and broader coalitions among care workers, if caring standards are not to deteriorate and care workers are not to fall further behind other workers in pay and working conditions. Currently, there is enormous diversity in responding to care with differing implications for gender equality.

In Section 1 of the paper, Razavi examines the contribution of feminist economics, conceptually and empirically, to the scholarly and policy debates on care. She highlights that a key challenge to the field was to make visible the invisible or unpaid economy. In particular she notes while highlighting women’s participation in production was a key to framework of gender and development, the challenges of defining and measuring care was important to the field. The literature examines the important debates within feminist economics on how it has made significant contributions to the conceptualization connections between paid and unpaid work, on the measurement and valuation of unpaid economy, and the different characteristics and components that constitutes care.

Section 2 turns to the sociological and political science analyses of systems of social provision and regulation, focusing on “welfare and care regimes”; teasing out some useful conceptual issues for analyzing care in developing countries, and considers different policy options for addressing care, especially from a developing country perspective. Some of these intersections with feminist economics are limited in nature because gender literature has been confined to North America and Europe. The author highlights a more appropriate regime and institutional arrangement of the “care diamond” which she considers an architecture through which care is provided. In her analysis of policy options for care, Razavi acknowledges that there is a universe of provision for care (not just cash) such as monetary and social security benefits, employment related measures, services or benefits provided in kind and incentives toward employment creation or toward provision. She further makes the argument that the remarkable rise in

women's economic activity rates is closely related to the demise of the male breadwinner model. This rise brings about continuity and change in family while raising new questions about the organization of care.

Section 3 is more exploratory as it considers the renewed interest in social policy, trailing after the "high neoliberalism" of the 1980s, epitomized by the "social investment state" that is allegedly focused on "productive" and "active" welfare and on "investing" in children's opportunities. The paper asks what the implications of these ideas might be for the redesign of social policy, what space is likely to be given to issues of care and whether gender equality and women movements' claims for services and supports are likely to be accommodated in this new welfare vision. This renewed interest in the post-neoliberal "social investment state" has opened space for social movements in many parts of the developing world. In particular, the needs of children bring about fresh debates on social investments, new opportunities for policy openings and the capabilities of children. It also notes that there are some tensions with women's interest when policies and programs for children do not take into consideration their needs.

To sum, the article makes the claim that research on care issues in developing countries could usefully combine several elements found in feminist economics and social policy. It considers two opportunities for advancement. One is the development for solid empirical foundation that can capture the extent of care work, both paid and unpaid across different institutions. Time use survey could be a useful starting point because the data is better and could allow for better comparison across countries. The other is the need for a more systemic and institutionalized analysis of care sector or care diamond in different countries and their outcomes. With these two components, advocacy can be more informed and effective and allow greater links between how societies organize care and how they face in terms of gender equality and women's economic and social security.

In *The social and political economy of care: contesting gender and class inequalities*, Razavi and Staab emphasizes that care work is productive—it contributes to human capabilities and to economic dynamism and growth. But unpaid care work needs to be more equally shared between women and men within households and communities because while it has its rewards, it also puts those who primarily do this kind of work at a disadvantage in a world that is monetized (Elson 2005)—it limits their access to paid work and the income and social rights that come with such work (Razavi 2007b). Responsibility for care also needs to be more equitably shared between households and society. Shifting some components of care work from households to markets or public sectors does not, in and of itself, reduce its under-valuation; nor does it change the fact that it is done predominantly by women. Care workers (including those who work as "voluntary" or "community" workers) need to be organized to demand better regulation of their working conditions and earnings, and societies and states have to stop under-valuing it as work that is "un-skilled".

