

OECD POLICY DIALOGUE ON WOMEN'S ECONOMIC EMPOWERMENT

25TH JANUARY 2018

SUMMARY REPORT

Introduction and objectives

The importance of addressing the burden of unpaid care work for achieving gender equality and women's empowerment was explicitly recognised by the Sustainable Development Goal 5 through the adoption of Target 5.4: *"Recognise and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate."*

This first OECD Policy Dialogue on Women's Economic Empowerment (WEE) aims to generate data, evidence and guidance for policy makers and development partners on "what works" to achieve SDG target 5.4.¹ The first Policy Dialogue meeting was an opportunity for countries and development partners to share experiences, discuss challenges and identify knowledge gaps on unpaid care and domestic work. The meeting brought together a diverse community of over 150 stakeholders including developing and OECD government representatives, in particular members of the OECD Development Centre and DAC GENDERNET, alongside researchers, members of civil society, and the private and philanthropic sectors (see annex 1 List of Participants). The meeting was organized around the four policy domains identified by Target 5.4 – infrastructure, social protection, public services and shared household responsibility – which form the analytical framework for the Policy Dialogue. All documents from the meeting including agenda, concept note and presentations can be found [here](#).

This note provides a summary of the Policy Dialogue meeting, including key messages from the opening session, four thematic group sessions, the closing session and next steps.

I. Opening session

Mario Pezzini, Director of the OECD Development Centre; Jorge Moreira da Silva, Director, OECD Development Co-operation Directorate (DCD); and Martine Durand, Chief Statistician and Director of Statistics, opened the Policy Dialogue.

Women's economic empowerment is a critical lever for sustainable growth. Unpaid care and domestic work is a key barrier to women's equal participation in the economy across the globe. The negative impact of unpaid care work on economic outcomes for women is exacerbated in developing countries, and in particular rural areas, where basic infrastructure and access to services are less common.² Women's unequal share of unpaid care work, compounded by discriminatory

¹ This initiative is coordinated jointly by the OECD's Development Centre, Development Cooperation and Statistics Directorates. See the full concept note [here](#).

² Recent research in Burkina Faso carried out by OECD working with government provides evidence of the unequal distribution of care work as well as highlighting discriminatory attitudes and beliefs of both women and men. See full report [here](#).

laws, attitudes and practices, is estimated to cost the global economy US\$ 12 trillion. As well as being an economic development issue, gender inequality in unpaid care and domestic work is also a human rights issue and impacts on women's health and well-being.

The OECD is working to produce better data and evidence to inform policies and programmes to address inequalities in unpaid care and domestic work. This will build on existing work streams of the three supporting Directorates. The Development Co-operation Directorate's tracks official development assistance (ODA) to gender equality and women's empowerment and has found that while half of ODA to support social services specifically targets gender equality, ODA to infrastructure remains relatively gender-blind³. The Development Centre's Social Institutions and Gender Index (SIGI) monitors a range of gender discriminatory laws and practices and is being updated in 2018 to include more information on household decision making. The Statistics Directorate works on analysis of time use surveys (TUS) which are vital to identify and monitor trends in unpaid work including on extending coverage and harmonizing methods between countries.

In addition, the Policy Dialogue benefits from the convening power of the OECD's existing networks including the DAC Network on Gender Equality (GENDERNET), netFWD and EMnet (bringing together foundations and the private sector, respectively) and will engage with representatives from developing countries representing all regions, with a focus on low- and middle-income countries, including members of the OECD Development Centre, as well as multilateral stakeholders, civil society and academia.

Progress on SDG 5.4 - Papa Seck, Chief Statistician of UN Women

SDG Target 5.4, "proportion of time spent on unpaid domestic and care work, by sex, age and location" (5.4.1), is a testament to the growing international recognition of the need to address women's unpaid care and domestic work and redress long-standing gender gaps. Data which meets the criteria for reporting on this indicator is currently available for only 29 countries. This data suggest that on average women spend 18% of their time on unpaid care and domestic work compared to only 7% of men's time. Wider time use data covering 83 countries (52% of world population) suggests that the average amount of time spent on unpaid domestic and care work is more than threefold higher for women than men. Time spent on domestic chores accounts for most of the gender gap in unpaid work.

