



Integration of the Care Economy in Policy Formulation and Analysis

Presented by

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BACKGROUND & IMPORTANCE OF CARE WORK

Background

- Bangladesh has performed impressively in a wide range of socio-economic indicators.
- However, there remains many challenges in the front of women's empowerment.
- It has drafted National Women Development Policy 2011 and consecutive National Action Plan for NWDP 2011, National Social Security Strategy (NSSS).
- One area which requires policy attention is women's economic contribution and participation in the labour market.
- Women spend a significant time in not only marketed but also in non marketed activities, most of which are unpaid care work.
- It is therefore **crucial to incorporate both types of activities into policy agenda.**

Background

- Important to consider women's unaccounted work:
 - i. For recognizing all types of work and providing **dignity of labour**.
 - ii. Recognition can reduce **domestic violence**.
 - iii. One constraints of lower **LFP** of women is care responsibility.
 - iv. It can have implications for **health and productivity**.
 - v. To make **effective implication and efficient allocation** of national policies (and budgetary allocation) towards gender centric policies (and resources). Gender Budget report of MoF clearly mentions about its importance.
 - vi. **SDG 5.4** emphasizes to recognize and value unpaid care & domestic work (.).
 - vii. Other SDGs (e.g. SDG 8.5, 8.6; 4.1, 4.2, 4.3; 5.1) are related to

Background

- In order to recognize and value unpaid care work, it is important to follow the 3R:
 - i. **Recognize** its value
 - ii. **Reduce** such responsibility
 - iii. **Redistribute** the work

So that it can raise **Representation** (SANEM-MJF, 2019).

- **Global Target 5.4.1** for is to reduce the proportion of time spent on unpaid domestic and care work, by sex, age and location (SDG Tracker & UN, 2021).
- **National Priority Target 16 for SDG Goal 5** is to Increase the female labour force participation rate to 50%.

Background

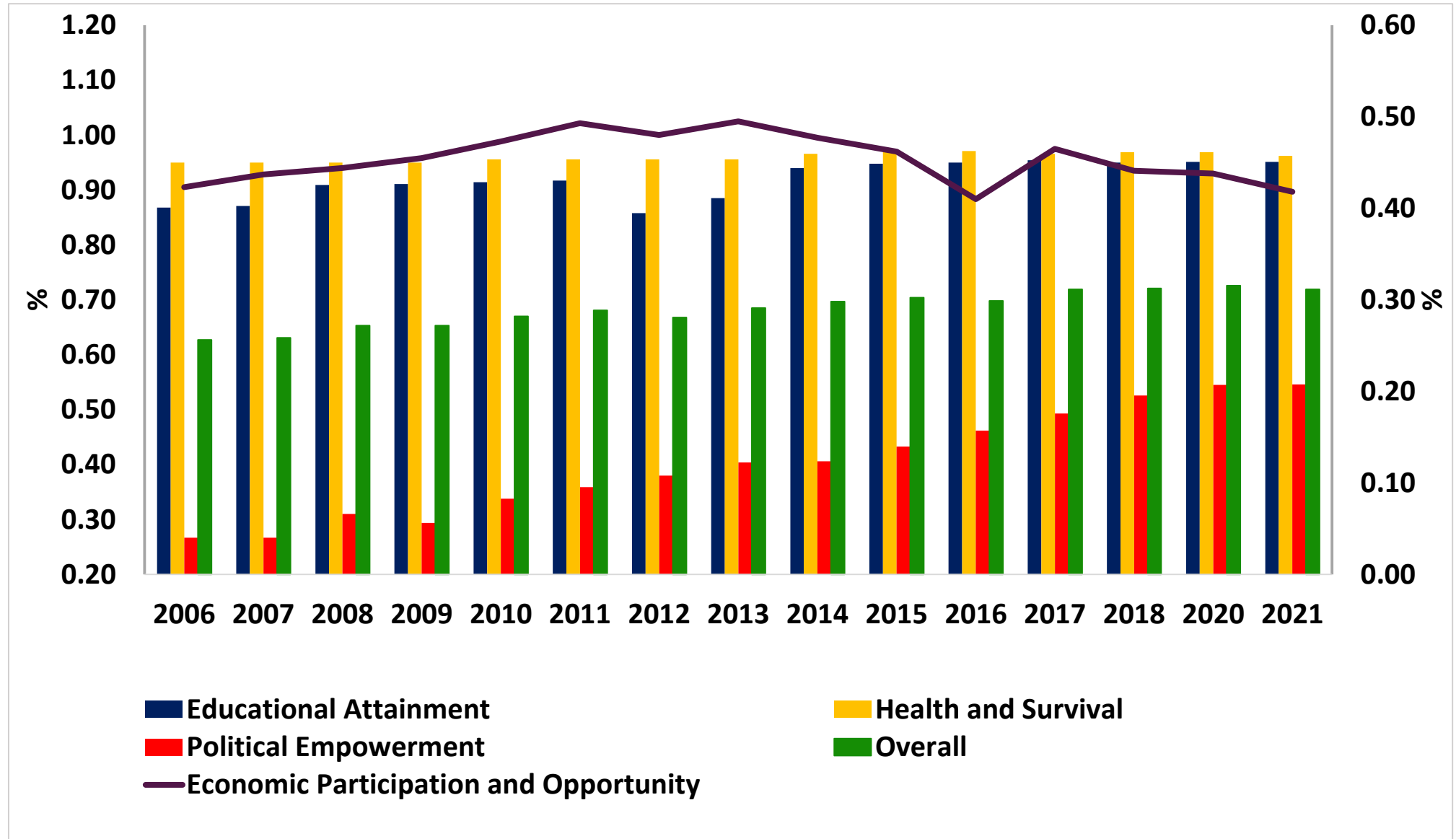
Unpaid care work (UCW) can be defined as Unpaid **caregiving** services for household and family members, for example:

- *Travelling and accompanying goods or persons related to unpaid caregiving services for household and family members*
- *Other activities related to unpaid caregiving services for household and family members*
- *Help to non-dependent adult household and family members*
- *Childcare and instruction*
- *Care for dependent adults*

Source: ICATUS, 2016

EVIDENCES ON UNPAID CARE WORK

Bangladesh's Performance in Gender Equality



Source: Global Gender Gap Report, WEF

Women's Contribution to the Labour Market

Women's 'economic contribution' can broadly be classified through 3 avenues:

