

Women Work

UNICEF's approach to women's paid
and unpaid work

UNICEF Technical Note

1. INTRODUCTION

Scope and Rationale

UNICEF promotes gender equality through its programming for girls and boys. Although UNICEF recognizes the importance of engaging women, the emphasis of programming outcomes has mainly been on children. With the Gender Action Plan 2018-2021 however—and its clear recognition of the inextricable links between the rights and well-being of women with that of children—there are opportunities for UNICEF to address outcomes for women directly to benefit women in their own right.

Women's paid and unpaid work, particularly with regards to care-related work, is an area that touches the heart of UNICEF's mandate and mission. This area of work – especially within the context of women's personal and economic empowerment, and its impact on development and economic growth more broadly – can leverage current initiatives and advance programming with innovative new approaches poised for results at scale, as well as generate new visibility for UNICEF in the field of gender equality globally. This area of work is also linked to our focus on strengthening adolescent girls' skills development for the 21st century world of work and targeting harmful gender stereotypes that can impede their access to learning and training for future employability¹.

This technical note focuses firstly, on women's paid work, which includes women's participation in both the formal and informal labor markets as a key aspect of women's personal and economic empowerment. Despite global advances in education and skills, improved access to resources, and more supportive legislative environments, in many parts of the world, women remain less likely to participate in the formal labor market, and are often found in the most vulnerable types of employment.² Globally, women are paid less than men, earning on average 77 per cent of what men earn.³ Women also contend with occupational segregation, and other obstacles to career advancement, often due to deep-seated gender norms and stereotypes about women's socio-economic roles.

In addition to these stereotypes, gender-related barriers, including dignified menstrual health and hygiene, limit women's access to education, employment and entrepreneurship opportunities.⁴

Approximately two-thirds of the global care workforce are women—about 249 million workers. Most care workers are employed in education (123 million), and in health and social work (92 million), representing tremendous opportunity for UNICEF to reach women at scale in its sectors of focus.

Source: International Labor Organization (2018). [Care Work and Care Jobs for the Future of Decent Work](#). Geneva.

With the growing recognition that gender diversity and gender equality⁵ are, simply put, good for business⁶, there is an opportunity, within UNICEF's programming scope, to empower women in care-related professions to successfully engage in the labor market by transforming gender norms, addressing workplace constraints and insecurity, and removing gendered barriers to entrepreneurship, while also promoting professionalization and career advancement through skills development, proper compensation and avenues for professional development.

Secondly, this technical note focuses on women's unpaid work, and more specifically for the scope of UNICEF's programming, on unpaid care work – including domestic and other household chores (indirect care), and caregiving for children, elderly or disabled people (direct care). Women dedicate on average 3.2 times more hours per day than men to unpaid care work, translating into 201 working days over the course of a year for women compared to 63 working days for men.⁷ This unequal division of labour starts at a young age. In more than five of six countries with available data, girls aged 10–14 years are more likely than boys of the same age to spend 21 or more hours on household chores per week, a divide which only deepens as girls get older, a divide which only deepens as girls get older.⁸

Unpaid care work represents a significant barrier to women's successful engagement in the global labour market; in an analysis of 34 countries, 35 per cent of economically inactive female youth compared to 7 per cent of economically inactive male youth had left work for family reasons.⁹ There is an opportunity therefore, to recognize and reduce unpaid care work to facilitate women's engagement in the labour market and to promote women's empowerment across generations.

While the proposed framework on women's paid and unpaid work is new in the context of UNICEF programming, it builds on current initiatives and priorities already identified by UNICEF.

In fact, attention to women's paid and unpaid work, and related dimensions of empowerment, is included across several outcomes in the Gender Action Plan (GAP) 2018-2021 and the Strategic Plan (SP) 2018-2021. This recognizes the intrinsic value of addressing needs and opportunities for women's empowerment, to benefit women in their own right and their families. Four integrated results¹⁰ in the GAP are directed particularly to women, all with underlying themes connecting to paid and unpaid work in care-related areas. Further, women's paid and unpaid work, and their economic participation, is a well-established global priority for gender equality, as reflected in the 2030 Agenda for Sustainable Development. SDG Target 5.4 focuses specifically on recognizing and valuing unpaid care work, and SDG Target 5.5 on women's full participation in economic life. SDG Target 8.5 focuses on decent work and equal pay for all, including women and youth.

Donors, multilateral organizations and civil society organizations have well-established portfolios addressing women's paid and unpaid work. The International Labour Organization (ILO) and UN Women lead the global agenda on decent work and women's economic empowerment, respectively. UNICEF is already working with ILO and UN Women in several countries on issues such as family-friendly policies in the workplace. UNICEF aims to build on these efforts by contributing to partners' existing agendas and supporting ongoing initiatives where relevant, as well as complementing existing work through new initiatives directly related to UNICEF's mandate, playing to UNICEF's strengths. This note aims to identify current programming and promising efforts to build on, while highlighting opportunities to strengthen advocacy and partnerships.

