

**NETWORK OF THE ETHIOPIAN WOMEN'S
ASSOCIATIONS (NEWA)**



**THE POLICY BRIEF AND RECOMMENDATIONS ON
THE CARE ECONOMY TO ADDRESS ISSUES OF
UNPAID CARE AND DOMESTIC WORK IN
ETHIOPIA**

Final Document

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1. Introduction

Care and domestic work, both paid and unpaid is at the heart of communities and is an integral component of economies all over the world. It contributes to our well-being and is crucial for social and economic development of a nation¹. The time, energy and resources that people invest in carrying out care and domestic work enable households, communities, workplaces and economies to thrive.

Unpaid care and domestic work refer to non-market, unpaid work carried out in households (by women primarily, but also to varying degrees by girls, men and boys) which includes both direct care (of persons) and indirect care (such as cooking, cleaning, fetching water and fuel, etc.)²

In this paper, unpaid care work is used to refer to unpaid care and domestic work. The International Labour Organization (ILO) defines unpaid care work as “non-remunerated work carried out to sustain the well-being, health and maintenance of other individuals in a household or the community.”³

Unpaid care work includes caring for children, elderly and sick people. It also includes washing, cooking, shopping cleaning and helping other families with their chores. Unpaid work includes food, fuel and water collection and other energy provision, informal unpaid work, family labour in agriculture, etc.

Although unpaid care work involves both paid and unpaid activities, a significant proportion of care work is unpaid, done in households by women and girls. Indeed, unpaid care work provides, and produces, a huge amount of goods and services for human development, health, education and sanitation. For instance, the ILO (2018) estimates unpaid care work to be around 9% of the global GDP.⁴

Women are also employed in paid care work in care and non-care sectors. Among the paid care sectors, education and health care are prominent. The education sector in Ethiopia employs several women in paid care work. Also, women comprise most of the health workforce.⁵ The World Health Organization data (2021) reveals

that women constitute around 70% of the health and social care workforces.⁶

At the global level, unpaid care and domestic work (UCDW) is tremendously the preserve of women and girls, of which Ethiopia is not an exception. Evidence shows that women provide more than three-quarters of unpaid care and make up two-thirds of the paid care workforce.⁷

In many societies, the unequal responsibility for care work is deeply rooted in societal beliefs and norms that define women’s and men’s roles in a society and institutional structures around gender roles. The unpaid care work is socially viewed as women’s work; has been given lower status and remains unrecognized, undervalued, and under-invested in aspects of gender issues.

Women’s unequal share of unpaid care work has long been recognized by women’s rights advocates as key dimensions of gender inequality. This is increasingly recognized as a constraint to both economic growth and women’s economic empowerment. Therefore, addressing this aspect of gender inequalities remain an unfinished assignment of the government and other stakeholders.

This policy briefing on the unpaid care economy intends to provide insights for policy makers and practitioners on addressing unpaid care and domestic work for a gender equal and inclusive Ethiopia. It may also serve as policy options for dialogue on the care economy. To this end, this policy brief argues in favor of a care economyⁱ inclusive gender policy for a gender equal and inclusive Ethiopia.

This policy briefing is prepared on the basis of a comprehensive review of related literature supplemented by in-depth interviews with the government and non-governmental actors.

ⁱ The care economy is defined as the production and consumption of goods and services required for the well-being of care-dependent populations such as children, the elderly, sick, as well as healthy, prime working-age adults.⁷

2. Questions that Matter Most

Awareness and Knowledge gaps

Discussions with the key informants reveal that there are gaps in understanding about the basics of the unpaid care and domestic work and its contributions to the well-being of the society and the economy at large. They stress that there is limited awareness about unpaid care work among households, communities, policy makers and planners.

The UN-Women (2023) emphasizes that there remains a lack of understanding of the full spectrum of issues related to paid and unpaid care work.⁸ In compliance with these, the reviewed literature reveals that in most cultures, unpaid care work is narrowly and improperly viewed as women's and girls' traditional responsibilities and hence, given lower status.⁹ As a result, unpaid care work is less discussed, researched and documented aspect of gender inequalities.