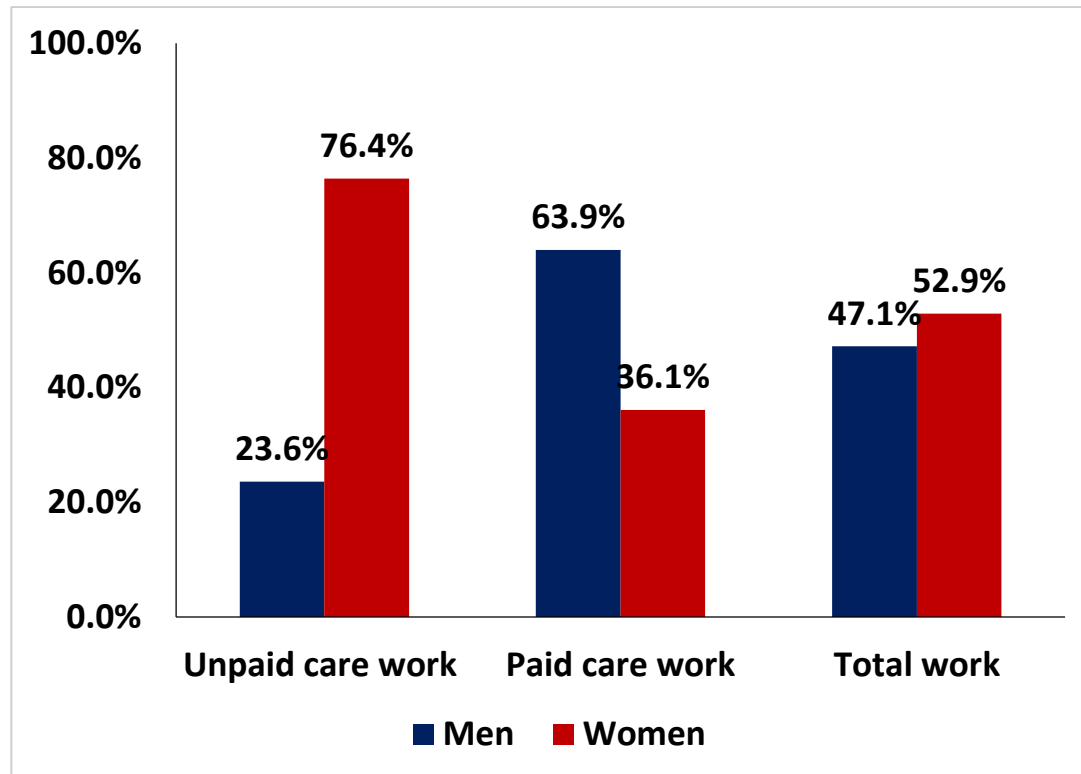
a. **Paid** (Wage and Self) Employment: Included in National Accounts and counted as Labour Force.

b. **Unpaid Family Work**: part of the LF and included in the National Accounts. But they don't get any remuneration.

c. **Unpaid, Unrecognized & Unaccounted Domestic Work**: not Marketed, not considered as Economic Activity, not in GDP, not in LF.

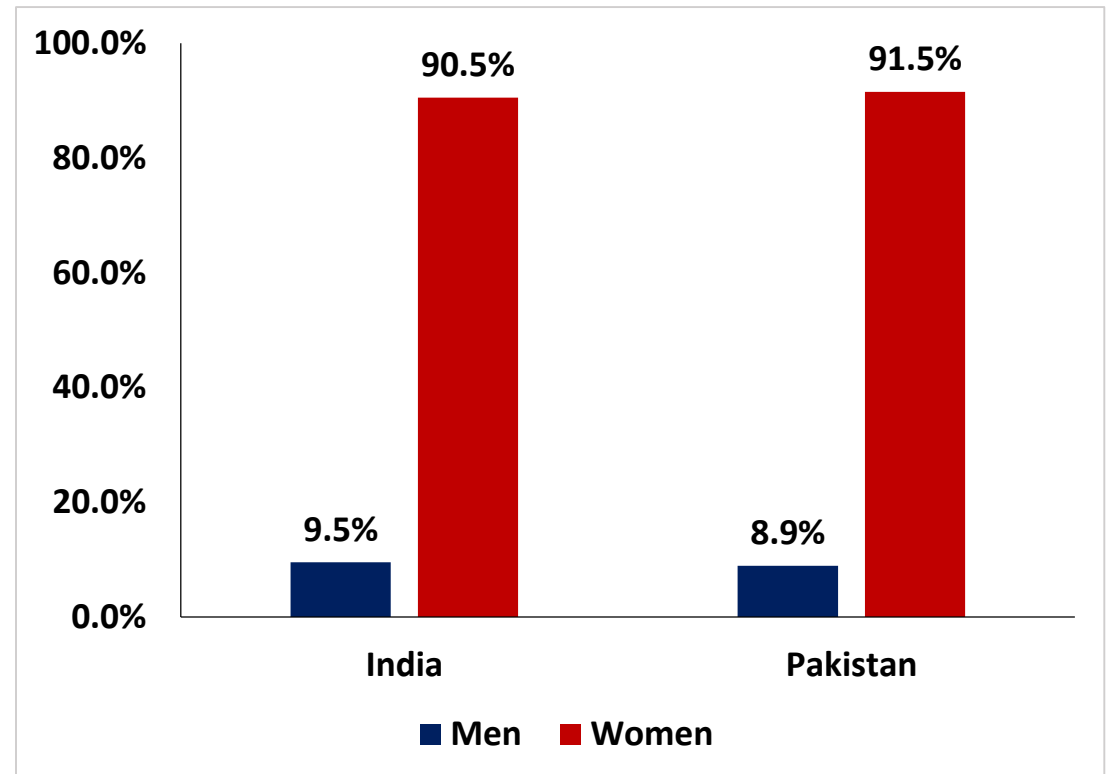
Unpaid Care Work: Global and Regional Perspective

Gender distribution of paid work, unpaid care work and total work: world average, 75 countries (percentage)



