

EXECUTIVE SUMMARY

CONTRIBUTION OF WOMEN DOMESTIC WORKERS IN UNPAID CARE WORK



BACKGROUND



Domestic care work under the care economy caters both unpaid and paid care work for the sustainability of the society which helps in keeping the quality of life through care for the people and environment. In another way, care work is a prerequisite for doing all the activities in any society and vital to sustain the labor force. The care economy which is predominately through women's unpaid care work is the main contributor to support households needs for social reproduction activities.

In this background, WISE conducted the study to assess the conditions of women domestic workers by establishing a link between monetary poverty, income and time distribution. The income measurement is linked with the policies which can redistribute monetary benefits to its marginalized section of society and hence, redistribution of unpaid domestic care work within the households.

GOAL No.5 of Sustainable Development Goals (SDGs) i.e. Gender equality and empowerment of women and girls Target 5.4 states;

“Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibilities within the household and the family as nationally appropriate”.

Furthermore, SDGs indicator 5.4.1 is proposed to monitor the achievement of gender equality and the empowerment of women and girls for a better share of unpaid work through the proportion of time spent on unpaid domestic and care work by sex, age and location.

5 GENDER
EQUALITY



CONTEXT



There is no doubt that provision of health care services provided to the families are predominately performed by women. Family health care is an unpaid activity and is the responsibility of the household members themselves, not the state. Women often take charge of the health care of the family members by providing direct care of the patients, along with other domestic chores. Obviously, women are overburdened with this unpaid domestic care work.

The large number of young women in Pakistan who are not in schools or in the employment sector, spend their time on unpaid domestic care work. This burden of unpaid domestic care work limits their opportunities for employment, development in educational activities, and participation in decision-making. They miss out building skills that allow them to get quality jobs, make them more vulnerable to poverty and not getting access to social protection. Removing these barriers and integrating them into labor market and education system may be helpful in reducing proportion of young people through their inclusion in education, training and employment by addressing SDGs target 8.6.

The contribution that the Care sector can add to the national economy through recognition, reduction and redistribution of the domestic care work. The lack of registration of domestic workers and unpaid domestic work affects men and women unequally to participate in the economy. The national accounts reduce the social recognition and the possibility to claim national wealth generation who work unpaid domestic care work. The State can help reduce the unpaid care with the formulation of public policies that benefit women.

ABOUT THE STUDY

This study highlights the unrecognized field of unpaid care work carried out by the women domestic workers from low-income households. Domestic chores like cooking, cleaning, and other caregiving activities like caring of children, elderly or people with special needs; are frequently undervalued due to deep-rooted gender stereotypes, cultural biases, and economic disparities. It establishes a link between economic poverty, time poverty, time use, economic value and its distribution in unpaid domestic care work within households. In light of the Sustainable Development Goals (SDGs), the study aims to both acknowledge and quantify the important contributions these women make to maintain their households. Thus, it also aims to amplify voices for legitimate recognition of women's care work and its contribution to the household economy in Pakistani context in reference to SDG 05; gender equality. In other words, it is an effort towards women labor would receive due attention of the policy makers to look into the mechanisms of unpaid care work.

SIGNIFICANCE OF THE STUDY

This study is significant in several ways. It is a step towards measuring the contribution of working women to unpaid care work at the domestic level, which is a milestone in acknowledging women's double burden of paid and unpaid care work. The study provides empirical evidence from the community to highlight the visibility of working women's contribution to the care economy in the context of Pakistan. The study also helps policymakers and other stakeholders (teachers, students, and civil society workers) use the results as a baseline for those communities as well as for advocacy purposes at various levels.

It echoes a call for action as we negotiate the complex terrain of unpaid care work and exhorts governments, community leaders, and individuals to implement measures that acknowledge, honor, and fairly compensate women for their indispensable contributions to maintaining the foundation of our society.

METHODOLOGY

Using a quantitative research approach, survey research design was used to conduct this study. A questionnaire was developed and applied to get the information from the women domestic workers. The respondents were selected with a purposive sampling technique and 209 women domestic workers from 10 different areas of Lahore district participated in the study. The results of collected data were presented in frequencies, percentages, cross-tabulation, and economic calculation of each activity in monetary terms.