The paper *The Political and Social Economy of Care in a Development Context* was prepared as part of the preparatory phase for the United Nations Research Institute for Social Development (UNRISD) research project on *Political and Social Economy of Care*. The overall aim of the project is to examine the way in which care is provided and allocated between the family/household, state, market and "community", and its articulation with the commodity economy in different countries. These papers identify key research questions to be pursued in a new comparative research project of the United Nations Research Institute for Social Development and suggest

useful conceptual blocks to inform this work. This project is undertaking comparative research on the multiple institutions of care (households and families; states; markets; and the not-for-profit sector), their gender composition and dynamics, and their implications for poverty and social rights of citizenship. It seeks to undertake empirical research on the care sector in different developing regions and to connect the analysis to some of the conceptual debates on care that has taken the developed capitalist economies as its point of reference. The research spans across eight countries drawn from four different regions: Argentina and Nicaragua; South Africa and Tanzania; South Korea and India; Switzerland and Japan. From each region one country with a more developed welfare infrastructure and another with less developed welfare architecture have been identified; all countries have at least one recent time use survey (TUS) available. The project has is undertaking cross-cutting research questions and methodologies such as:

1. Historical context and processes of social change (desk-top research)
2. Unpaid care provision (within households) and its intersections with the paid economy (analysis of primary data from TUS) The aim is to obtain a disaggregated analysis of these dimensions across income or expenditure categories; household types, and other social stratifications depending on context (e.g. race, caste)
3. A comprehensive overview of institutional frameworks and policies related to care services in non-household institutions will be undertaken (based on primary evidence and selected interviews with key informants)
4. An in-depth view of selected forms of non-household care provision (using qualitative research techniques)
5. Policies and programs: Some policies and programs have a direct and explicit intention to provide care services that can substitute and/or complement unpaid care provided by household members.
6. Valuing the unpaid and paid care sectors: The aim is to derive estimates that are not too complicated so that readers of the research can relatively easily understand what has been done and what the findings mean.

The types of comparisons that will be explored in the project include the following: (a) The value of total paid work in the economy versus value of total unpaid work, including the sex breakdown for the total paid and unpaid, with broad subcategories within both paid and unpaid. (b) The value of unpaid care work compared with different types of tax revenue. This comparison would support the argument that caring for others constitutes a type of tax. (c) The value of unpaid care work compared with different types of government expenditure on salaries. The chosen government expenditures would be those which represent public care work, such as in schools and hospitals. (d) A measure of care produced by care workers falling within the SNA (System of National Accounts) production boundary. This measure would be based on the occupations recorded for workers in a survey such as a labor force survey. The value of unpaid care work expressed as a percentage of gross domestic product (GDP).

Bundlender, Debbie (2007) A Critical Review of Selected Time Use Surveys. *United Nations Research Institute for Social Development*

The main purpose of this paper is to critically review selected time use surveys conducted in countries from different regions of the world, in order to assess their quality. An additional purpose is to inform the design of the qualitative research to be undertaken by the project. The paper presents the results of a desk-based study, as well as limited interaction with people knowledgeable about the surveys undertaken in countries included in the study: Argentina, Brazil, Mexico and Nicaragua (in Latin America); Bangladesh, India and the Republic of Korea (in Asia); and Chad, Mali, Tanzania and South Africa (in sub-Saharan Africa) A few points have emerged from the country discussions on time-use surveys that require attention. The first relates to recording simultaneous activities. These must be recorded and analyzed in order to obtain accurate records of unpaid care work and, in particular, to more narrowly define care work. Current methods, even where provision is made for simultaneous activities, almost certainly produce less than comprehensive results. Many classification systems tend to neglect more narrowly defined care work. Finally, there is a need to find ways of encouraging more analysis of the data that are already available for a range of developing countries. Encouraging use of available time use data would be directly useful in the countries concerned. In addition, it would also raise awareness of the potential of time use work beyond these countries, and so motivate statistical agencies in other countries to conduct such surveys.

Books/Articles

Razavi, Shahra. (2007) *The Political and Social Economy of Care in a Development Context: Conceptual Issues, Research Questions and policy Options.* *United Nations Research Institute for Social Development*

Razavi, Shahra and Staab, Silke. (2008) *The social and political economy of care: contesting gender and class inequalities.* *United Nations Research Institute for Social Development*

Razavi, Shahra and Shireen Hassim Eds, (2006) *Gender and Social Policy in a Global Context Uncovering the Gendered Structure of 'the Social', Social Policy in a Development Context,* *Macmillian*

Economic Development and Time Devoted to Direct Unpaid Care Activities: An Analysis of the Harmonized European Time Use Survey (HETUS) (posted on 17 Dec 2008)

This paper on 'Economic Development and Time Devoted to Direct Unpaid Care Activities' was prepared by Nancy Folbre and Jayoung Yoon, University of Massachusetts, Amherst.