Source: ILO, 2019

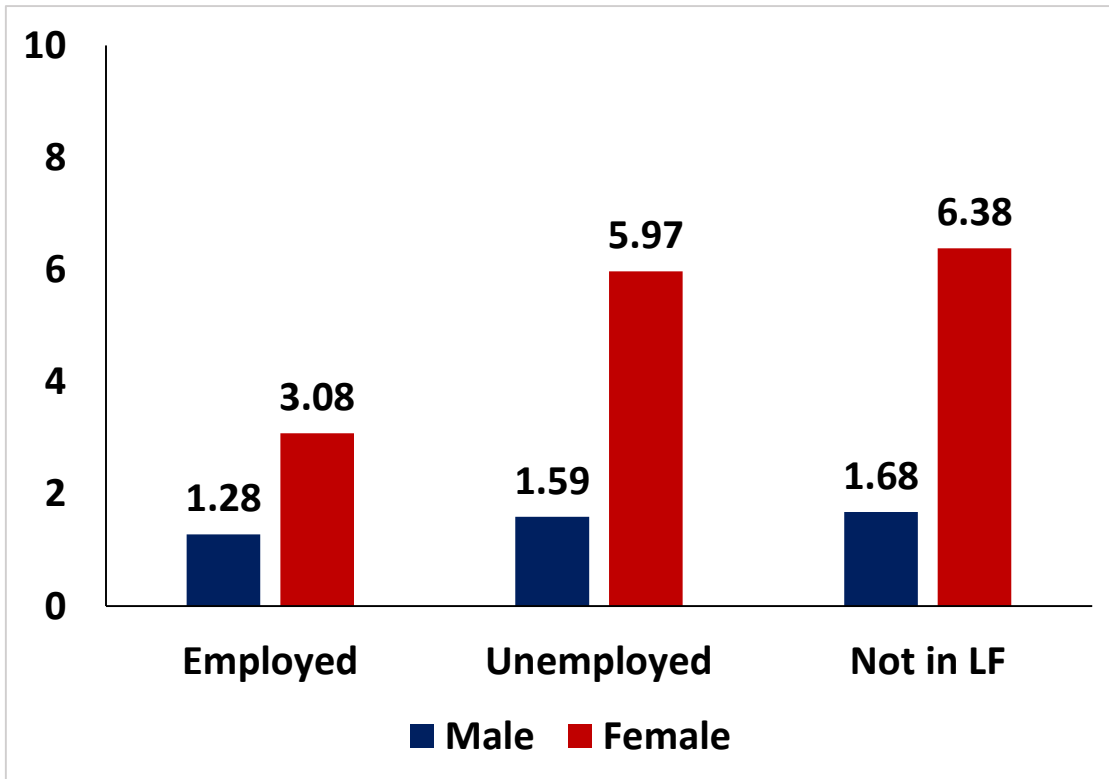
Unpaid care work in South Asia



Due to methodological issues, only these two countries from SA were considered in the ILO report. The BD study conducted by SANEM-MJF published later that year.

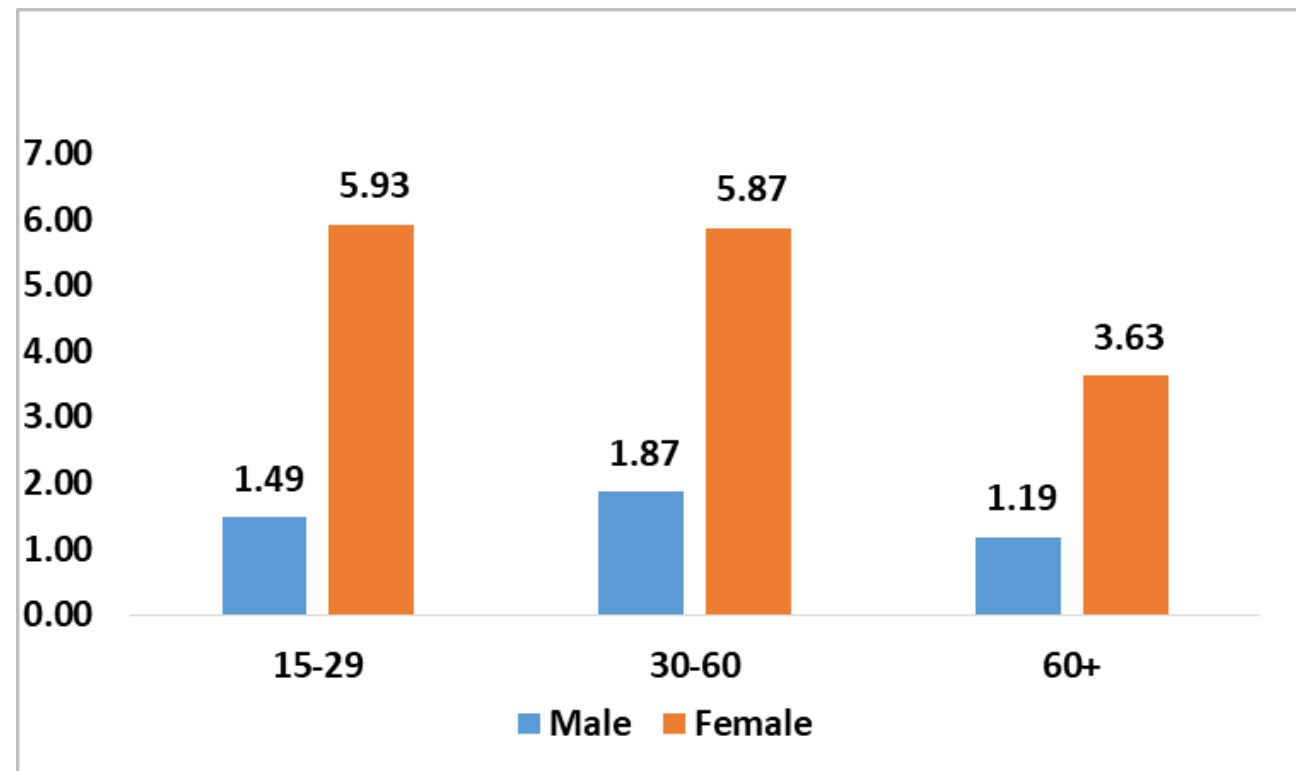
Unpaid Care Work: Bangladesh Perspective

Summary of Hours Spent in Unpaid Domestic Work



Source: SANEM-MJF, 2019

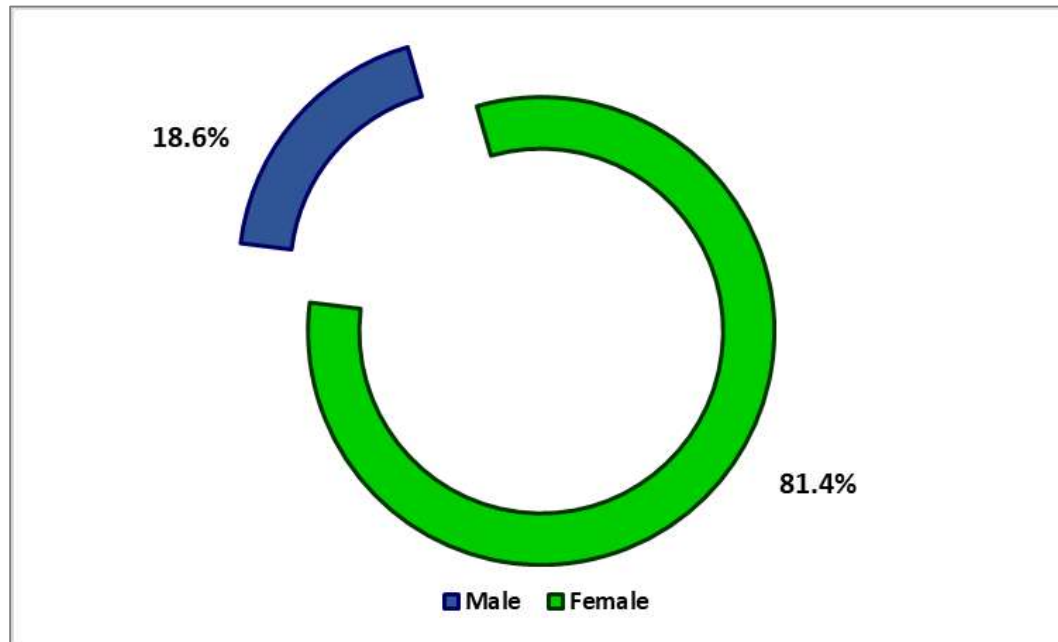
Hours Spent on Unpaid Domestic Work Per Day by Age and Sex