The economic value for domestic and care activities, done by the group of 209 respondents is calculated considering the minimum rate wage i.e. Rs.32,000/per month, Rs. 1230.77/per day and Rs.153.85/per hour. For the sake of analysis, four clear dimensions of domestic work were focused, which include



Domestic Chores



Child Care



Elderly Care



Care of People with Special Needs

The domestic care dimension includes 19 activities with four major sub-indices;

1. DOMESTIC CARE DIMENSION



Cleaning



Washing

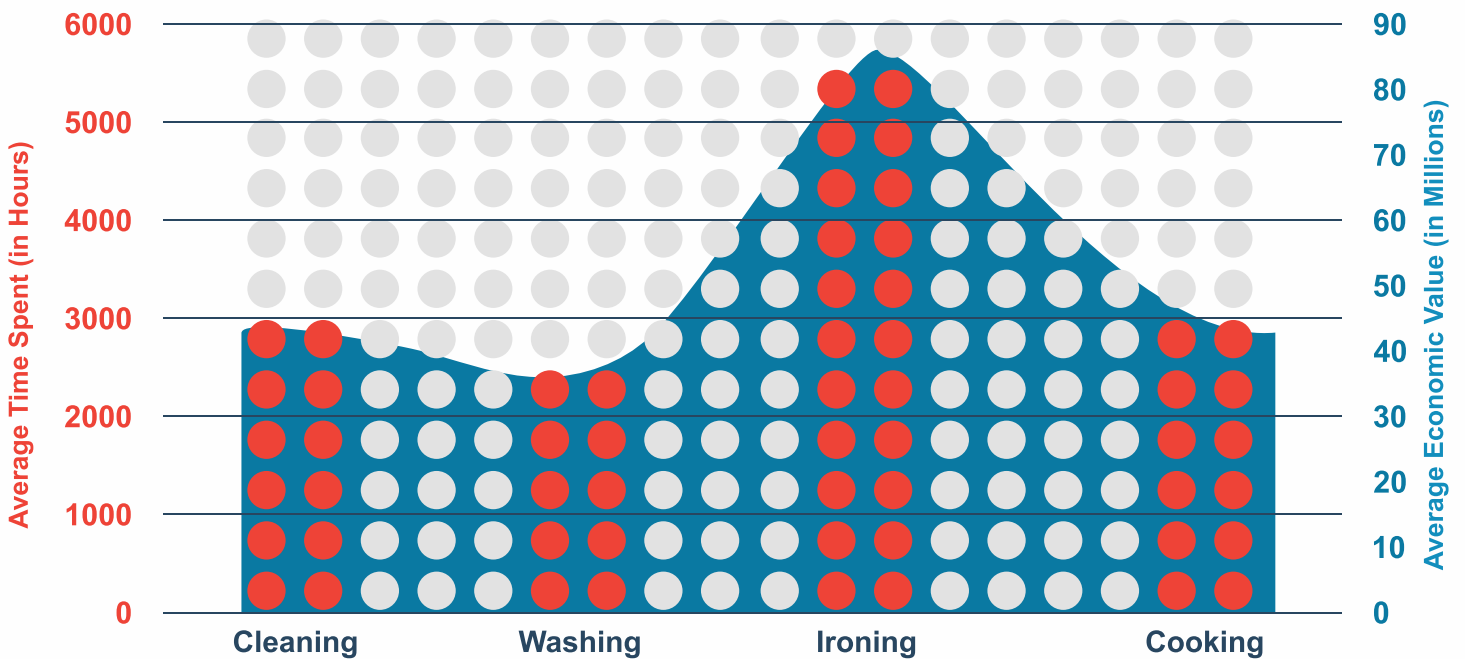


Ironing



Cooking

were measured in terms of average time spent in these activities every month and economic calculation of same activities every month. The results showed that total time spent on these activities under four sub-indices was as under;



Domestic Care Dimension

No.	Activity Name	Average Time Spent	Average Economic Value
1	Cleaning	2754 hours	Rs.43 million
2	Washing	2134 hours	Rs.33 million
3	Ironing	5453 hours	Rs.84 million
4	Cooking	2813 hours	Rs.43 million