The awareness raising works and advocacy movements carried out by the Civil Society Organizations (CSOs) and Women's Right Organizations (WROs) laid the basis for future works but still fall far short of what is required in order to create a care work informed family, community, society, policy makers, and private businesses.

Lack of Recognizing UCDW

Care and domestic work is an important sector that could enhance economic growth, gender equity, and women's empowerment if properly supported and regulated. Nevertheless, unpaid care work is unrecognized and undervalued on a global scale, including in Ethiopia.

The System of National Accounts (SNA)ⁱⁱ does not contain a definition of unpaid care and domestic work which is not regarded as being productive work.¹⁰

Unpaid care work is not included in the list of production boundaries (list of eligible goods and

services selected for the estimation of GDP. Because the calculation of GDP is based on international standards, it is difficult to adjust the estimation process to include care works, unless modifications are made globally.¹¹

It is recognized that GDP does not measure unpaid care works or informal labour, and that there is a need to go beyond the GDP and use complementary measures.¹²

Regardless of the major limitations inherent in GDP as the main economic metric, developing a separate Household Satellite Accountsⁱⁱⁱ, which aims to capture and measure unpaid and domestic work performed within households, which are not typically accounted for in the Statistical National Account, does not appear to be part of the policy conversation in Ethiopia.¹³

In addition to these, measuring the economic contribution of UCDW is challenged by many factors in Ethiopia. First, the lack of up-to-date and reliable sex-disaggregated data on unpaid care and domestic work undermine efforts to value the contribution of care work.

Second, UCDW is absent from the government budgets in Ethiopia. The UN-Women stresses that budgets allocation that do not consider the care work is not gender-responsive and, exacerbate gender inequalities inside and outside the home.¹⁴

Third, there is limited interest and awareness about considering the contribution of UCDW to the macro economy by policy-makers.¹⁵ While there are some efforts being made by WROs, there is still limited advocacy work to push policy-makers for the inclusion of unpaid care work in the estimation of GDP; and integrate care work into budgets.

Distributional Injustice

At the global level, women and girls carry out more than three-quarters of the total unpaid care work, which is over three times more than men.¹⁴ Even

ⁱⁱ The inclusion of UCDW will inflate GDP, and that accessing gender-disaggregated data is problematic. Traditional accounts focus mainly on market based production and transaction that contribute to GDP.

ⁱⁱⁱ The use of household satellite accounts is emerged in 2013 by the 19th International Conference of Labour Statisticians as an alternate method employed when unpaid care work is not included in GDP. This account aims to capture and measure economic activities performed within households that are not typically accounted for in the SNA.

though there are significant variations across countries and contexts, on average, globally; women spend four hours and 25 minutes daily doing unpaid care work.¹⁶

In Ethiopia, contrary to the care diamond framework, the responsibilities of providing unpaid care work are largely falls on families; mostly women and girls in Ethiopia.

The Ethiopia Time Use Survey^{iv} conducted in 2013 reveals that an overwhelming majority of women (93%) compared to men (56%) were engaged in unpaid domestic works during 2013, and that women spend nearly twice as much time (49%) as men (25%) collecting fuel wood.¹⁷ The survey further shows that, on average, women spend 6.45 hours each day on UCDW as a primary activity, compared to 0.29 hours by men.¹⁸ Women also spend more time than men on unpaid care work as a secondary activity.

At regional level, the study conducted in the Oromia region indicates that women spent total of 13 hours doing household activities while men spent a total of 4 hours. Amongst the 13 hours, women spent 7 hours on unpaid care work as primary activity, while men spent 1.43 hours on unpaid care work as primary activity. The finding also indicate that women spent only 2 hours on paid work while men spent 6.16 hours on paid work.¹⁹

Poor investment in the Care Economy

Lack of adequate investment to care supportive infrastructure, social services and technology worsens women's and girls' workload and led to time poverty for caregivers to engage in other activities.