Source: SANEM-MJF, 2019

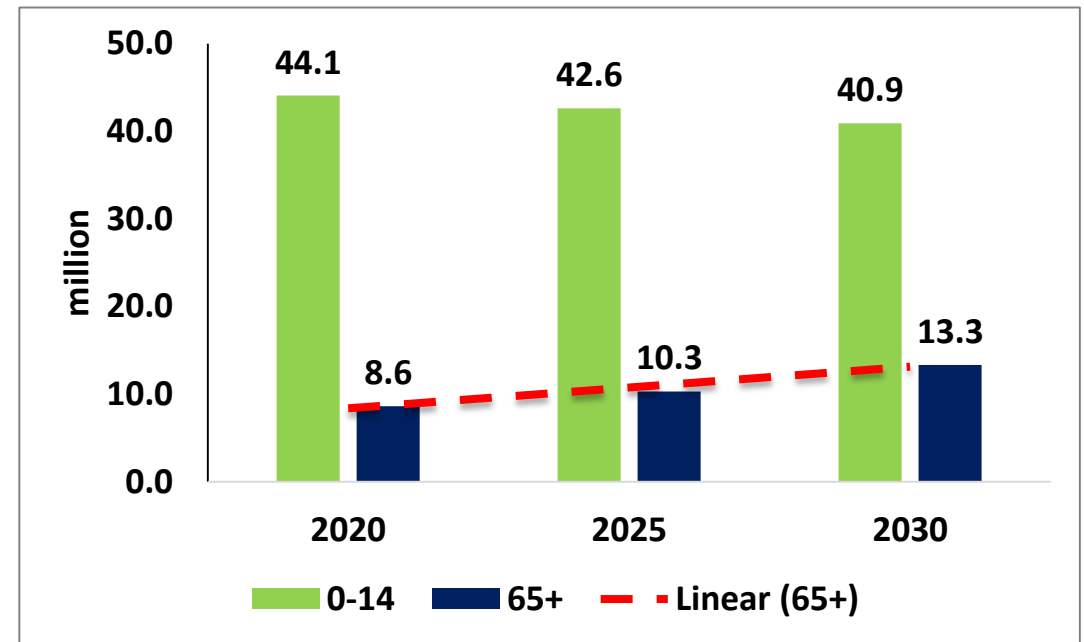
Unpaid Care Work: Bangladesh Perspective

Unpaid Domestic Work Contribution by Sex in Bangladesh (% of GDP)



Source: SANEM-MJF, 2019

Projected Population for 0-14 and 65+ age group for Bangladesh



Source: Population Division, UN

LABOUR MARKET & CARE WORK

Rationale: Linking Care Work with Labour Market

- A 1% increase in female employment can increase economic growth by 0.31% in Bangladesh (SANEM-WVB, 2021).
- If taken the 2021 figure of GDP, such an increase would have resulted in an additional \$11.3 billion in the economy.
- Increasing female labour force participation can consequently increase potential GDP growth.
- Women's participation in the labour market is limited by the lack of childcare facilities, among other things (Rahman & Islam, 2013).
- **Women with children under five are less likely to join the workforce if there are no childcare facilities** (Kotikula et al., 2019; Raihan & Bidisha, 2018).

How Does Unpaid Domestic Work Make a Difference in Female LFP?: A Probit Estimate

Explanatory variables	Married Female
Age	0.048*** (0.002)
Age-squared	-0.001*** (0.00002)
Primary or secondary passed	-0.056*** (0.008)
SSC or HSC passed	-0.065*** (0.011)
University passed	0.147*** (0.018)
Children	-0.002 (0.003)
Child under 5 years	-0.024*** (0.007)
Unpaid domestic work	-0.018*** (0.0004)
Net household income (natural log)	-0.035*** (0.006)
Household landholding	-0.028*** (0.006)
Urban	-0.095*** (0.013)
Head primary or secondary passed	0.007 (0.008)
Head SSC or HSC passed	-0.044*** (0.010)
Head university passed	-0.075*** (0.013)
Head employed in agriculture	0.053*** (0.010)
Head self-employed	0.027*** (0.007)

Note: ***, ** and * indicate statistical significance at 1%, 5% and 10% levels respectively. The figures in the parentheses are the standard errors.

Data Source: LFS 2016-17

Rationale: Linking Care Work with Labour Market

- Both from **demand** and **supply side** perspective of labour market, care work is crucial.
- Expanding care services can create **employment opportunities (both home and abroad)**- as such, promotes gender equality in labour market.
- Expanding care services can reduce time limitations on women's labour and **increase female labour force participation**.
- Investment in professional early childhood care services can contribute towards **human capital**.
- Dual-earner households are **less likely to be poor** than single-breadwinner households.

Rationale: Linking Care Work with Labour Market (Evidences)

- The different types of child care arrangements (formal, parental and other) available across countries seem to be related to the labour market participation rates of mothers (Boca, et al. 2015).
- The International Labour Organization (ILO) estimates that the global employment in care jobs is expected to grow from 206 million to 358 million by 2030 simply based on socio-demographic changes.
- The figure will be even more dramatic to 475 million if governments invest resources to meet the UN sustainable development goal targets on education, health, long-term care and gender equality.

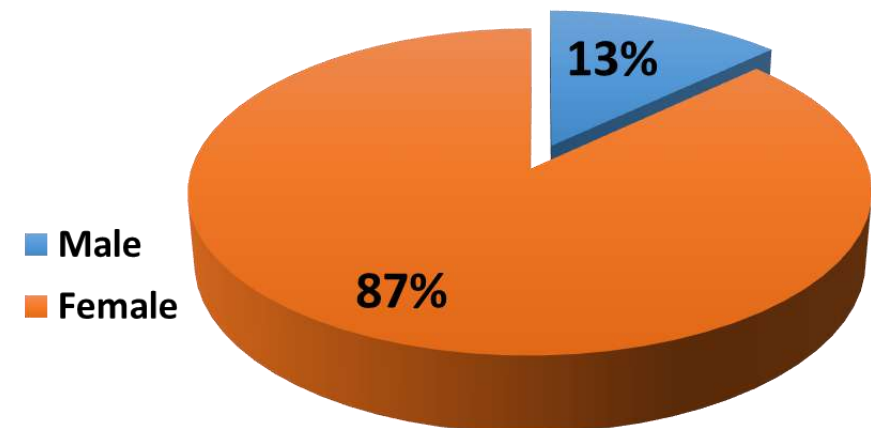
DEMOGRAPHIC DIVIDEND & CARE WORK

Rationale: Linking Care Work with Labour Market & Demographic Dividend

Care Work and FLPR

- In Bangladesh, **married female's probability of working as wage-employed worker lowers by 1.8 percentage point** due to unpaid care work
- Having children less than 5 years reduces participation probability by 2.4% (SANEM-MJF, 2019).
- In Nepal, **94% of young women NEETs** were involved in care work in households.
- In Turkey, **NEET women spend on average around 7 hours** doing household chores as opposed to around only **1 hour spent by NEET men** (Development Analytics, 2017).