There are significant challenges for monitoring Target 5.4. For instance, for some countries the data is very old. In addition, there are differences in how data captures simultaneous care and domestic work (e.g. child care while doing another activity). Time use surveys (TUS) are also very expensive, and many countries lack the needed budgetary resources and technical capacities. Institutional collaboration is important for sharing data and analysis as well as achieving harmonization in definitions and methods. To this end, the OECD and UN Women have recently signed a Memorandum of Understanding (MOU) to strengthen monitoring of 5.4.1, and improve data

³ OECD (2016) [Tracking the money for women's economic empowerment: still a drop in the ocean](#), Paris: OECD-DAC Network on Gender Equality (GENDERNET) and the DAC Working Party on Development Finance Statistics

comparability across countries, among other areas of research and analysis related to gender equality.⁴

Presentation of the Policy Dialogue initiative

Jenny Hedman, Coordinator of the OECD DAC GENDERNET Secretariat (Development Cooperation Directorate) set out the aim of the meeting, namely to create a platform for different actors to share experiences and an inclusive community of policy makers. Specific outputs from the Policy Dialogue that the discussions in this meeting will feed into are:

- Analysis of data on ODA expenditure on gender equality and women's empowerment on social protection, public services, and infrastructure;
- A matrix summarizing good practices;
- Analysis of time use data and an expanded OECD time use database; and
- Four analytical notes on the policy domains of social protection, public services, infrastructure and shared responsibility in the household, which will provide guidance and case studies to inform policies and programming.

The Policy Dialogue is one example of how the OECD is working to build synergies between its diverse communities to strengthen support to gender equality and women's empowerment. Bathylle Missika, Senior Counsellor to the Director (acting) and Head of Unit, Partnerships and Networks, at the OECD Development Centre, provided feedback from two meetings held on 24 January by the OECD Development Centre: the first SIGI national focal points meeting and the gender working group of the OECD Network on Philanthropy⁵. The SIGI focal points met for the first time on the 24th and created a community of practice that will work on how to leverage SIGI and address social norms in the context of the 2030 agenda. The OECD Network on Philanthropy, whose gender working group met for the first time just before this meeting, recognised that despite considerable focus on women's economic empowerment, unpaid care and domestic work is not so much of a focus due to lack of data.

The OECD has worked many years on time use data, particularly for OECD countries.⁶ Anil Alpman (OECD Statistics Directorate) presented new work to expand the OECD time use database to select low- and middle-income countries (Bangladesh (rural areas only), Ethiopia, Peru, and South Africa). Analysis of this data shows that the gender gap in childcare is wider than for OECD countries. As GDP per capita increases, women spend less time in unpaid work, and increase their participation in paid work. Additional analysis of data from the Ghana Time Use survey has also shown that reductions in unpaid work are linked to access to infrastructure (electricity and water). The full results and analysis will be released as an OECD Working Paper in 2018. Further work is needed to expand country coverage of the OECD TUS Database, assess the effects of infrastructure on unpaid work, identify the

⁴ The collaboration also covers the monitoring of SDG Target 5.1.1 drawing on SIGI data and 5.c.1 in partnership with the Global Partnership for Effective Development Co-operation.

⁵ A recent survey of the DAC found that 16% percent of philanthropic spending on development is focused on gender equality of which half comes from Bill and Melinda Gates with a strong focus on reproductive rights.

⁶ www.oecd.org/gender/data

determinants of intra-household inequalities in unpaid work, and to estimate the economic value of women's unpaid work.

II. Thematic Working Groups

Four working groups covered each of the thematic areas under SDG 5.4: Social Protection, Public Services, Infrastructure and Shared Responsibility in the Household. For each of these themes, the sections below provide a brief introduction, an overview of the presentations (available online [here](#)) and a synthesis of the discussions' main findings on good practices, challenges and ways forward, key actors and priorities for research and analysis.

SOCIAL PROTECTION

Facilitator - Alexandra Heinemann (OECD Development Centre)

SDG 5.4 forces policymakers to think systematically about the links between social protection and unpaid care and domestic work. Women and girls' ability to avail themselves of social protection is affected by their unequal care work burden. At the same time, social protection policies and programmes can have significant positive and negative impacts on unpaid care work.

