

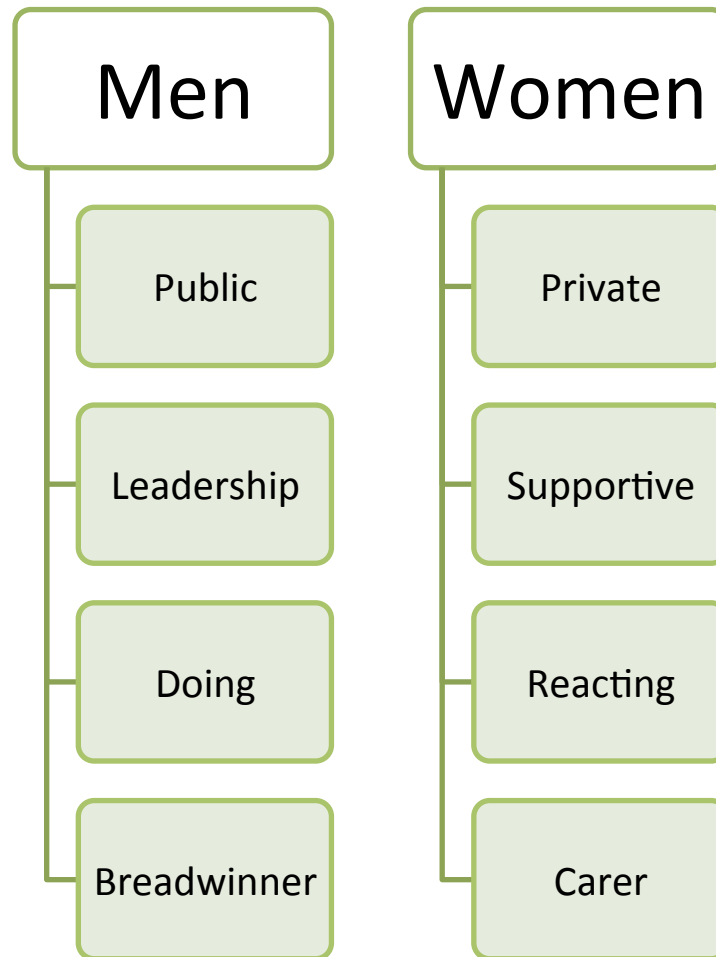
Caring and gender

Why caring has a great impact on women

WHO WE ARE

- Engender is a feminist civil society organisation, Scottish charity, and non-governmental organisation with special consultative status conferred by ECOSOC
- Scotland's representative to the UK Joint Committee on Women, the UK's national co-ordination of the European Women's Lobby
- Policy and advocacy around women's economic, social and cultural, and political equality

GENDERED SPHERES



WHAT IS WORK?

Work	Leisure
Refuse collection	Doing the recycling
Being a chef	Cooking a meal for your family
Being a sewing-machinist in a factory	Sewing clothes for your children or grandchildren
Farming a cash crop	Subsistence farming
Writing a letter as a private sector board member	Writing a letter as a voluntary sector board member
Caring for patients in a hospital	Caring for your own child, sick family member, or older family member

THE VALUE OF HOUSEHOLD WORK

£1.4tn

WHO DOES THE DOMESTIC (LEISURE) WORK?

**Women:
26 hours**

**Men:
16 hours**

THE VALUE OF CHILDCARE

£343bn

WOMEN DO THE MAJORITY OF CARING

(At least)
59% of
unpaid
carers are
women

74% of
Carer's
Allowance
claimants
are women

Women are
**twice as
likely** to give
up paid work
in order to
care.

...AND THE REST

Provisioning

Shopping

Cleaning

Cooking

Booking
holidays

Household
budgets

Managing
conflict

Managing life-
stage events

Co-ordinating
relationships

WOMEN'S WORK

“The sex-based segregation of labour is the key, to maintaining not only the family, but also the economy, because the economy would collapse like a house of cards if this unpaid domestic labour had to be paid for by somebody, either by the husband or the employer.”

- Nivedita Menon

WHAT DO WE MEAN WHEN WE TALK ABOUT “THE ECONOMY”?



THE LABOUR MARKET AND WOMEN

Pay gap

Occupational segregation

Inflexible working

Discrimination

Glass ceiling

Men's work / women's work

Women in the boardroom

Childcare

Pay and reward

Value

EXAMPLE: THANKS FOR THE (UNGENDERED) CARE

“We all owe a debt of gratitude to the thousands of unpaid carers – mothers, daughters, sons, husbands – who dedicate their lives to caring for family members; often at great personal and financial cost.”

- Scottish Labour (2014)

POTENTIAL WAYS OF COUNTING & MAKING VISIBLE

Time use
surveys

Gender
budget
analysis

GENDERED ANALYSIS

What is the difference between men and women's experience?

- On what is the money spent?
- Who benefits from the spend?
- What are the differences in participation?
- What are the differences in outcome?

Why is it different?

- Women's role as carer, domestic labourer, or provisioner
- Women's experience of men's violence
- Women's lack of access to resources, including money, transport, time

What needs to change?

- Gender disaggregated data
- Gender competence in decision-makers
- Better gender mainstreaming
- Policy or practice shift or increase in coherence

CONCRETE CHANGE

Better measurement

Gender-disaggregated data about care that is Scottish and can be used in gender budget analysis and equality impact assessment

Economic performance indicators that extend beyond GDP

Consent to care

Social care, social work, and health services provision should not be contingent on, or shaped around, assumed care roles of women

Policy development should not assume care roles of women

Equalising care

“Daddy months” of parental leave, provided on a use-it-or-lose-it-basis (UK Government)

Services not assume mother in opposite-sex couple will be “lead carer”

Care as infrastructure

Low-cost childcare

Low-cost or no cost long-term care

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