The Child care dimension consists of 22 activities with three major sub-indices like

2. CHILD CARE DIMENSION



Rearing of Children,

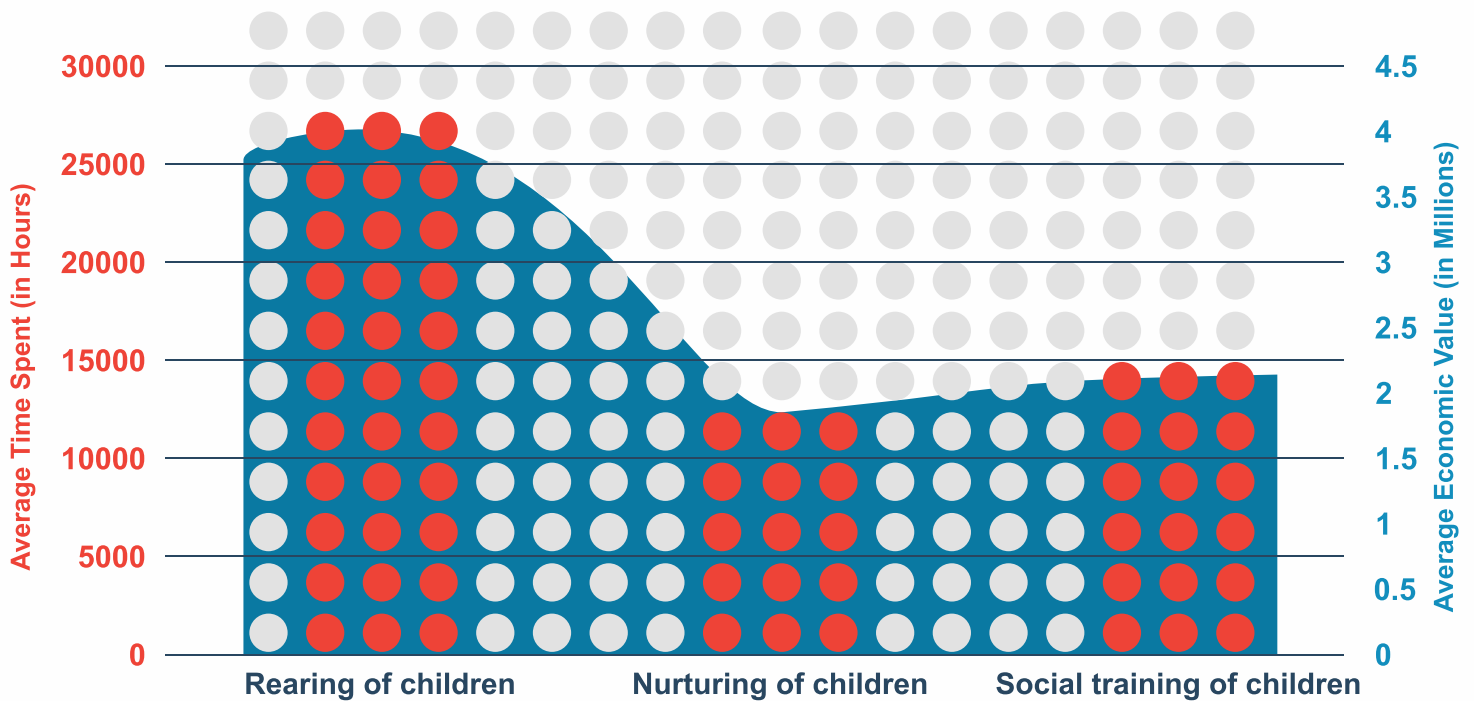


Nurturing of Children



Social Training of Children

were measured in terms of time spent in these activities and economic calculation of these activities. The results revealed that the total time spent on these activities under three sub-indices and their average economic value was as under;



Child Care Dimension

No	Activity Name	Average Time Spent	Average Economic Value
1	Rearing of children	25,726 hours	Rs.3.96 million
2	Nurturing of children	12,802 hours	Rs.1.97 million
3	Social training of children	13,530 hours	Rs.2.08 million