Presentations and discussion

1. *Brazil's experience with cash transfers, **Joana Mostafa**, Social policy and economics researcher of the Research Institute of Applied Economics (IPEA), Federal Government of Brazil (joined from Brasilia).*

Brazil's *Bolsa Familia* programme was designed to address poverty through targeted cash transfers to women. The programme has contributed to increases in women's autonomy in decision making and children's school attendance, as well as improving women's labour market bargaining position and contributing to investment in labour saving appliances. However, the programme was not gender- or care-sensitive in its design, thus it has also reinforced gender stereotypes. The positive gender impacts, including on unpaid care, have been facilitated by the integration of the *Bolsa Familia* within wider social assistance and public service provision, such that conditionality does not create additional demands.

Brazil's experience shows that older people's contributions from pension money can reduce unpaid care work e.g. through supporting household purchase of appliances. This also reduces social isolation as older family members are more valued by the wider household. Ken Bluestone (Age International) shared similar findings from research in Asia. Discussions also highlighted that the *Bolsa Familia* does not specifically target disabled women.

2. *Reaching informal women workers, **Rachel Moussié**, Deputy Director Social Protection programme, Women in the Informal Economy Globalizing and Organizing (WIEGO).*

WIEGO is working with women informal workers' organizations and global unions to campaign on the huge gap in childcare provision for women in the informal sector. The presentation shared findings from a 2015-16 WIEGO study on childcare for women informal workers, who lack access to social security including maternity benefits and childcare and thus lose productivity and income when they have children. Few informal workers have support from family members, and, where

childcare services exist, they are not always used because of cost, inflexible hours or poor quality. Maternity benefits and child grants can provide much needed monetary support, but do not replace the need for quality, public child-care services, particularly in urban areas in the global South.

3. *Gender equality in family policy in Finland, Anneli Miettinen, Kela Social Insurance Institution, Finland.*

Family leave policies in Finland have increased men's take up of parental leave, with positive implications for men's role in childcare. Success factors include making father's entitlement independent to that of women's, and provided flexibility for men to take leave within the first two years. So far evidence on the impact of men's take-up of family leave on gender divisions in unpaid care work overall is not clear. Men's use of family leave has also been much more limited among men in poorer socio-economic groups. The importance of engaging employers in the design and support of family leave policies in Finland and elsewhere, was underlined.

Good practices and ways forward

Conditional cash transfers can create positive incentives but they can also increase unpaid care burdens on women. SIDA's experience of support to social protection programmes, mainly in Africa, shows that especially in newer programmes, **women are majority beneficiaries but few, if any, social protection programmes focus explicitly on the redistribution of unpaid care and domestic work**, leading to a danger of unintended negative consequences (e.g. collecting money from social protection programmes takes time, and conditionality encouraging school attendance of children can mean adult women doing more household work). Specific social protection provisions have potential to contribute indirectly to reducing care responsibilities by improving nutrition and health and supporting investments in labour-saving infrastructure and technologies. Thus, integrating an **understanding of gendered norms in the design of cash transfer schemes** is critical to ensure that these programmes do not further increase inequalities or reinforce stereotypes in unpaid care and domestic work.

Some **social protection programmes have adapted their design to address the constraints and needs of specific groups of women**. For example, research into the UK's Department for International Development (DFID)-supported Productive Safety Net Programme (PNSP) in Ethiopia, led to the removal of the requirement for pregnant and lactating women to participate in public works. This and other programmes also provide childcare alongside public works; other schemes have introduced mobile payments to reduce collection times and to ensure payments reach (women) beneficiaries directly. In Ghana – where 80% of market traders are women – municipalities have engaged in initiatives to **provide childcare centres within marketplaces**.

To address informal workers' poor working conditions and child care responsibilities across their life cycles, **a continuum of social protection is needed which includes pre-, peri- and post-natal care, maternity entitlements, child grants and public child care services**. Thailand has made progress in this area through public childcare and an emerging child grant but there remains a gap in coverage for children between 0-2 years. Similarly, India and Brazil and South Africa are attempting to extend social protection and/or parental leave to the informal sector. In India, Integrated Child Development Services (ICDS) start from birth and go up to 6 years old in certain states – i.e. Tamil Nadu and Kerala.

