



CARE

What is CARE?

Care is about the activities done for a person's own well-being, including one or more persons' physical, psychological, emotional and developmental needs.

Whom do you care for?

Your children, husbands, partners, elderly parents, nephews, nieces and others? Your employers, their parents, their children, their elderly parents, their pets? Do you help the children with their homework?

How do you provide them with care?

- *Do you take care of them when they are sick? Make them soup when they have a cold? Stay up all night until their fever is gone?*
- *Do you help the elderly use the bathroom? Get dressed? Take them on walk?*

If yes, this is **Direct Care**.

Direct Care is personal and relational care activities, such as feeding a baby or nursing an ill person.

- *Do you go to the grocery store to buy food? Do you cook for other people?*
- *Do you clean your house, your employers' house, to care for their health and well-being?*

If yes, this is **Indirect Care**.

Indirect Care is about activities such as buying food, cooking, cleaning, and other work to provide care indirectly.

Do you do all of this work, day after day? Do you do it at work and at home?



That is care work!

You do it for free for your family and friends, but you do it for a salary from your employer. Care work can be paid or unpaid.

But it should not be you alone doing all this care work! For example:

Institutional care is the care provided by institutions, not individuals, like hospitals and schools. But it is expensive! A lot of governments and employers rely on the care YOU provide! And you should adequately be paid for it.

Care work can be paid or unpaid, in public or private places. Paid care work in private homes is done by domestic workers or caregivers.



CARE Economy is the sum of all forms of care work.

But how do governments define Care Work?

The ILO does not provide any no legal definition of care work or care workers. Care work remains a broad concept. Some countries have their own national legal and policy definition of care workers on the people who provide direct personal care. They may have different regulations in place for specific tasks in care work as well.

These countries usually provide the legal recognition of the rights of those defined as care workers, as well as the qualification framework of their skills and experiences.

However, there are other countries where there are no such provisions and definitions of care work. For instance, direct and indirect care works in private homes are all done by domestic workers. Their rights, skills, experiences are often not recognized.

Care is a concept to describe the activities done for the well-being of people.

Domestic Workers

The C189 defines domestic work as work performed in or for a household or households; domestic worker as any person engaged in domestic work within an employment relationship;

Domestic workers do both direct and indirect care in or for households. Therefore, they are part of the care workforce and global an essential part - The 70 million domestic workers over the age of 15 (ILO's figure) make up around 23% of the global care workforce (which number 308.6 million).



Care work is



seen as a women's work and their work is often undervalued by the society

Most of the care activities in private homes are delivered by family members, mainly women and girls for free. According to the ILO, 76% of the total unpaid care work is done by women. This is one of the reasons why it is not recognized as work and just seen as something what "women do".

Paid care work in private homes is done by domestic workers.

Since care and domestic work are seen as women's work done for free, our society in general does not recognize the value of these works. The women who are paid for caring for people's and families, like domestic workers, are often excluded from labour and social protection. Live-in domestic workers, in particular, face the most vulnerable situations, such as long working hours, no or little rest time, no privacy and very little income – or sometimes no income at all but only food and accommodation as in-kind payment.

The ILO estimates that 75% of domestic workers sector is informal, thus only 25% of the global workforce are covered by labour laws and social protection.

Rights of Domestic Workers in the Care System

Domestic workers as providers and recipients of care, should have both their labour rights and care needs to be recognized. The 2nd Congress of IDWF in 2018 resolved the following call to the government and the public:

- **Ratification of C189 to ensure Labour and social protection of domestic workers**
- **Care for all - a comprehensive system of care to address the care needs of the population, including domestic workers**
- **Protection for migrant domestic workers**

CARE for those who CARE for you

Campaigns for just CARE system

- **Global Day of Action: Invest in Care, Now!**

The International Trade Union Confederation (ITUC) and Global Union Federations including IDWF organize Global Action Day, 29th October, to call for government to invest in care.

<https://www.ituc-csi.org/investing-in-the-care-economy-a>

- **Fight for Gender Equality**

Care work is mainly done by women. The undervalue of care and suppression of women rights are interconnected. To fight against the unjust care system, women across different sectors must fight together.

International Domestic Workers Federation

www.idwfed.org