Youth NEET by sex (not in education/employment/training)



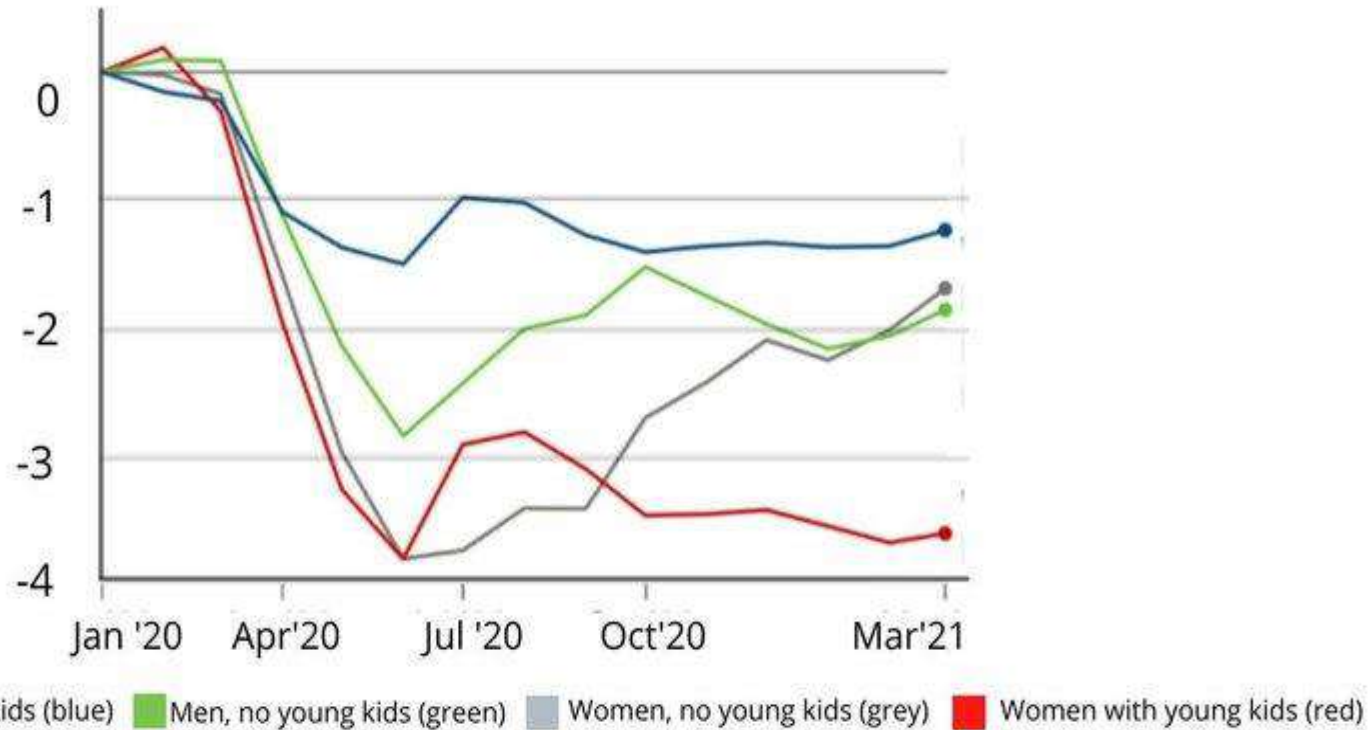
	Male	Female	All
NEET (% of total youth)	8.1	49.4	29.8

Source: LFS, 2016-17

COVID 19 & CARE WORK

Unpaid Care Work: Pandemic Perspective

Change in Labour Force Participation Rate in USA (%)



*Young children defined as those 13 and younger, Chart shows 3 months moving average