The elderly care dimension includes 19 activities with three main sub-indices;

3. ELDERLY CARE DIMENSION



Physical Care

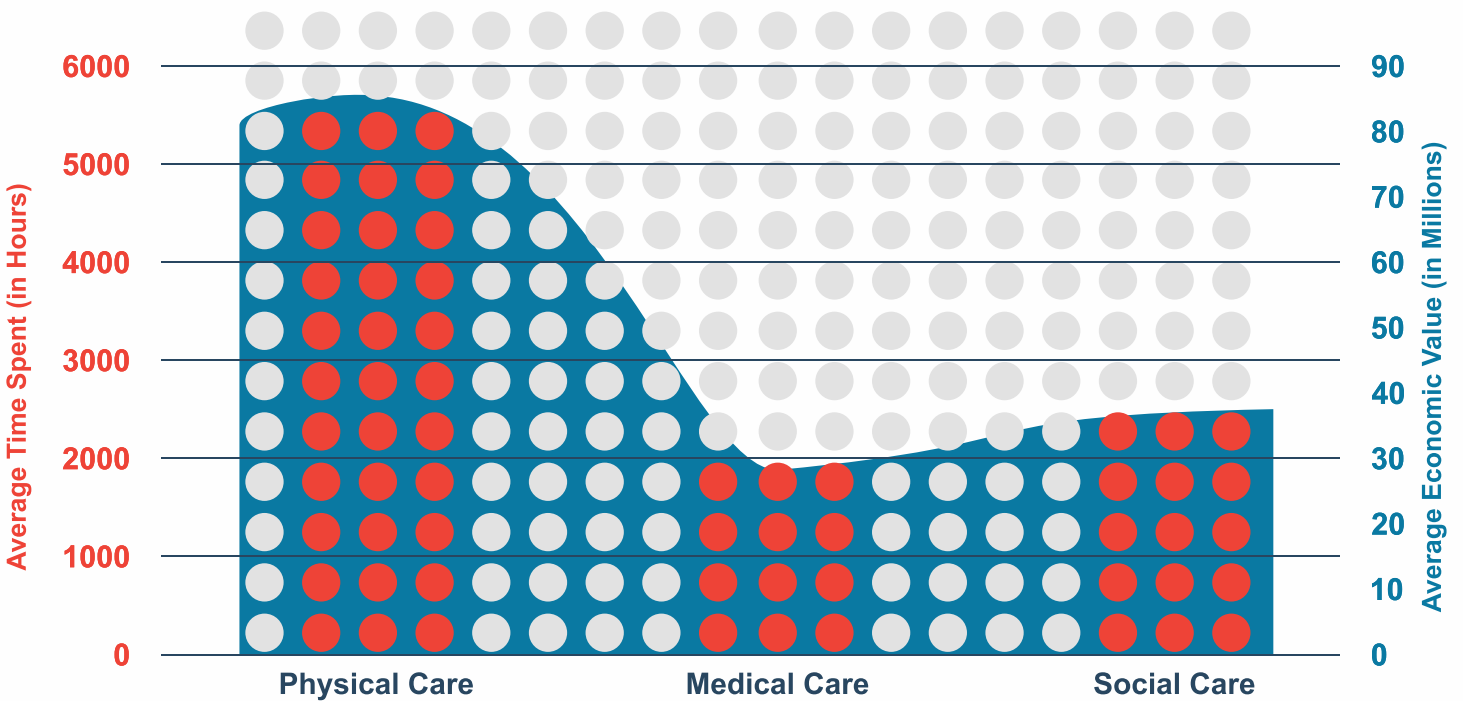


Medical Care



Social Care

were measured in terms of average time spent in these activities every month and per month economic calculation of each activity.