Investment in the care economy has a direct link with the time use and physical hardship related to care and domestic work. This is because the lack of basic physical infrastructure such as potable water, sanitation facilities, road, and

transportation as well time-and-labour saving technology contributes to a significant increase in time spent on domestic work (ILO, 2016).²⁰

Although the gendered division of labour affects women globally, it is especially tedious on women living in poverty, those who have limited finances to purchase goods and services to substitute the labour required for such work.

Adverse Impacts of the Workload of UCDW

Women's unequal share of unpaid care work is leading to the physical and mental exhaustion for the caregivers.²¹ Negative care restricts women's and girls from enjoying a dignified standard of living.²²

It's widely documented that excessive, time-consuming and often physically demanding nature of unpaid care and domestic work impedes women's and girl's access to decent work opportunities as well as basic rights to education, political participation, and time for rest and leisure.²³ This contradicts the principle of the human rights, which underlines that the responsibility for undertaking care work should not encroach on fulfilling women's rights.²⁴

It is argued that where appropriate infrastructure and technology is less developed, high levels of often heavy unpaid care work may cause many women to suffer depletion of energy as well as injuries, and other physical or mental harms.²⁵

Lack of Reward and Representation

Ethiopia has no the policy that recognizes and reward care workers through social security benefits or tax incentives. The lack of financial compensation and or social recognition for caregivers perpetuates the devaluation of unpaid care work.

There are no laws and implementing measures to protect migrant care workers in Ethiopia. The International Labour Organization has adopted the convention No. 189 for special legal protection of domestic workers.

Ethiopia has signed the convention but is yet to ratify it and the domestic workers agenda is excluded from the labour law protection. In this

^{iv} Ethiopia carried out the first Time Use Survey in 2013 with the support of UN Women and the Ministry of Women, Children and Youth Affairs. The main objective of the survey was to measure and analyse the time spent on paid and unpaid work and non-productive/leisure activities over a period of 24 hours for all persons aged 10 years and older. The survey aims to make visible the full extent of the work of women and all their contributions to the national economy, including their contribution to the unremunerated domestic sectors.

regard, the absence of specific laws governing the subject of domestic workers and employer–employee interactions mean, domestic workers are exposed to various forms of violence and exploitations.

Besides, care workers are yet to have a unified and influential platform to shape policies and interventions that consider their needs and concerns. As a result, the voices and perspectives of the caregivers are often excluded from decision-making processes.

Andinet Ethiopian Domestic Workers Union (AEDWU) is one of the prominent organizations advocating for the rights of domestic workers, who were facing systemic exploitation and discrimination in Ethiopia. It aims to ensure fair treatment, improved working conditions, and dignified lives for domestic workers.

The founders of AEDWU strive to create an organization that uplifts the voices of domestic workers and protects the right to fair wages and to reasonable working hours. AEDWU plays a crucial role by raising awareness, fighting for improved working conditions, and empowering domestic workers in the county.²⁶

Despite the current initiatives, a significant number of domestic workers are subjected to **unfair treatment and labour rights violations in Ethiopia.**

3. Why Do Women Do More Unpaid Care and Domestic Works?

Gender inequalities are the manifestation of chains of causes and effects interwoven with each other and created over a long period of time.

First, the unequal share of unpaid care work is deeply rooted in a discriminatory gender norms and stereotypes, and exacerbated by unequal power relations. In most cultures, society believes that men and women are different and have different roles. It's assumed that part of women's role is to take care of the housework.

Discriminatory social norms shape gender roles that promote paid work as a masculine task and unpaid care work as women's and girls'

responsibility. Women's work, both paid and unpaid, is seen as secondary and of less important, leading to unequal power relations and wage difference in the labour market.