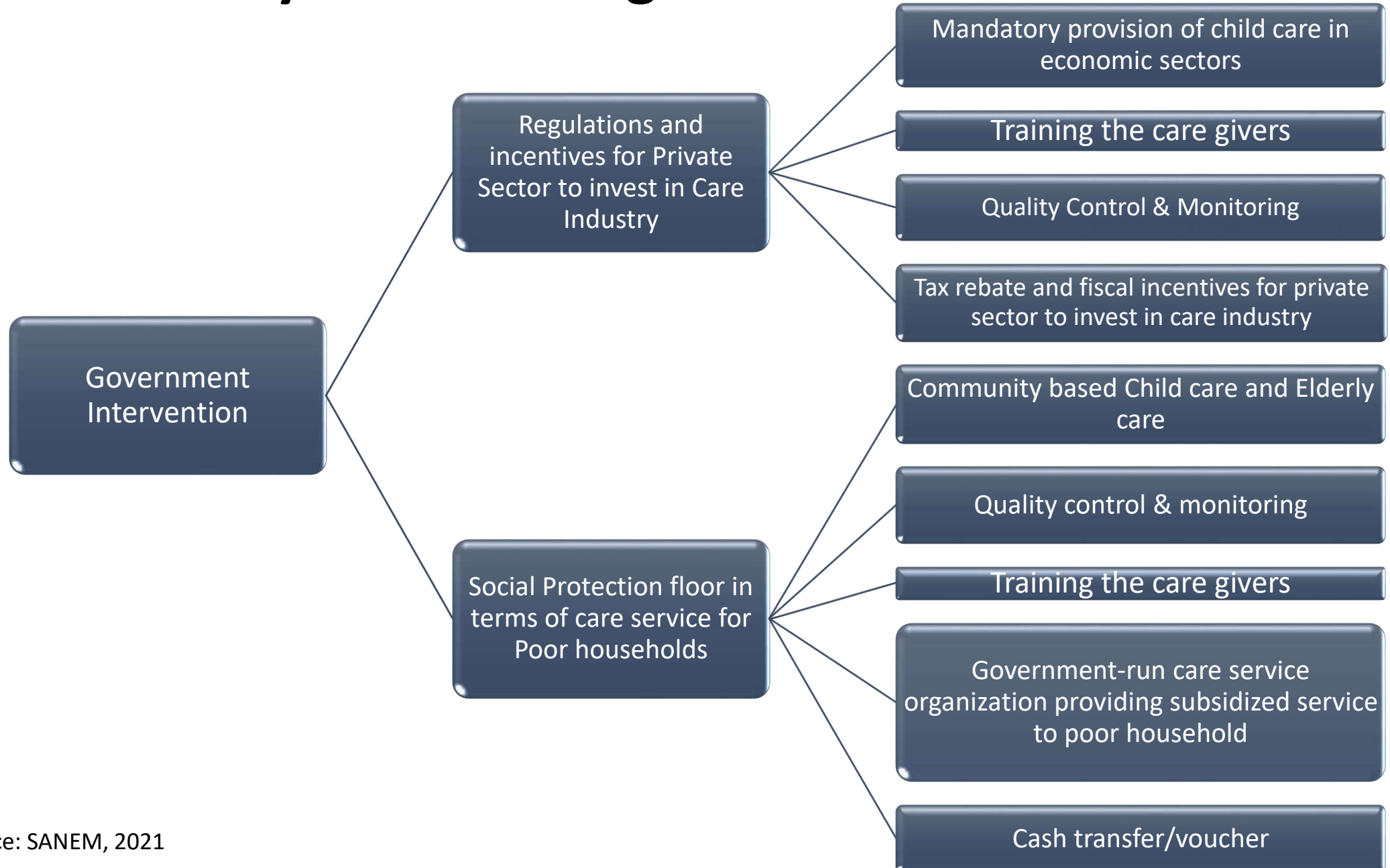
Source: Moody's analytics, 2021

UCW in BD during COVID

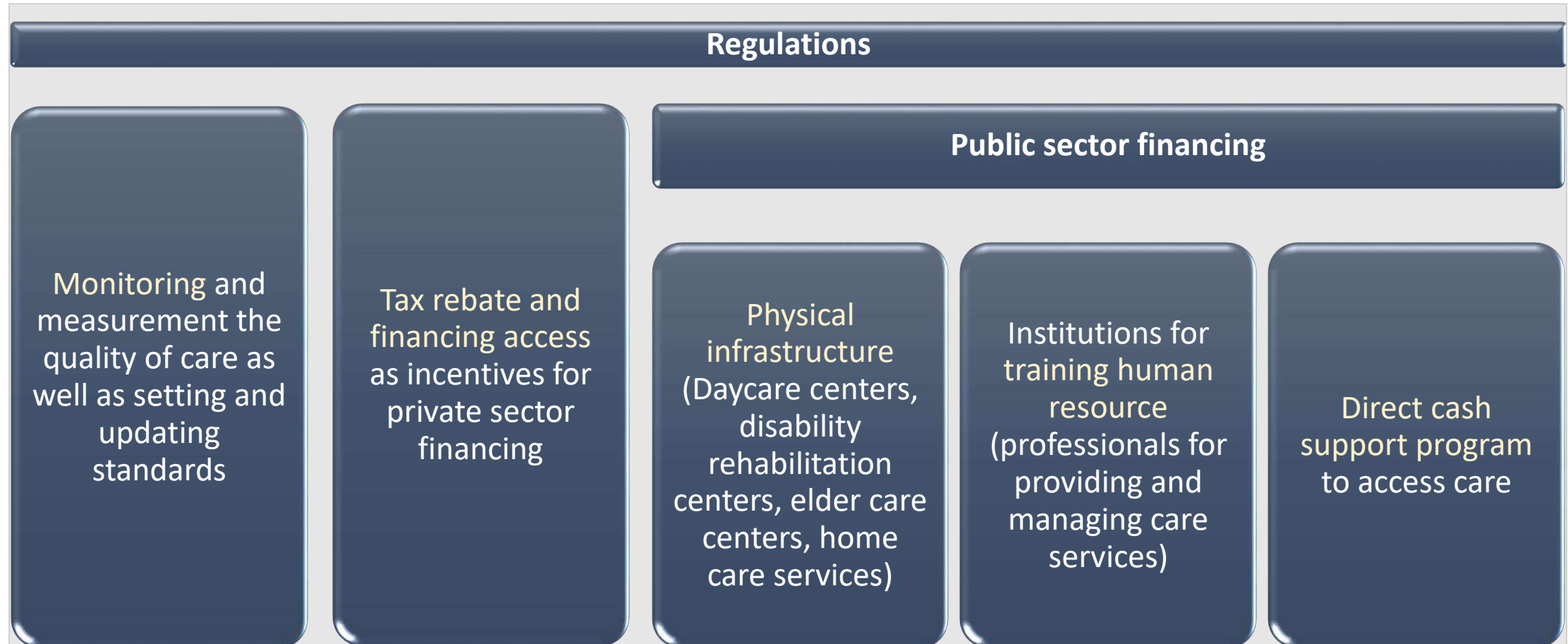
- Time engagement of women for cooking, cleaning and washing for urban areas has gone up for about 128% (MJF, 2020).
- 91% of women working in formal and informal sectors reported doing higher amounts of unpaid care work (BRAC, 2020).