Brazil and South Africa have positive experiences of non-contributory, universal **social pensions** and their benefits. Women are disadvantaged in contributory systems, because their contributions are reduced by time off or part-time work due to childcare responsibilities. Recent **innovations in elder provision and care** in Israel include extension of non-contributory pensions to more sections of the population, including many migrants, and older people being able to nominate who gets support to take care of them.

Key actors to engage or target

Ministries of Labour and Social Welfare as well as Gender and Women's Affairs need to be engaged in designing family leave schemes. Wider social partners including **employers, unions, and informal sector worker organizations** also need to be involved in discussions on social protection. Engaging **men's organizations and groups** is important in order to address entrenched social norms. Working with **municipalities** can be a key entry point for innovations. Getting unpaid care work on the agenda also requires **stronger leadership of women within the trade union movement**.

Key priorities for research and analysis

Another priority is to better **understand the (unintended) gendered impacts of social protection programmes** for example, analysis of the gendered impacts on child labour which can be negatively impacted by moving women into paid work. Research on social protection also needs to move beyond social assistance and public works to **focus on developing work-related contributory and non-contributory social protection systems**, understanding that these are relevant in all contexts, not just low income countries.

More analysis is needed on how to sustainably finance social protection including the **benefits as well as costs of extending coverage** to the informal sector workers and other social groups, including older women. Ensuring uptake of maternity leave remains a major challenge for lower and middle income countries where most women work in the informal sector. There is also a need to better understand **differential access to protection across social groups, particularly older women**, and their unpaid care and domestic work responsibilities. This included the link with social pensions and the risky working conditions of unpaid work.⁷

Building on the positive experience in Nordic countries, more research is needed to better understand **why only certain groups of men take up paternal leave** and **whether paternal leave contributes to changing gender norms on unpaid care**. Outside of Scandinavia, progress is more limited in extending take up of family leave to men. Joana Mostafa (IPEA), shared that, in Brazil, while there are fiscal incentives to provide 20 day's paternal leave, only 12% of employers have taken these up. **Even when paternal leave is available in Brazil, few men take it**. Similar challenges have been experienced in Chile, where men are entitled to 6 months of leave. Men's fears around the impact of paternal leave on their future career progression, as well as, more generally, fears about taking on caring roles, was also brought up drawing on experiences from France and Burkina Faso.

Participants emphasized **the need for more initiatives to shift male norms regarding unpaid care**

⁷ Oxfam's research in Uganda and Zimbabwe, found that a quarter of women reported negative health impacts arising from their unpaid care work.

and work. Ursula Keller (Swiss Development Cooperation [SDC]) noted that **flexible working hours are equally important to increasing shared responsibility within the household**, while in most countries, women are most of part-time workers. Social norms and expectations around work mean that few men work part time.

PUBLIC SERVICES

Facilitator - Thalia Kidder (Oxfam)

Public services reduce the strain and drudgery of unpaid care and domestic work and can thus increase women's choices and their social and economic participation. However, assessing the impact of public services on time use is difficult. Shifting unpaid care particularly from poor families (women and girls) to the state, markets and civil society, requires resources to support provision. However, unpaid care is mostly absent from economic development policies and women's voices are often not taken into consideration in decisions about public services.

Presentations and discussion

1. *The Business Case for Employer-Supported Childcare in Developing Countries*, **Henriette Kolb**, Head, Gender Secretariat, International Finance Corporation (IFC).

IFC's initiative on employer supported childcare, carried out with the World Bank's *Women, Business and the Law* initiative (WBL) and the Institute for Policy Research on Women (IPRW), covers 50 countries, of which 11 have laws requiring employers to provide childcare. The project has developed the "business case" for employer-supported childcare, showing how the provision of subsidized childcare increases the likelihood of women entering formal employment. Their research analysed the enabling environment for childcare and established partnerships with the private sector in different models of childcare provision. This work has led to commitments of Nestle and Danone in West Africa to provide childcare facilities for employees.

2. *Care systems for promoting social justice*, **Luiza Carvalho**, Director, Regional Office for the Americas and Caribbean, UN Women.