On the other hand, women's paid care work is seen as unskilled or an extension of women's "natural responsibilities" such as breast-feeding and perceived "traditional" roles as caregivers. This is the result of discriminatory social norms and stereotypes that contribute to low status, low pay, and lack of representation of women.

A care work is socially regarded as a woman's role, resulting in the social expectations and pressure for women and girls to perform a disproportionate share of care work.

Gender stereotypes firmly entrenched confine men to breadwinning and regard unpaid care work as a female prerogative, and consider care work as inappropriate for male.

The power dynamic between men and women has also an impact on the distribution of care work. For instance, key at both community and household levels, it is wrongly assumed that beating a woman for failing to perform unpaid care work is socially right or mostly practiced.²⁷ In some cases, even the women feel empowered and satisfied by their responsibilities.

The gender differences in decision making powers within households, communities, and government structures and private businesses reinforced the unequal responsibilities for care and domestic work.

In addition, poor investment in infrastructure, social services and technologies is another factor contributing to the heavy workload on women and girls. Evidence shows that women are forced to perform physically demanding and time-consuming unpaid care work due to lack of access to piped water, clean energy, access to road, and transportation, as well as time-and labor-saving technologies²⁸, all of which are critical in reducing the time and intensity of unpaid care work for women and girls.

4. Policy and Legal Frameworks Regarding Unpaid Care Work: An Overview

The Government of Ethiopia has put gender equality as one of its key development priorities for the last three decades or so. Pertinently, a wide range of legislations and policy measures have been put in place to promote gender equality.

a) International and Regional Instruments regarding UCDW

The Ethiopian Government has ratified/adopted various international conventions and guidelines essential for recognizing and redistributing unpaid care work. Some of international and regional instruments regarding UCDW include the Beijing Platform for Action (1995)^v; Sustainable Development Goals (2015)^{vi}; Universal Declaration of Human Rights (1948); Convention on the Elimination of All Forms of Discrimination Against Women (1979)^{vii}, the ILO Conventions (2000 & 2011)^{viii}, the International Covenant on Economic, Social and Cultural Rights (2081), and the African Union Agenda 2063 (2013)^{ix}.

Therefore, compliance with the International and Regional commitments a country made through the ratification and adoption of international instruments related with UCDW is essential to remove gender inequalities and discrimination, to recognize and redistribute unpaid care work.

^v Beijing platform for Action (1995): recognize s the importance of tackling the unequal distribution of unpaid and paid care work between men and women as an essential step towards achieving gender equality. It proposed time use surveys to make women's contribution in Care and domestic work visible

^{vi} The SDG established a specific target on unpaid care work under goal 5 (gender equality). Target 5.4 requires member states to not only recognize and value unpaid care work, but also to provide public services, infrastructure and social protection policies and to promote shared responsibilities for care work within the home.

^{vii} Art.11 (2)(b) States Parties shall take appropriate measures: To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

^{viii} Convention No. 183 (2000) give emphasis on maternity protection, which aims to ensure proper protection, maternity leave and benefits to women workers. Convention No. 189 (2011) promote decent work for domestic workers.

^{ix} Envisioned to empowered women to play their rightful role in all spheres of life; ensure full gender equality in all spheres of life; and expand universal access to quality early childhood, primary and secondary education; (Para. 73(c))

On the other hand, failure of the government to address women's disproportionate unpaid care workload can be understood as non-compliance with these and other international obligations regarding equality and non-discrimination.

b) National Legal and Policy Frameworks

At a national level, there are different policies, laws and other instruments, indirectly related to unpaid care and domestic work.

In 1993, the government introduced the National Policy on Women Empowerment (NP-WE). The policy focused on advancing equality between women and men; eliminating gender-based discrimination, and facilitating women's participation in all aspects of life. Pertinent to the care economy, the NP-WE aims to address women's workload and improving their access to basic infrastructure and social services.

The NP-WE has laid the foundation for the introduction of various strategies, programmes and projects which have taken women's right and gender equality into considerations and contributes to address the gender inequalities.

