

Indicator name
Extent to which provision of care services, infrastructure and social protection policies allow an equal division of domestic and care work between men and women.
Aggregable indicator
No
Indicator type (quantitative/qualitative)
Qualitative
Thematic area of engagement
Promoting economic and social rights and empowering girls and women
Related objective in the Gender Action Plan III
Overall thematic objective: Women, men, girls and boys, in all their diversity, fully enjoy and exercise their equal economic, labour and social rights. Specific thematic objective 2: Improved policy, legal framework and access to care services enabling equal division of domestic and care work between women and men.
Technical Definition
This indicator addresses the need to recognise, reduce and redistribute domestic and care work through investment in care services, social protection systems and sustainable infrastructures. For this purpose, the indicator intends to measure to what extent adopted policies contribute to the recognition, reduction and redistribution of women's and girls' disproportionate share of unpaid care and domestic work by promoting work-life balance, the equal sharing of responsibilities between women and men, men's equitable sharing of responsibilities with respect to care and household work, including as fathers and caregivers, and infrastructure.¹ Regarding the provision of care services, infrastructure and social protection policies, the following can be included, among others: - Flexibility in working arrangements, without reductions in labour and social protections; - Support for breastfeeding mothers; - Provision of infrastructure, i.e., water and sanitation, nurseries and kindergartens, technology and public services, renewable energy, transport; - Promotion and implementation of legislation and policies such as maternity, paternity and parental leave schemes; - Accessible, affordable and quality social services, including child care and care facilities for other family dependants. To measure this indicator, it is also useful to refer to the ILO "5R Framework for Decent Care Work"² that promotes a mix of possible legislative and policy measures to achieve decent work in the care economy. The framework recommends allocating proper resources, in the form of money, services and time, to recognise, reduce and redistribute unpaid care work. The policy recommendations comprise (i) care services (i.e., early childhood care and education, including

¹ [Social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls – 63rd CSW Agreed conclusions](#)

² Recognize, reduce and redistribute unpaid care work; reward paid care work, by promoting more and decent work for care workers; and guarantee care workers' representation, social dialogue and collective bargaining. Extracted from ILO ["Care work and care jobs for the future of decent work"](#).

childcare services and long-term care services); (ii) care-related social protection transfers and benefits; (iii) labour regulations (i.e., leave policies, family-friendly working arrangements, regulation of domestic workers or norms and regulations for paid care workers); and (iv) care-relevant infrastructure.

Rationale

Women typically spend disproportionately more time on unpaid care work than men. On account of gendered social norms that view unpaid care work as a female prerogative, women across different regions, socio-economic classes and cultures spend an important part of their day on meeting the expectations of their domestic and care roles. This is in addition to their paid activities, thus creating the “double burden” of work for women. How society and policy makers address issues concerning care has important implications for the achievement of gender equality: they can either expand the capabilities and choices of women and men, or confine women to traditional roles associated with femininity and motherhood. The unequal distribution of domestic and care work between women and men represents an infringement of women’s rights, a brake on their economic empowerment and a loss to the economy/society of women’s skills, enterprise, knowledge, etc..³

Data source and calculation

Reporting covers cooperation, development and humanitarian (if applicable) initiatives and investment frameworks funded by the EC (INTPA, NEAR, FPI, ECHO) and EEAS.

EUMS may provide information related to their interventions through their contributions to GAP III reports or through the EUDs, e.g., in cases of joint dialogue (i.e., as part of joint programming or TEI).

Data sources:

Mapping the country’s care services, infrastructure and social protection policies and assessment of how these policies allow a better sharing of women’s and men’s domestic and care work.

The intervention’s monitoring and reporting systems, e.g., inception, interim and final reports from implementing organisations (including governments, international organisations, national and international civil society organisations, private sector, etc.), ROM reviews and evaluations.

Surveys/interviews conducted and budgeted by the intervention can also be relevant data sources.

Baseline and endline studies conducted and budgeted within the EU intervention using the same data collection methodology. The baseline and endline studies can be conducted as part of the gender country profile and/ or gender sector analysis, or be based on existing official reports and published data.

Calculation:

- Existence of care services and infrastructure, e.g., early childhood care and education services, care facilities for other family dependants, etc.
 - Existence and implementation of social protection policies, e.g., care-related social protection transfers and benefits, maternity, paternity and parental leave schemes, time and location flexibility in working arrangements, etc.
- To measure the implementation of such policies, carry out surveys among rights-holders (workers, families), workers’ representative bodies (trade unions, workers’

³ Extracted from [OECD \(2014\): Unpaid Care Work: The missing link in the analysis of gender gaps in labour outcomes](#)

organisations), and other stakeholders (e.g., women's organisations and national/international organisations).
Worked examples
In <u>country A</u>, an EU intervention supports the implementation of the National Strategy on Decent Work whose third axis foresees the enhancement of the government policy framework on the care economy. In Year 1, the EU intervention supported the opening of municipal nurseries and recreational centres for elderly people in the targeted towns, including staff training. At the end of the intervention 56% of the population living in the intervention's areas reported spending less time in care and domestic work as compared to the period before the intervention. In <u>country B</u>, an EU intervention supported the government's work-life balance policy through tax reduction for entrepreneurs who adopt it in their companies. The intervention supported a network of NGOs in implementing a national wide awareness-raising initiative through TV programmes to sensitise the employers in applying time and location flexibility in working arrangements for parents in need. A national survey carried out to assess the outcomes of the initiative showed an 30% increase in the percentage of employers who had adopted such policy.
Baseline
Data from official counterparts (i.e., national women's machinery, national gender observatories, line ministries/ authorities in charge of labour policies and planning, statistical institutes, etc.). Data from international and national organisations working on women's employment and labour rights or other independent non-state actors. If baseline data are lacking, a mapping can be done at the start of the intervention using surveys/ interviews with women's rights organisations and networks. The baseline can be 0 when the indicator is achieved with the EU funded intervention.
Disaggregation
N/A
Availability and Timeliness
Information should become available annually, depending on the duration of the action.
Related DAC CRS code
160 - Other Social Infrastructure & Services / 16070 – Labour rights
Associated SDGs
SDG 5 Achieve gender equality and empower all women and girls Target 5.1, Indicator 5.1.1 (see Metadata) Target 5.4, Indicator 5.4.1 (see Metadata) Target 5.c, Indicator 5.c.1 (see Metadata) SDG 8 Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all Target 8.5, Indicator 8.5.1 (see Metadata)
Other issues
In the framework of the EU action, it is key to ensure coordination between line ministries or departments, gender equality policymakers, gender equality mechanisms and other relevant government organisations and institutions with gender expertise, as well as appropriate

collaboration with the private sector, non-governmental and civil society organisations and national human rights institutions.

The gender country profile and/ or gender sector analysis can be relevant sources of information for establishing baselines.

If there is no gender analysis available at the EUD, it is recommended to look at the analysis undertaken by EU Member States or other trusted partners (UN, World Bank, human rights national and regional mechanisms, etc.) as well as the [national-level reviews](#) carried out in 2019 by UN Women and the partner countries to assess progress made and challenges encountered in the implementation of the Beijing Declaration and Platform for Action.

Special attention should be paid to following up on partner country institutions reached with EU support.