CARE ECONOMY MODEL

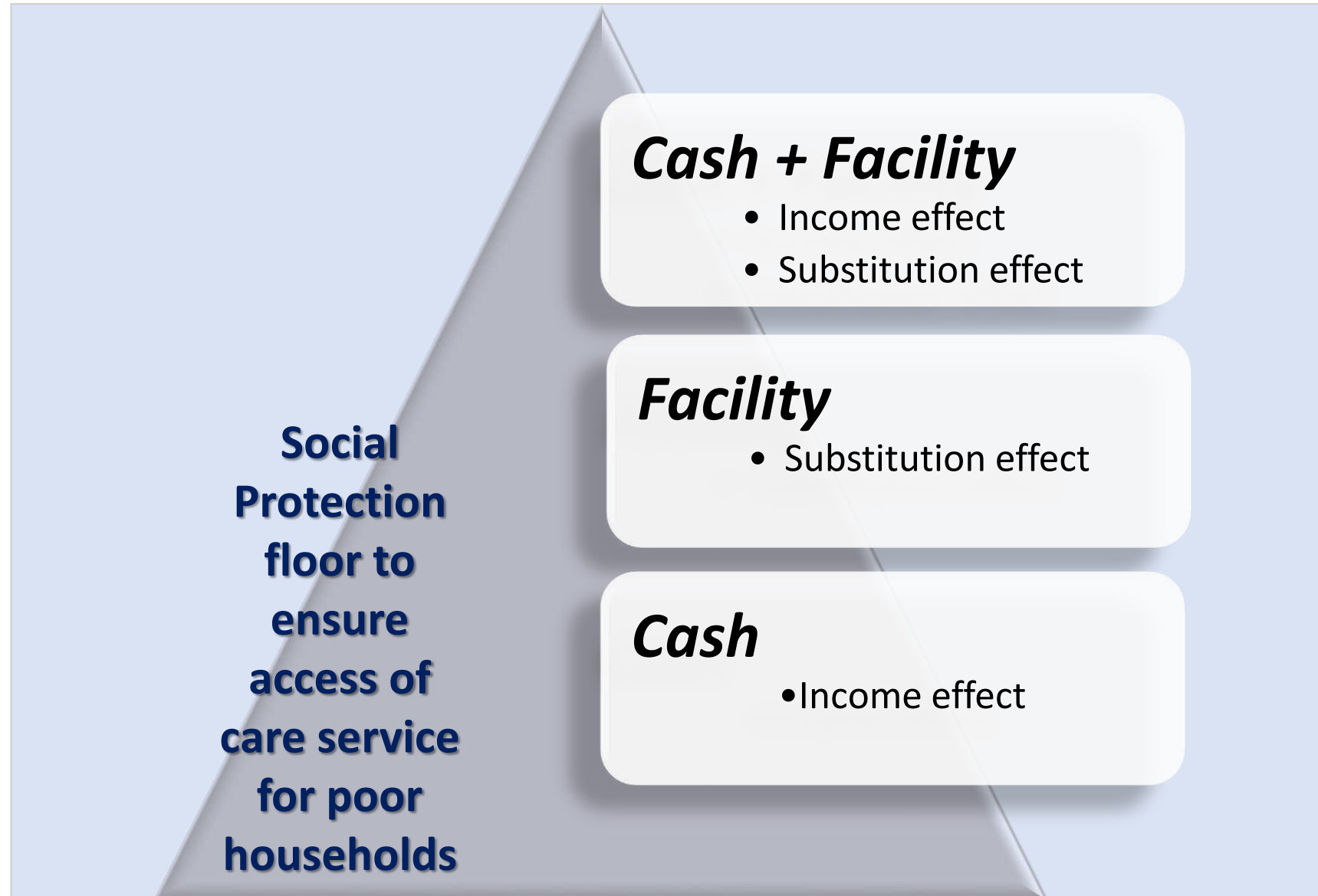
Care Economy Model: Bangladesh Context



Care Economy Model: Bangladesh Context



Care Economy Model: Bangladesh Context



SOCIAL PROTECTION & CARE WORK

Social Protection Benefits Related To Care Work

- There can be **direct** as well as **indirect** schemes.
- Benefits related to care that include **social protection schemes** e.g. family care or the upbringing of children, and that address them **by providing transfers in cash or in kind** to persons in need of care or to unpaid carers.
- Benefits in connection with the **costs of pregnancy, childbirth, disability and long-term care, bringing up of children and caring for other family members**, as well as the recognition of care work in social protection schemes for carers, such as in pension schemes.
- In addition to leave policies and care services, social protection benefits related to care include **tax rebates and cash-for-care transfers**, as well as cash transfer programmes and employment **programmes with a specific care component**, such as those supporting permanence within or re-entry to the labour force of persons with family responsibilities.

Care Work in National Social Security Strategy (NSSS)

category	Core programmes stipulated by the NSSS	Specific suggestions
Programmes for Children (0-18)	<ul style="list-style-type: none"> • A child grant for children of the poor and vulnerable family up to age 4. The child grant will be limited to a maximum of two children per family to avoid any adverse implications on the population policy. • A school stipend for all primary and secondary school-going children and adolescents from the poor and vulnerable households. • Child disability benefit programme; school meals programme; Programme for the orphans abandoned children. • Strengthening supply-side interventions relating to immunization, childcare health and nutrition, water supply, sanitation, and nutrition outreach. 	<ul style="list-style-type: none"> • Child Benefit Programme • Primary and Secondary School Stipends • Continuing Orphan's and School Meals Programmes • Ensuring Child Maintenance Payment for Abandoned Children • Strengthen Immunization, Child Healthcare, Nutrition and Water and Sanitation Programmes.
Programmes for the Working Age	<ul style="list-style-type: none"> • Strengthening education and training programmes to motivate the adolescents and youth to complete education; enabling the workforce to acquire required skills. • Strengthening workfare programmes for the unemployed poor. • Exploring possibilities of providing unemployment, sickness, maternity and accidental insurance as a part of a National Social Insurance Scheme (NSIS). • Implementing a programme of financial support to vulnerable women (widows, divorced, destitute, single mother, and unemployed women including adolescent girls) and facilitate their participation in the labour force. The strategy advocates for a consolidated income transfer under Vulnerable Women's Benefit (VWB) programme. • The strategy provides for expansion of the Maternal Health Voucher Scheme (MHVS) administered by the HSD and MEFWD of the Ministry of Health and Family Welfare. 	<ul style="list-style-type: none"> • Strengthen Education and Training for the youth • Consolidate Workfare Programmes • Implement MHVS. • Consolidate VGD and Programme for Destitute Women into one VWB programme. • Provision of Childcare across all Formal & Informal job places.

Care Work in National Social Security Strategy (NSSS)

category	Core programmes stipulated by the NSSS	Specific suggestions
Comprehensive Pension System for Elderly	<ul style="list-style-type: none"> • The Old Age Allowance for senior citizens who are aged 60 years and above and belong to the poor and vulnerable population. • Explore possibilities to establish a National Social Insurance Scheme (NSIS), to be managed under the Insurance Development & Regulatory Authority (IDRA) under the provision of the Insurance Act-2010, based on the principle of employers and employees jointly paying contribution. The NSIS would provide pensions as well as address other contingencies (such as disability, sickness, unemployment and maternity). • Review options to facilitate the development of Private Voluntary Pension (PVP), which would be open to all citizens irrespective of occupation or formality of employment. 	<ul style="list-style-type: none"> • Old Age Allowance (age 60 +) should be continued; the benefits should be revised from time to time to adjust for the inflation • Introducing National Social Insurance Scheme (NSIS) • Private Voluntary Pensions scheme should be in place
Programmes for People with Disabilities	<ul style="list-style-type: none"> • A comprehensive disability benefits programme should be initiated incorporating lifecycle risks. • 60+ persons with disabilities should receive old allowances along with an additional amount 	<ul style="list-style-type: none"> • A disability benefit for children with disabilities • A disability benefit for working-age population with disabilities

Source: Razzaque, et. al, 2017.

Care Work Sensitive Social Protection Programs

SL. No	Description	Implementing Ministries/ Divisions	Beneficiaries (Persons in lac)		Budget (Taka in crore)		
			Revised	Budget	Revised	Budget	
			(2020-21)	(2021-22)	(2020-21)	(2021-22)	
1	Old Age Allowance	MoSW	49.00	57.01	2940.00	3444.54	3.20%
2	Allowances for the Financially Insolvent Disabled	MoSW	18.00	20.08	1620.00	1820.00	1.69%
3	Maternity Allowance Program for the Poor Lactating Mothers	MoWCA	7.70	7.70	753.97	764.39	0.71%
4	Assistance for Working Lactating Mothers	MoWCA	2.75	2.75	270.79	276.65	0.26%
5	Honorarium and Medical Allowances for Injured Freedom Fighter Heroes	Liberation War Affairs	0.13	0.13	450.08	446.66	0.42%
6	Stipends for Physically Challenged Students	MoSW	1.00	1.00	95.64	95.64	0.09%
7	Financial support for Cancer, Kidney and Liver Cirrhosis and other patients	MoSW	0.30	0.30	150.00	150.00	0.14%
8	Ration for Shaheed (Martyred) Family and Honorable Injured Freedom Fighters	Liberation War Affairs	0.34	0.34	65.00	70.00	0.07%
9	Neuro-Developmental Disability Protection Trust	MoSW	3.13	3.15	27.69	30.89	0.03%
10	Welfare Trust for Physical Disabilities	MoSW	0.07	0.08	17.50	17.00	0.02%
11	Sheikh Russell Child Training and Rehabilitation Center	MoSW	0.03	0.03	23.38	24.34	0.02%
12	Service and Assistance Center for Disabled	MoSW	2.50	12.00	62.20	67.83	0.06%
13	Grants for the School for Disabled	MoSW	0.40	0.85	33.01	34.82	0.03%