In Latin American, different groups of women face 'sticky floors,' 'broken ladders' and 'glass ceilings' with respect to their labour market participation which are reinforced by current stratified care systems in the region. National care strategies are needed which incorporate adequate provision of care services, including for the very young, alongside reform of maternal, paternal and family leave, investment in social infrastructure and gender-responsive social protection systems. The decrease in funding for sexual and reproductive health programmes also contributes to the 'sticky floors' face by young mothers, although efforts are being made to promote sex education.

3. *Linking Domestic Workers Organizing with Macroeconomic Planning*, **Marina Durano**, Programme Officer, Open Society Foundation

Open Society Foundation's Women's Rights Programme is focused on promoting economic justice for women with a specific focus on informal workers. Key strategies include supporting the organising and advocacy of domestic workers, and encouraging researchers to work with planners on care-focused macro-economic modelling to inform national care systems. The programme currently focuses on Columbia and South Korea. Demographic trends are leading to a rising demand

for migrants to provide care support in middle- and high-income countries with ageing populations. Possible policy solutions include intergovernmental transfers, depending on budgets.

Good practices and ways forward

Mixed models of childcare provision with employers have yielded positive results, in both extending and improving the quality of care e.g. in South Africa, Jordan and Kenya. Setting up crèches might not be viable for individual employers, but collective facilities can be financed with subsidies. To avoid reinforcing gender stereotypes around childcare and domestic work, men need to be involved in discussions around care provision, as happened in Turkey.

Argentina highlighted the country's **national plan for childhood** which includes comprehensive early childhood care facilities, important for reducing the domestic and care burden of women. Legal reform is also under discussion with the aim to increase paternity leave from 2 to 15 days, and policy makers are looking at other forms of leave for caring for older or sick relatives. Argentina is considering a national action plan which will cover all aspects of unpaid care and domestic work that affect women.

Stimulating **social entrepreneurship in care provision** can address capacity gaps in the provision of professional care services; low interest loans can support enterprise development to extend the provision of childcare or other services (e.g. laundry). This needs to be accompanied by training and capacity building. Information and Communications Technology (ICT) companies can also provide communications capacity to facilitate care service provision.

Key actors to engage or target

The **state** is responsible for ensuring universal access to public services but the **private sector** also plays an important role as a provider and funder of public services. **Local and regional governments** are critical actors in the delivery of public services. **Trade unions** in the services sector are another key stakeholder that can address gender issues in employment conditions as well as engage in dialogue on gender-responsive service provision. **Training institutions** are essential to improving the quality of care services.

Key priorities for research and analysis

Discussions highlighted the importance of **building evidence on the economic benefits of public services that reduce and redistribute unpaid care and domestic work**. Investment in early childcare services should be understood as an economic investment and provided as early as possible. There is also a need to build a business case for private sector employers to contribute to, subsidize or provide child care, for example, evidence that absenteeism goes down when childcare is provided, and retention rates of mothers increase.

Sustainable financing of public services including childcare, remains a critical issue. Concerns were raised about the impacts of the privatization of public sector services under austerity, and regarding plurilateral trade deals that open economies to foreign investors in public services. **There is currently no strategic donor programme working on support for childcare in the informal sector** and the policy space on this issue is fragmented. There have been initiatives from UN Women and the UNICEF, while DFID has provided significant support on early childhood development (ECD).

Childcare initiatives are often designed from a child rights perspective, and therefore do not necessarily consider the needs of working mothers.

Barriers to engaging men in professional care work need to be understood and addressed. Indeed, childcare is an almost exclusively female profession, except in the Nordic countries where about 10% of care workers are male.

Evaluations of the impact of public services on unpaid care and domestic work should go beyond standard time use studies, to assess impacts on simultaneous care activities and the supervision of dependents. Impact analysis should also focus on depletion, injury and harm from heavy and difficult care work, and consider the work by “volunteers” - often women – who provide public care services at community level, as primary care agents. In addition, better understanding is needed of **what happens to unpaid care work and women’s access to services in the aftermath of disasters**, or in fragile and conflict affected environments. Widening access to insurance for women is an area to explore.

Care services to support the care of sick and elderly people also need more attention. In Latin America, there has been considerable innovation in the design of public services for elderly and chronically-ill people. However, coverage of these services is still a big issue.