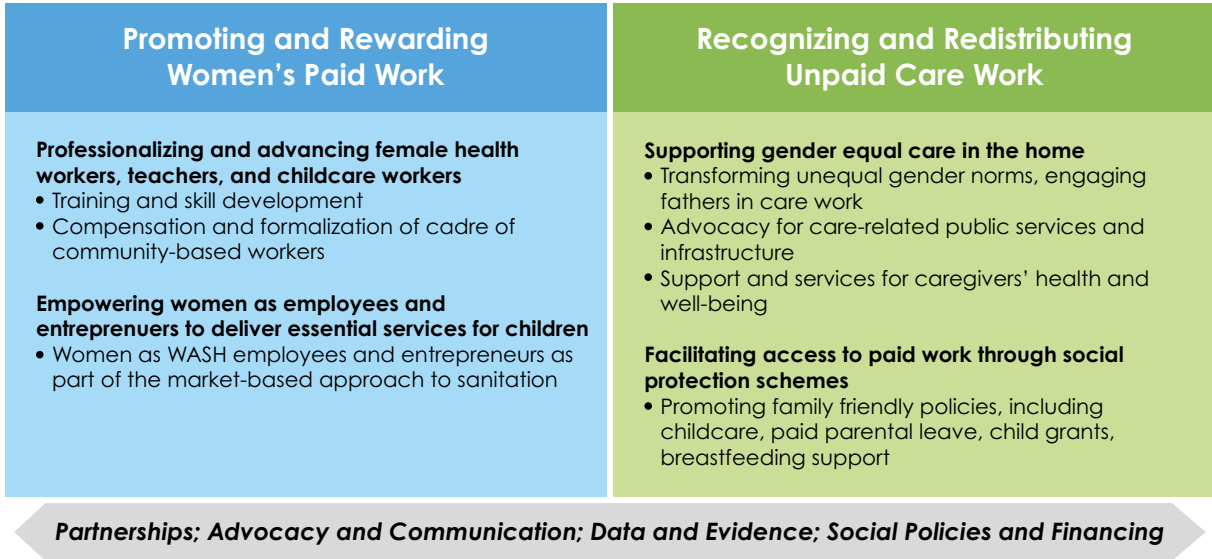


The Women Work framework is structured around two pillars, one on paid work and one on unpaid care work. Women Work aligns with and draws from the ILO Framework on care work and decent work,¹¹ with its dual focus on paid and unpaid care work. Importantly, while the framework includes a focus on women as childcare sector workers, it also aims to empower women in the workforce beyond traditionally feminine care professions, empowering them as professionals and entrepreneurs across sectors for a transformative approach.

Women Work is necessarily limited in scope. Some issues – while related, such as the gender pay gap or demand-side constraints to women’s employment – fall outside of UNICEF’s programming scope. Other issues, such as girls’ skills for employment or girls’ unpaid care work, have clear linkages to Women Work and are already a priority within UNICEF’s portfolio (although discussion of these fall outside of this note’s focus on women per se). These topics are mentioned briefly below to illustrate the strategic linkages in UNICEF’s ongoing work.

The main components of the Women Work framework—including programming, partnerships and advocacy—are outlined in Figure 1 below, and described in the section that follows. In addition, a diagram in Annex 1 illustrates examples of potential Women Work priorities by UNICEF Goal Area.

Figure 1: UNICEF’s framework for Women Work



A. Promoting and Rewarding Women’s Paid Work

I. Professionalizing and advancing female health workers, teachers, and childcare workers

UNICEF aims to support childcare sector workers across sectors key to its mandate such as health, education, and early childhood development (ECD). To do so, UNICEF promotes the professionalization of female health workers—in particular frontline health workers, including in emergency settings—through national advocacy efforts to train, adequately pay and empower them to advance their careers. As important, is working to ensure a gender balance in this critical professional category—which tends to be overwhelmingly female—to contribute towards transforming broader gender stereotypes about caregiving and health work.

In education, UNICEF works with governments to address equitable teacher deployment, to review and improve investments in the education workforce and/or in teacher development and management, and to support the development of gender-responsive policies to professionally advance teachers of both sexes from pre-primary to secondary education. UNICEF also promotes gender-responsive pre- and in-service teacher training to adequately equip teachers to ensure children’s safety in schools, and to practice positive gender socialization to tackle harmful gender norms and stereotypes.

Lastly, UNICEF provides skill building and support for childcare sector workers to deliver quality ECD services, integrating service delivery through different platforms and across sectors. With a system-strengthening approach, UNICEF works with governments as a crucial partner to launch national qualifications for care work, thereby accrediting trainings, assessments, and job roles in caregiving professions. Innovative approaches, for example through the use of digital and mobile technology, provide new opportunities to promote skill development, and pathways to management/ leadership positions for caregivers. In emergency settings, UNICEF can build on its work with professional caregivers by advocating for hardship incentives as well as for protection measures for female workers, who are at increased risk because of their gender in high-risk environments.