Nonetheless, the NP-WE is a narrow-minded policy framework, incapable to address the multifaceted aspects of gender inequalities in the country. Moreover, it does not match with the current gender contexts and problems in the country. The NP-WE did neither acknowledge nor does targets transforming the structural root cause of gender inequalities.

It is not coherent with the current approaches^x to gender equality and the international and regional gender equality frameworks^{xi} endorsed by the Government of Ethiopia after 1993.

The NP-WE do not address the roles of actors outside the government in implementing the policy and therefore, has major limitations in providing a framework for cooperation and coordination among different actors working to ensure gender equality.

^x Beijing Declaration and Platform for Action (1995), SDGs (2015), and the African Union Agenda 2063 (2013).

The Gender Responsive Care Economy and Unpaid Care and Domestic Work Guideline is another relevant instrument aims for addressing unpaid care work. The ultimate goal of the advocacy guideline is to support gender transformative intervention on issues of unpaid care work and increased investment in gender responsive care economy so as to enhance the social, economic and political empowerment of women and girls.

The Government of Ethiopia also issued laws relevant to addressing gender inequalities. For instance, the FDRE constitution clearly states that women shall have the right to equality in employment, promotion, and pay. As clearly stated in article 36 (3) of this constitution, every child has the right to be cared for by parents or legal guardians.²⁹

The government of Ethiopia accepted and implemented the National Human Rights Action Plan that necessitates the availability of day care services in government organizations. In 2018, the government passed a regulation stating that all public service organizations should provide a day care services for their women workers.³⁰

The Ethiopian Civil Service Proclamation Number 1064/2017 mandated that government institutions to establish nurseries, where female civil servants can breast-feed and take care of their babies (Art.48/c). Likewise, proclamation No.1064/2017 improved the paternity leave from five to ten days for the civil service employees.³¹

Another care supportive legal provision is the Ethiopian Labour Proclamation No. 1156/2019 which increased the duration of paid maternity leave from ninety to one hundred twenty days and introduced three days of paid paternity leave with full pay for the private sector.³²

The introduction of the paternity leave in the Ethiopian labour laws is taken as important steps toward gender equality and positive measure to redistribute unpaid work, including caregiving responsibilities. However, the difference in the length of the paternity leaves between private and public sectors poses many questions.

The National Action Plan for Gender Equality (2006–2010) aims at reducing women's workload through enhancing women's access to labour-saving technology; redistributing roles between men and women; increasing investment in areas that contribute to reducing women's heavy workload (such as water supply, flour mills, energy, food preparation devices and transportation, and expanding the provision of social protection.³³

Similarly, the Women's Development Package (2017) emphasized the need for increasing women's economic participation by creating an enabling environment in which reducing women's workload and increasing access to public infrastructure and social services are among the means. In addition to all these, the Ten-Year Strategic Plan (2021–2030) of Ethiopia targets all government institutions to establish childcare centers by 2030.³⁴

In addition to these, the government and other actors have taken positive measures to address UCDW. For instance, the existence of day care services in the government institutions and private sectors; provision of labour and time saving technologies; the conducting of time use surveys in 2013; and the increasing participation of women in decision-making processes (their role on influencing on the revision of laws and policies) have positive contributions to the care economy.

The awareness raising and capacity building activities as well as advocacy work conducted by CSOs (such as AEDWU, NEWA) and NGOs mainly Oxfam, and Action Aid Ethiopia among others have positive contributions to addressing UCDW.

At community level, the experience of the "Awuramba" community", is nationally acknowledged as a good practice/role model in addressing unpaid care and domestic work. In this community, care and domestic work is a shared responsibility of men and women within households.³⁵ There are no gender-based roles and stereotypes that hinder male engagement in care and domestic work.

In general, the Government of Ethiopia has been taking progressive policy and legal measures which indirectly address issues of unpaid care and domestic work. Despite these, significant progress in transforming the care economy is hindered by absence of comprehensive gender policy instrument dedicating to addressing care and domestic work in Ethiopia.