INFRASTRUCTURE

Facilitator: Molly Walton, International Energy Agency

Women are disproportionately impacted by the lack of infrastructure in terms of their time use on unpaid care and domestic work. OECD data on donor spending shows that only 21% of infrastructure spending is specifically targeted on gender equality. Key sectors where improved support is needed are: energy, water and sanitation, and transport. Reducing the time spent in unpaid care and domestic work can free up women’s time allowing them to pursue productive work, study and opportunities for personal development. A recent International Energy Agency (IEA) (2017) study estimates that clean cooking facilities could save up to two months per year per household, time which could be redirected towards paid activities, education or other social activities. This is equivalent to adding around 80 million people to the workforce (half of the US labour force).

Progress is being made in mainstreaming gender in the policy process and engaging women throughout the development and implementation of new infrastructure projects. Understanding local conditions and how women themselves define ‘economic empowerment’ is critical for developing initiatives that benefit women and their communities. Measuring and tracking progress on the ground at all stages is equally important.

Presentations

1. *Women’s Economic Empowerment from the KC-NCDDP experience, Joanne Barriga Quintana, Gender Specialist, KALAHI-CIDSS National Community-Driven Development Program (KC NCDDP), Department of Social Welfare and Development, Philippines.*

The Philippines’ experience of promoting gender equality in a national community-driven infrastructure development programme has demonstrated the scope for involving communities not

only in providing labour, but also in managing the procurement of infrastructure. Women have had equal opportunities to men and have benefitted from equal wages and access to training and in some cases this has been transformative. However, more can be done to integrate unpaid care and domestic work.

2. *Integrating gender equality into private sector investments, **Martine Vullierme**, SVP Veolia Africa/Middle East in charge of Operations*

Veolia Foundation in partnership with EMPOW'HER and others has invested in extending women's access to water and energy services as well as supporting women-led enterprises in waste management. The presentation underlined the importance of designing initiatives with women. A key lesson is that privatizing services in the household could have negative unintended consequences, for example, by further confining women to the home.

3. *Applying a gender lens to infrastructure investment, **Makena Mwiti**, Chief Partnerships and Outreach, Gender, Women and CSOs, African Development Bank.*

The African Development Bank (AfDB) has made significant progress in integrating gender in infrastructure investments in various sectors, with support from SIDA, through changes to its institutional processes, such as involving gender advisers at project design and appraisal stage and monitoring gender-related targets on outputs and outcomes. Examples of projects where this has been effective are: the Lusaka sanitation programme providing climate resilient infrastructure, where 52 percent of the 600,000 direct beneficiaries are women; the Last Mile Connectivity project 2014, which has reduced the health risks to women of using of kerosene lamps and candles; and the Uganda pro-poor water and sanitation programme which has increased girls' retention rates in school and enabled savings in time spent collecting water.

4. *Care economy, public infrastructure and social norms: emerging findings from the GRoW program, **Arjan de Haan**, Program Leader, Employment and Growth, International Development Research Center.*

GRoW-funded projects on unpaid care found that investments in rural infrastructure can reduce drudgery and have significant labour force participation as well as intergenerational impacts. However, investments in infrastructure do not necessarily reduce unpaid care work. As social expectations rise, women are often expected to do more intensive (higher quality) care. In addition, public works programmes can increase overall labour burdens when women's existing unpaid care work is not taken into consideration. In addition, provision of childcare or vouchers for childcare do not always lead to increased labour force participation as women may prefer to rest, or look after children themselves. Widening access to infrastructure such as roads requires attention to safety issues and gendered norms.

Good practices and ways forward

DFID shared experience of shifting ambitions on **approaches on gender and inclusion in infrastructure programmes**, from a compliance approach towards a more transformational one. The Philippines' experience shows that **procurement of infrastructure investment and projects can use specific criteria to address gender issues**, e.g. quotas for women's labour or for sourcing from women-owned businesses.

Investment in infrastructure to reduce women's unpaid work needs to be **accompanied by interventions to address social norms as well as skills development and training** to tackle gender stereotypes. Thalia Kidder (Oxfam) noted that the We-CARE project is involving both women and men in the design of fuel efficient stoves, which has encouraged men to cook; a similar approach is being taken with laundry equipment, working with Unilever.

Where women are not involved in the design of programmes, there can be unintended consequences, e.g. investment in reducing the time spent by women collecting water in Afghanistan, denied otherwise secluded women a rare opportunity to leave the house and associate with others.