Care Work Sensitive Social Protection Programs

SL. No	Description	Implementing Ministries/ Divisions	Beneficiaries (Persons in lac)		Budget (Taka in crore)		
			Revised	Budget	Revised	Budget	
			(2020-21)	(2021-22)	(2020-21)	(2021-22)	
14	Welfare Fund for the Oppressed Women and Children and Fund for the Welfare of Burnt and Disabled	MoWCA and MoSW	0.33	0.33	6.82	6.93	0.01%
15	School Feeding Programs in poverty stricken areas	MoPME	40.00	41.00	642.57	673.00	0.63%
16	National Academy for Autism and Neuro Development	SHED	0.11	0.21	8.56	150.00	0.14%
17	Sarkari Shishu Paribar and Baby Home	MoSW	0.02	0.03	0.73	60.37	0.06%
18	Child protection and child welfare	MoWCA	1.50	1.45	38.53	21.74	0.02%
19	H-Maternal, Neonatal, Child and Adolescent Health/ National Nutrition Services ¹⁵	HSD	598.34	688.22	861.66	1457.16	1.35%
20	H- Essential Service Delivery and Community Based Health Care	HSD	100.00	1100.00	753.68	786.62	0.73%
21	H-T.B, Leprosy, Communicable and Non-communicable Disease Control	HSD	505.70	131.18	598.05	788.47	0.73%
22	H-Maternal, Child, Reproductive and Adolescent Health	MEFWD	316.81	332.12	264.00	264.80	0.25%
23	Child Sensitive Social Protection in Bangladesh	MoSW	0.00	0.00	15.40	14.43	0.01%
24	Community Hospital/ Specialized Hospital for Disadvantaged People	MoSW	0.00	0.00	34.30	32.50	0.03%
25	Development programs for the distressed and neglected women and children	MoWCA	0.00	0.00	53.47	43.51	0.04%
Total			1648.16	2399.96	9787.03	11542.29	10.73%

Care Economy Model: International Best Practice

Integrated Programme for Older Persons in India

- In India, the **Integrated Programme for Older Persons** provides financial assistance (up to 90% of the project cost) to non-governmental organizations to establish and maintain old age homes, day care centers, and mobile medical units, and provides non-institutional services to older persons.

Canada Child Tax Benefit and The Quebec Model

- The Quebec Model comprises a monthly payment of between \$500 and about \$1,900 for each child under the age of 18.
- The province-run full-day, year-round child care program for all children under the age of 5, costs \$2 billion in public financing each year.
- Many mothers who were unable to work prior to the reforms decided they wanted to work and use child care and nearly **70,000 additional mothers joined the workforce**.
- Additionally, Quebec has had a more generous, flexible, and inclusive parental insurance scheme than the rest of Canada since January 2006, and one that encourages father engagement.
- Between 2016, when the CCB was established, and 2017, the percentage of **children living in poverty decreased from approximately 11% to 9%**, due to CCB, among other causes.

RELEVANT POLICIES

Present Policies to Cater the Care Economy

- National Policy on Older Persons 2013
- The Parents Care Act 2013
- Regulations for Autism and Other Disabilities
- Bangladesh Persons with Disability Welfare Act-2001
- National Children Policy 2013
- Child Daycare Policy 2021

Unpaid Care Work in National Women Development Policy 2011 and National Action Plan

Reflection of Unpaid Care Work and Social Security in NWDP		NAP for NWDP 2011			
		NWDP 2011	Existing Policy	Future Programme and Timeline	Responsible Ministry
Ensuring Active Role of Women and Their Equal Rights in All the National Economic Activity	Increasing allocation and scope of social security programme focused on women	Ensuring acknowledgement and reflection of women's domestic and agricultural labour across all national accounts, national and economic growth accounts	Labour Law, 2006	Mid-term Programme <ul style="list-style-type: none"> Acknowledgement of economic contribution of women in terms of domestic and agricultural labour and reflection of such in national income Campaigns in mass media on women's contribution in national development and economic growth 	Mainly Responsible: <ul style="list-style-type: none"> Finance Division Ministry of Trade Ministry of Labour and Employment Statistics and Informatics Division Assisting Ministries/Organizations: <ul style="list-style-type: none"> Ministry of Women and Children Affairs Local Government Division Bangladesh Bureau of Statistics
	Review and assessment of social security programme				
	Acknowledgement of women's domestic and agricultural labour				
Poverty Elimination of Women	Strengthening and widening social security programme				

RECOMMENDATIONS

Recommendation

□ Observations on NWDP and NAP

- **Updating** of both documents is important.
- Though women's Unpaid Care Work has been mentioned and incorporated in some documents, precise and specific measures are required.
- **Social Security Structure has to be reoriented** to incorporate a framework acknowledging Unpaid Care Work.
- **Providing benefits through relevant schemes** (within NSSS), unpaid care burden of the household can be reduced and LFP can be increased.
- Clarification on accounting of UCW is required.
- A renewed approach to national policies for women development is needed **in light of COVID-19 pandemic**.

Recommendation

☐ Observations on Labour Law

- According to section 94(1) of the Bangladesh Labour Law (2006), every organization with more than 40 should have a childcare centre. **Database** is essential.
- Under the similar law, constrain of the number (40) can exclude many small organizations. **Community facilities** should be there for them.

Recommendation

□ Overall Observations

- Institutional arrangement is needed to have regular and comprehensive **data base** with time diary.
- The government should undertake necessary policy steps (e.g. committee of experts) towards reforming the **estimation practice of SNA** to incorporate unaccounted work in national income.
- In government policies as well as in resource allocation, necessary steps (e.g. day care centre-both under community and institution, maternity leave, child care voucher etc.) through fiscal incentives like tax rebate/credit facilities should be there to **incentivize the private sector**.
- **Care service** should be brought into the main stream labour market. Govt can play vital role in providing related education and training.

Recommendation

□ Overall Observations

- Gender sensitive **curriculum, awareness raising programs** (by the Govt. and NGOs) should be prioritized.
- Investment in **infrastructure** can ease women's responsibility related to domestic and care work.
- We must recognize the critical implications of child marriage, safety and security issues and bring those in resource allocation.
- **Community based arrangements** for the poorer segment of the population can be considered.
- **Gender budget** can serve as a crucial policy tool for integrating care work into policy agenda.

Thank You!