In cognizant of the shortcomings in the NP-WE, the MoWSA, in collaborations with government and non-government actors, has produced a draft National Policy on Gender Equality and Protection of GBV in Ethiopia.

The respondents of the study emphasized that the National Policy on Gender Equality and Women's Empowerment (NP-GEWE) is very broad and takes into account the major limitations of NP-WE and considers the current contexts of gender inequalities in Ethiopia.

From the care economy perspective, the respondents noted that the draft NP-GEWE takes the issues of unpaid care and domestic work into account and hence, is care economy responsive policy. Lastly, they suggest that all concerned government bodies must work in collaboration to finalize the draft policy and coordinate all stakeholders for its successful implementation.

5. Toward a Care Economy Inclusive Gender Policy

Given the persisting gender inequalities related to UCDW and the gaps in the NP-WE, Ethiopia need to prepare a care economy inclusive gender policy that addresses unpaid care and domestic work for a gender equal and inclusive Ethiopia.

The arguments for a care economy inclusive gender policy is widely documented and mostly emphasized by the key informants during the fieldwork. For instance, in its care economy policy briefing, the UN-Women underscores the need to revise the NP-WE and put in place a gender policy capable of addressing the multifaceted challenges related to unpaid care and domestic work.³⁶ This section, therefore, aims to provide insights for policy makers and practitioners on issues of care economy.

The findings from the in-depth interviewing and reviewed literature concurrently emphasize the need for changing the entrenched social norms and gender stereotypes which promote paid work as a masculine task and unpaid care work as women's responsibility, through continuous male engagement.

To this end, a transformative household method developed by organization for Women in Self-Employment (WISE) is suggested to raise awareness about household inequalities related to UCDW³⁷ and, to promote male engagement in care and domestic work.

The study further shows that raising awareness about unpaid care work and understanding full extent of the economic and social contributions of the care economy is a necessary step toward recognizing and valuing care work. Pertinent to this, CSOs and WROs have started working on awareness raising campaigns and pushing the government to recognize and remunerate unpaid care and domestic work.

An effective method for recognizing unpaid care work is to promote the systematic use of gender responsive budget initiatives that incorporate a gender analysis of household time budgets. This will inform national planning and budgeting and will promote setting gender-responsive budget priorities that reflect the importance of unpaid care work for human welfare.

Recognizing unpaid care and domestic work means understanding how this work underpins all economies and valuing it accordingly. It is possible to calculate the economic value of unpaid care and domestic work; by finding out how much time is spent on this work using a time-use survey, and then putting a price on the output produced or a wage on the time spent. It is possible to put a monetary value on unpaid work by asking what it would cost to hire someone to do the work instead.

Adequate access to physical infrastructure (such clean water supply, sanitation facilities and electricity; road and transportation) significantly reduces the time and energy women spend on care and domestic chores such as cooking, traveling to health centers, fetch water and collection

of fire wood. This in turn reduces the burden of care givers, particularly women and girls, and allowing them to engage in productive activities and personal development.

Investment in gender responsive technologies is very crucial in reducing the workload of women and in addressing women's time constraints. For instance, the case study reported by the UN-Women reveals that the new Enset processing technology extracts food from one Enset plant in one hour which otherwise takes three to four days for between five to seven women to extract food from the same number of Enset plant³⁸. Besides, the technology reduces loss of yield by 45%; decreases fermentation time, improve quality, and decreases the workload of women and give time freedom.

The new Milk Processing Technology, produced and distributed by the Ministry of Innovation and Technology, completes milk processing in under 30 seconds which would otherwise takes two to three hours using human labour.

Moreover, adequate access to care services such as child care centers can significantly reduce women's workload and their time poverty and hence, enhance women's economic participation.