Key actors to engage or target

Private sector suppliers are heavily involved in the delivery of infrastructure, so engagement with companies is essential. **Development Banks** are critical actors in the financing of infrastructure investments. **Local authorities** are at the cross road between women citizens and programmes and there is potential for developing **diverse partnerships** with wider civil society, private providers and researchers at local level. **Civil society and women's movements** need to pay more attention to the transformative potential of infrastructure development.

Working with **skills and training providers** is also important to ensure that women as well as men benefit from technical skills development relevant to infrastructure procurement, design, delivery and management. Finally, engagement with **'care groups'** (or similar) at community level is important to understand women's and men's priorities for unpaid care and work.

Key priorities for research and analysis

Research and analysis on infrastructure and unpaid work, requires a **holistic approach which looks at the intersections between different sectors of infrastructure provision** (e.g. housing, water, energy, transport) and how together these can reduce unpaid care and work, linked to wider provision of services.

Urban housing is a critical area of infrastructure particularly for women in the informal sector, for whom homes are often the place of paid – as well as unpaid – work. Urban planners need to address the problem of **spaces for childcare provision**, considering the priorities of different groups of women by engaging them in planning processes.

SHARED RESPONSIBILITY WITHIN THE HOUSEHOLD

Facilitator: Ursula Keller (Swiss Development Cooperation, OECD-DAC GENDERNET Co-Chair)

The group on "Shared responsibility within the household" was an opportunity to zoom in from the macro to the micro perspective, where social norms are built and upheld. Much of the focus on social norms is on engaging men. This session represented an opportunity to gain insight from successful programmes and policies working to promote social norms change, a domain where knowledge is limited.

Presentations and Discussions

1. *Getting Men in the Kitchen in Mozambique*, **Julio Langa**, Research and Network Programme Manager, HOPEM, and **Elisa Mutisse**, Head of the Gender Equality Promotion Department, Ministry of Gender, Children and Social Action, Mozambique.

HOPEM's programme aims at challenging dominant norms of masculinity and increasing men's involvement in unpaid care work. The project creates a safe space for men to express themselves and emphasizes the benefits to men of their own emancipation from problems related to negative masculinities. Participants are very diverse, including students and public and private sector workers. The programme found that engaging men to address gender norms could not be successful without continuing to engage women: while HOPEM was focusing on men, women were sometimes reluctant to allow men's roles in the household to evolve after their participation in the training.

Lessons on social norm change from DFID's Voices for Change Programme, **Caroline Enye**, Team Leader, Voices for Change programme, Nigeria.

The Voices for Change programme (V4C) has used social marketing to achieve social norms change at scale, working with young men and women in Nigeria. The programme had a "nine-step" approach and created a brand "Purple" that represented the values and social norms that the initiative sought to instil to the community. V4C impacted 2.4 million young people transforming attitudes in favour of gender equality. The progress and achievements of the programme were assessed through annual attitudes and norms surveys using random sampling and backed up with qualitative analysis. This programme's success highlights the great potential of mass media to reach a wide audience when a good communication strategy is employed.

2. *Challenging stereotypes in rural households*, **Azzurra Chiarini**, Global Coordinator, Joint Programme on Rural Women Economic Empowerment, World Food Programme (WFP)

The Joint Programme on the Economic Empowerment of Rural Women (implemented by FAO, IFAD, UN Women and WFP) has worked with a range of approaches which result in gender transformative outcomes, including a more equitable workload balance between women and men at the household level. Approaches include community conversations (Ethiopia), community radio listening clubs (Niger) and household methodologies and the Gender Action Learning System (Kyrgyzstan).

Good practices and ways forward

It is important to **generate a positive discourse around social norms and practices related to unpaid care and domestic work**. **Creating safe spaces for men** to "emancipate themselves from patriarchy" is an important first step to challenging dominant forms of masculinity. **Symbols or brands are useful to create new, positive identities** such as the "purple" brand in V4C and HOPEM's "kitchen" as a symbolic entry point for challenging existing norms in Mozambique. **Work with households and communities** is a key entry point for social norms change with the help of tools such as the Gender Action Learning System (GALS - Oxfam Novib and IFAD) and time use diaries discussed in groups.