Elderly Care Dimension

No	Activity Name	Average Time Spent	Average Economic Value
1	Physical Care	5394 hours	Rs.83 million
2	Medical Care	1752 hours	Rs.27 million
3	Social Care	2324 hours	Rs.36 million

4. PEOPLE WITH SPECIAL CARE DIMENSION

The people with special care dimension covers 15 activities under two sub-indices;

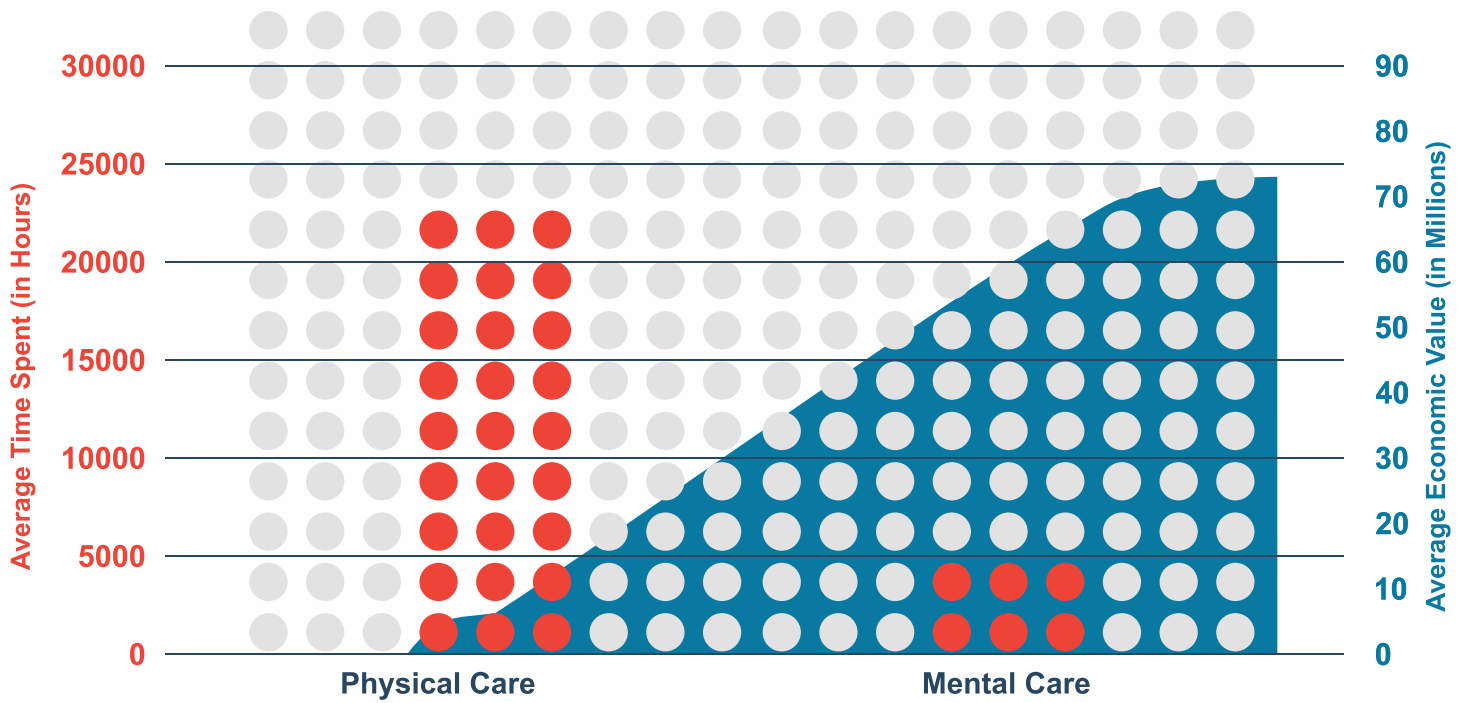


Physical Care



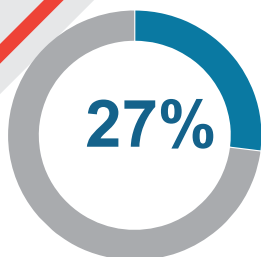
Mental Care

were measured in terms of time spent in these activities and per month economic calculation of these activities.