The case study demonstrates that affordable and reliable child care service can make free-up women's time for paid employment. It is argued that such services can help working spouses balance their caregiving responsibilities with that of economic pursuits. In this regard, the initiatives taken by some federal government sectors (MoH, INSA), and the Community-Led Early Child Care Centre in a condominium housing complex in Lemi Kura sub-city, are considered as a good practice³⁹, and needs to be scaled up by other stakeholders.

Addressing the care economy requires also social protection policies and regulatory measures such as maternity and paternity leave useful to redistribute care responsibilities and provide economic support to caregivers.

A care economy inclusive gender policy also requires policy measures that deal with regulating and implementing appropriate terms

and conditions of employment and achieving equal pay for work of equal value for all care workers. Such policy measures are also related to ensuring a safe, attractive and stimulating work environment for both female and male care workers.

This study also suggests that the representation of caregivers through individual and collective action in relevant forums to shape policies and interventions that consider their needs and concerns is an important measure for promoting the care economy. This would enable women to recognize the value of their unpaid care work and to represent their demands for change at all levels.

Policy measures aimed at ensuring freedom of association for care workers and strengthening the right to collective bargaining are critical for women's empowerment, and changing into a fairer society. In addition, policy and legal measures which promote collaboration and coordination between the governments, CSOs, private businesses and development partners are useful to ensure shared care responsibilities.

Women's economic empowerment is another key area of intervention. As noted earlier, unpaid care work remains a key constraint on women's participation in activities outside the household, including paid work, and a driver of women's disadvantage in the labour market. Therefore, addressing gender inequality in unpaid care work is a priority in working toward women's economic empowerment. Women are better able to participate in the labour market – and labour market outcomes are more equitable – where working-time arrangements are more flexible, childcare is subsidized, and paid parental leave for both men and women is available.

In addition to these, such policy requires establishing variable institutional arrangements with clear responsibilities and accountability framework; allocating adequate budgets for implementing the policy; and putting in place a result-based Monitoring and Evaluation system.

6. Policy Recommendations

This section proffers policy recommendations, necessary to regulate and support the care economy, drawn on the assortments of prior readings and lessons gained from the findings of the study.

Awareness Raising and Knowledge Generation

- Promote awareness raising campaigns towards the eradication of discriminatory social norms, stereotypes and practices that attach lower value to women and their roles, and hinder equal participation of men and women; girls and boys in unpaid care work.
- Support promotes social dialogue and research on the care economy;
- Promote alternative measurement tools and/or use existing methods to capture the unpaid and domestic work in national accounts and
- Strengthen education and training on the development of positive masculinity and male engagement in the unpaid and domestic work to build a fairer family, workplaces, and society.

Recognize, Reduce and Redistribute UCDW

- Conduct time-use survey regularly and integrate unpaid care work into the systems of national accounts and decision-making processes at all levels. Also integrate unpaid care work into the measurement of the national economy.
- Integrate the care economy into budget allocation; increase investment in care policies, social services, infrastructure, and gender sensitive technologies.
- Promote gender-responsive labour market policies that support the attachment,

reintegration, and progress of unpaid workers into the labor force.

- Implement/apply family-friendly working arrangements to balance work hours and caring responsibilities for care givers.
- Scale up the current good practices and strengthen the implementation of care relevant policies, laws, and compliance with international obligations

Reward Caregivers

- Implement equal pay for work of equal value for all care workers
- Ensure a safe and engaging work environment for both female and male caregivers.
- Enact laws and policies to protect domestic workers through regulating the employer–employee interactions.
- Reward family and community members with positive behavior and practices towards unpaid and domestic work, including those who practice sharing of household chores.

Represent the Care workers

- Ensure that women are given equal opportunities to participate in leadership positions at all levels of political, economic, and public life.
- Encourage care workers and employers to have freedom of association.
- Promote information exchange and strengthen the right to collective bargaining in care sectors, and
- Promote coordination and collaboration between trade unions and civil society organizations representing care workers, care recipients, and unpaid workers.

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- ³⁹ UN-Women (2023): Good Practices, Lessons, Opportunities, and Challenges in the Care Economy in Ethiopia