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How Care Work Employment Shapes Earnings in a Cross-National Perspective (posted on 17Dec 2008)

This paper was prepared by Michelle Budig and Joya Misra, University of Massachusetts, Amherst.

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Employment, Informality and Poverty: An Empirical Overview of Six Countries with a Focus on Gender and Race (posted on 17 Dec 2008)

This paper on 'Employment, Informality and Poverty' was prepared by James Heintz from the Political Economy Research Institute, University of Massachusetts, Amherst.

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ECONOMIC COMMISSION FOR LATIN AMERICA AND THE CARIBBEAN (ECLAC)

The publication *Women's contribution to equality in Latin America and the Caribbean* brings to the fore two key issues in the structural pattern of inequality between women and men: first, political participation and gender parity in decision-making processes at all levels, and, second, women's contribution to the economy and social protection, especially in relation to unpaid work. This paper sets out active policies for overcoming the obstacles to equitable access to the labor market, especially those arising from the sexual division of labor which has become established through usage and the frequent discriminatory practices observed on the labor market. The results obtained in five countries of the region demonstrate that men spend almost the same number of hours on unpaid housework, whether or not there is a "homemaker". On the other hand, for the women of these same households, there is an important difference: the fact that another person carries out domestic chores reduces substantially the time that they spend on such chores. All women, irrespective of their employment status, devote a significant amount of time to care-giving, which proves how inappropriate it is to describe a homemaker as "non-working".

The paper presents two strategic proposals that focus on parity in decision making and the impacts of unpaid care on social protection. The role of which is to i) Build bridges between knowledge and research, on the one hand, and public policies on parity and unpaid work, on the other; (ii) Respond to the needs of member Governments of the Regional Conference on Women in Latin America and the Caribbean; (iii) Propose a multidisciplinary study in order to gain insight into complex problems relating to gender equality in the two thematic areas under consideration; (iv) Engage all the actors involved at the national and regional level in a cooperative study based on the exchange of best practices.

Questions concerning the way the gender system operates within political parties and the way women exercise leadership as well as on the correlation between political participation, representation and access to power, and poverty, ethnicity, age, the exercise of reproductive rights, levels and forms of violence and other variables that have a bearing on the exercise of citizenship, social and political participation and access to positions of power were also addressed. Priority must be given to strengthening institutional capacities in order to: (i) Compile data on women's political participation and representation; (ii) Optimize the use of available sources, such as the database of the Inter-Parliamentary Union, which provides up-to date information on women's participation in parliaments; (iii) Contribute to the maintenance of the ECLAC database on participation in the executive, in order to analyze long-term processes and trends relating to the presence of women in cabinet posts; (iv) Analyze available information with a view to providing arguments and solid grounds for the formulation of public policies — including legislative reforms— which will enable women to move forward towards parity as an

attainable goal; (v) Prepare qualitative studies on the relationship between the cultural dimension of the sex gender system and obstacles to women's political participation.

Another concern highlighted was the need to strengthen and refine the conceptual framework of care-giving, determining the scope of the concepts of reproductive work, the care economy, unpaid work, time reengineering and reconciling family life and work, among others, in order to obtain a clearer conceptual definition of the analytical field covered by these terms. It was also suggested that public policies should be categorized to differentiate between those designed to promote child care, those designed to enable women to work outside the home and those that encourage the sharing of responsibilities between women and men. Priority must be given to strengthening institutional capacities in order to: (i) Obtain appropriate and timely information on the labor market, including the informal sector and agriculture; (ii) Obtain sex-disaggregated information on social security; (iii) Carry out time-use surveys; (iv) Establish satellite accounts on unpaid work.

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