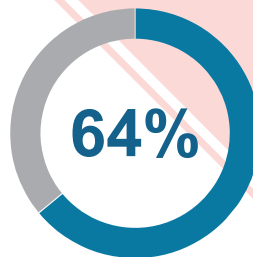


People with Special Care Dimension			
No	Name of Activity	Average Time Spent	Average Economic Value
1	Physical Care	21987 hours	Rs. 3.38 million
2	Mental Care	4742 hours	Rs.73 million

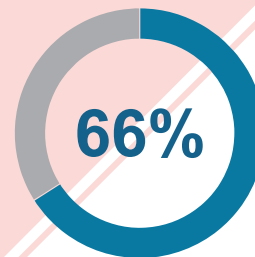
MAIN FINDINGS



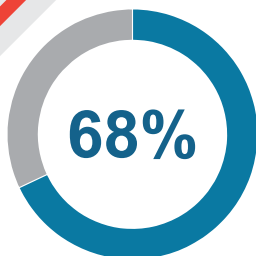
Respondents were single woman earners; mostly widowed



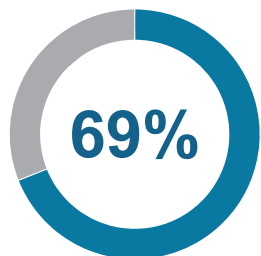
Reported family members don't help in performing household tasks



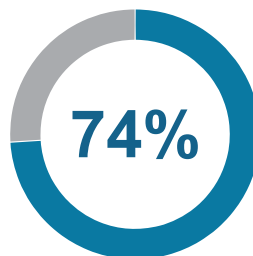
Reported that family members appreciate their efforts in domestic care work



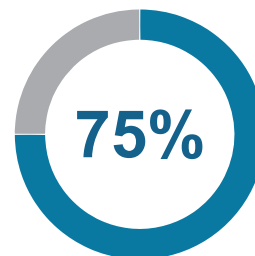
Of women don't use technologies to reduce household work burden, while 32% do this



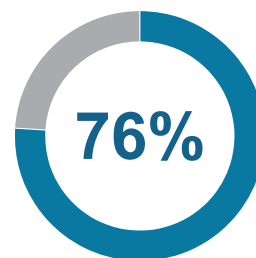
Believe that religious and cultural values emphasize women's role as housemakers



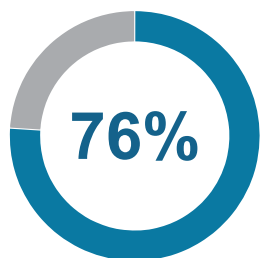
Believe domestic care work can be reduced through building a community support system



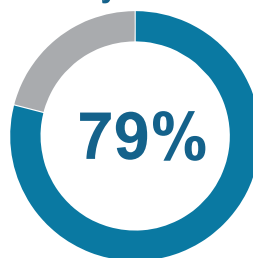
Of women's monthly income was less than Rs.30,000 and most of them are double-earners



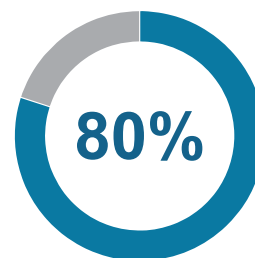
Reported being drained out at work while 24% felt fatigued while performing these activities



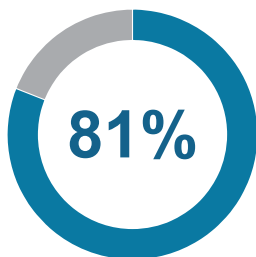
See families unwilling for equal distribution of domestic care work between men and women



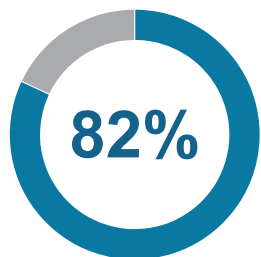
Respondents were under the age of 40 years and had 4>8 children



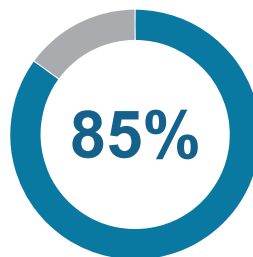
Had no elderly person at home while 20% had one (1) elderly person at home