Key actors to engage or target

Work on social norms needs to start early, with **young men and women**. More work is needed to address bias in **schools and teacher training institutions**. **Organisations working on violence against**

women and girls are important to engage given their experience in diagnosing norms and identifying which are the most important norms to address.⁸ **Local government and public service providers** are key actors in enabling social norms change, although capacity here is weak.

Donor support is also important, but needs to have a long-term commitment to see through to change. The **media** is a key actor in promoting changes in attitudes and social norms, and the **private sector** can be very influential through its supply chains and marketing.

Key priorities for research and analysis

Further work is needed to identify and address the specific social norms that are most constraining for women's unpaid care work in different contexts. More work is also needed to **support men's engagement in unpaid care and domestic work** and to address negative masculinities. Changing social norms needs to be distinguished from strategies to create new norms. **Measuring social norms change on unpaid care** is complex and there is a lack of shared methods and of data on this area.

III. Concluding session

Conclusion

While significant progress has been made in gathering and analysing relevant data related to women's and men's time use, there is a need to explore new ways of both collecting and analysing data on unpaid care. Participants called for common indicators of unpaid care and domestic work which go beyond changes in time use, to include reductions in drudgery, ill-health and injury, as well as changes to social norms; indicators also need to consider women's own perspective and context and be disaggregated by age. The OECD emphasized that partnerships are critical for the harmonization of data systems. To this end, the OECD will continue its work to support developing countries to develop systems and capacities related to gender equality and unpaid care and domestic work.

In addition, several common themes and priorities emerged from across the four working groups, these included:

- The central role of the state as a duty bearer for social protection and universal access to public services, as well as in regulating provision and setting standards for wider service and infrastructure provision;
- The limited reach and success of policies to increase men's involvement in unpaid care and domestic work requiring greater research and analysis of how to bring about normative shifts; solutions include the involvement of women and men in the design and delivery of policies, programmes, services and technologies that are aimed to reduce unpaid care and domestic work;

⁸ The 2018 International Social and Behavior Change Communication (SBCC) Summit featuring Entertainment Education will take place in Nusa Dua, Indonesia from April 16-20, 2018.

- The necessity of recognising the diversity of women in different contexts (age, location, ethnicity, socio-economic group, formal/informal) and using a lens of “intersectionality”;
- The importance for policies and programmes addressing unpaid care and domestic work to be clearly articulated in terms of their economic benefits for jobs and inclusive growth as a way to encourage governments, private sector and donors to increase their investments; and
- The need for improved understanding of how change happens towards positive policies on unpaid care and domestic work.

Next steps

Next steps for the Policy Dialogue Initiative will be:

- **Global mapping of policies and programmes addressing women's unpaid care work in line with SDG 5.4:** Participants are invited to share information on promising initiatives that have had an impact on women’s unpaid care and domestic work burden in any of the four policy domains (social protection, public services, infrastructure and policies to promote the shared responsibility with in the household). The OECD will consolidate this information into a matrix of good practices that we will share with the Policy Dialogue community.
- **Policy analysis and to achieve SDG 5.4:** Work will begin on four analytical notes covering the policy domains supported by three in-country case studies. The research and analysis will inform policy guidance to achieve SDG 5.4 that will be validated by governments and development partners.
- **Inclusive policy dialogue meetings at the global and regional levels:** Future meetings in Africa, Asia and Latin America will be an opportunity to validate and tailor policy messages and guidance to the regional level.

The meeting has provided a road map to guide the work of the Policy Dialogue going forward. In particular, the discussions highlighted the need for both qualitative and quantitative data and evidence for informing context specific policies (e.g. quality of crèche workers, as opposed to only their provision): the same solutions are not effective everywhere. Finally, change will not happen without political will. It requires the engagement of policy makers and the enforcement of laws. The OECD is committed to creating a community of practitioners, researchers and advocates from all over the world to identify effective policies and practices to address women’s unpaid care and domestic work and promote gender equality. Looking ahead, the OECD will continue to draw on its expertise and convening power to support an evidence-based, inclusive Policy Dialogue to move forward the agenda on women’s unpaid care and domestic work and support the achievement of the SDGs and the promotion of gender equality and women’s empowerment.