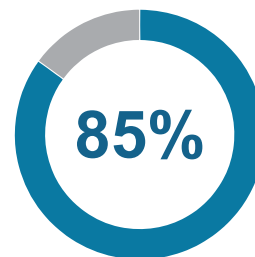
Believe cultural and societal influence as the biggest obstacle to redistributing domestic care



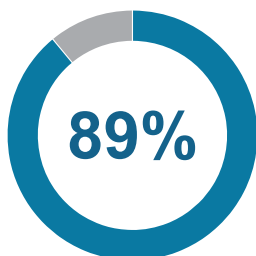
Face challenges in creating balance between paid and unpaid domestic care work



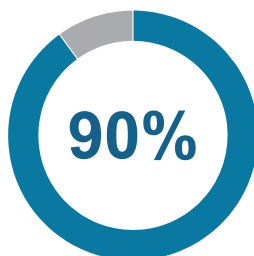
See greater impact of gov't. interventions if taken on redistribution of the domestic care work



Women were illiterate or had primary level of education



Of working women agree to build a support network to reduce the burden on women



Women spend 6 hours on average on unpaid domestic care work within their homes

RESPONDENTS DESIRE

- 1 Family gratitude and appreciation against unpaid domestic care activities
- 2 Recognition of time and effort in unpaid care activities by State and Society
- 3 Societal understanding of emotional and physical toll of unpaid care duties
- 4 Cultural and societal influence on free willingness to share unpaid care work
- 5 Recognition of women's role in unpaid care work in religious and cultural narratives
- 6 Enhanced availability and use of automated machines to reducing unpaid care work
- 7 Family members' willing participation in unpaid domestic care work responsibilities

RECOMMENDATIONS



PUBLIC AWARENESS PROGRAMS



1 Launch public awareness programs to highlight the economic and societal value of unpaid care work. Emphasize that recognizing and redistributing care responsibilities benefits not only women but also contributes to overall societal well-being. Foster a culture that appreciates and values the diverse contributions of women.

TECHNOLOGICAL INTEGRATION



2 Promote the use of technology to reduce the time and effort invested in domestic care work. Offer training programs on utilizing technological tools and appliances, such as automated machines, to streamline household tasks. This can contribute to a more efficient distribution of domestic responsibilities.

TRAINING PROGRAMS

3

Implement training programs for men and family members on the importance of shared domestic care responsibilities. Provide resources and workshops to educate individuals on practical ways to contribute to household chores and caregiving duties.

MEDIA CAMPAIGNS

4

Initiate media campaigns to challenge cultural and religious norms that perpetuate traditional gender roles. Use various media platforms to promote diverse narratives, highlighting the importance of shared responsibilities in domestic care work. This can help reshape societal perceptions and expectations.

EDUCATIONAL REFORMS

5

Advocate for educational reforms that challenge traditional gender roles. Collaborate with educational institutions to incorporate curricula promoting equality and shared responsibilities within households. Addressing stereotypes early on can contribute to shifting societal attitudes towards unpaid care work.

COMMUNITY SUPPORT NETWORKS

6

Establish community support networks to provide assistance and solidarity among women domestic workers. These networks can serve as platforms for sharing experiences, advice, and resources. Strengthening communities can alleviate the burden of care work through collective efforts.

WORKPLACE POLICIES

7

Encourage the implementation of workplace policies that support work-life balance for women. Advocate for flexible working hours, remote work options, and parental leave policies. This can help working women better manage their dual responsibilities of paid employment and unpaid domestic care work.

GOVERNMENT INTERVENTIONS

8

Collaborate with government agencies to implement policies aimed at redistributing domestic care responsibilities. This may include incentivizing companies to adopt family-friendly policies, providing support for affordable childcare facilities, and promoting gender-inclusive practices.

ADVOCACY FOR LEGAL CHANGES

9

Advocate for legal changes that ensure equal distribution of domestic care responsibilities. This may involve pushing for legal frameworks that promote shared parenting responsibilities and discourage gender-specific roles within households.

RESEARCH & DATA COLLECTION

10

Support ongoing research and data collection efforts to continually assess the dynamics of unpaid domestic care work. Regularly update policies and recommendations based on evolving societal needs and challenges faced by women in balancing paid and unpaid responsibilities.