The Capacity Development Partnership Fund (CDPF) in Cambodia promotes non-traditional skill development for teachers, furthering leadership in the education sector, particularly for women. A partnership between the Royal Government of Cambodia, the European Union, the Swedish Embassy, USAID and UNICEF, CDPF promotes inclusive and equitable quality education, and effective leadership and management of education staff at all levels.



II. Empowering Women as Employees and Entrepreneurs to Deliver Essential Services for Children and Families

Across sectors, there is tremendous opportunity for UNICEF to empower women as employees and entrepreneurs and service providers, transforming women’s engagement in the labour market while strengthening the delivery of essential services for children and families. In the WASH field, market-based sanitation is a primary focus for UNICEF’s efforts, with the ambition to establish a solid evidence base and catalytic programming by the end of the current Strategic Plan period. The growing programming on market-based sanitation includes an explicit gender component, with women considered as both consumers and suppliers of services.

UNICEF aims to economically empower and engage women across the sanitation supply chain through activities such as entrepreneurial training on business growth opportunities including toilet marketing and sales, skills development including production and business expansion, and recognition of promising organizational and/or industry models that demonstrate female

employee representation across roles and management. In humanitarian settings, there is an opportunity to promote female entrepreneurship in hygiene and sanitation efforts, in particular in menstrual hygiene.

*Examples include in **Cameroon**, where female-headed social enterprises have been engaged to procure menstrual hygiene items or underwear for IDPs, or in **Bangladesh**, where women from the Rohingya refugee population have been hired to construct gender-appropriate latrines in camps.*

Globally, as the world of work continues to change at a rapid pace, especially in terms of technological advances, women face both new challenges and opportunities. Digital technology is opening new doors for female employees and entrepreneurs, providing more flexible ways of working, with fewer access barriers than in traditional supply chains. Looking forward, UNICEF can build on these opportunities across key sectors including through skill development training and targeted support for female entrepreneurs.



Rani Mistri, India

With UNICEF support, the Indian state of Kharkhand is training women as Rani Mistri (female masons), as part of a nationwide sanitation initiative to end open defecation. This is a multi-pronged approach across sectors integrating women's economic empowerment outcomes into UNICEF's core work on ending open defecation and promoting dignified menstrual health and hygiene (MHH). Over 55,000 women have undergone intensive training to construct toilets, allowing them to increase their incomes and gain financial freedom. Some Rani Mistris are also using their work and newfound leadership skills as a platform to educate others on MHH.

B. Recognizing and Redistributing Unpaid Care Work

I. Supporting Gender-equal Care in the Home

By promoting gender equality in caregiving at home, UNICEF aims to both recognize and redistribute unpaid care work, which all too often falls to women and girls. Redistribution is essential both to relieve the unequal burden placed on women and girls and to facilitate women's access to paid work by removing time and service-related barriers and constraints.¹²

*For example, UNICEF supported the Government of **Moldova** to develop and cost its National Action Plan on Positive Parenting 2018–2022, which includes a special focus on fathers' engagement and accountability in child-rearing.*

UNICEF works to transform the harmful gender norms and stereotypes that underpin the burden of unpaid care work carried by women and girls in the home, while engaging fathers, men and boys in both caring for children and taking on domestic chores. This is central to UNICEF's

positive gender socialization framework, which aims to change gender norms through positive parenting initiatives, advocacy and media campaigns, and programming that challenges traditional stereotyping of women's roles, responsibilities and rights.

A Father from the Beginning, Cuba

'A Father from the Beginning' is a comprehensive, cross-sectoral C4D initiative rolled out at the national level, to engage fathers in their children's care and education by transforming traditional gender norms. A rigorous, collaborative research and review process was used to support the Cuban Ministry of Education and Ministry of Health to develop a package of communications materials that provides critical information to fathers about parenting. Through print brochures, social media posts, television ads and dramatized soap opera episodes, the campaign creates awareness among mothers and fathers about the rights, responsibilities and benefits of equally-shared parenting. Working with partners from the national to the grassroots level, the campaign aims to reach the parents of over 460,000 children in Cuba. A 'Father from the Beginning' app is also planned for launch later in 2019.

Advocacy for the public provision of services and infrastructure relating to unpaid care work—for example, improving access to clean water or energy—is also a key area of work, strengthening the government's role as a duty-bearer as part of a rights-based approach. Time-saving services or infrastructure can both reduce the time spent on care work overall, and increase men's engagement in care work, complementing the positive social norms approach. This is of particular importance in emergency settings, where the burden of care work can increase substantially as well as put women and girls at increased risk. Furthermore, there are also opportunities—such as in water and sanitation management—to transform care-related work by women from unpaid to paid, empowering them economically and also shifting gender stereotypes about their roles.



Female Water Pump Engineers, Democratic Republic of the Congo

UNICEF is supporting training for women to repair pumps and maintain the wells in their villages, as part of a Ministry of Public Health initiative called 'Healthy Villages and Schools'. By bringing water points closer to communities, the project has helped free up women's time otherwise spent travelling long distances to collect water. The project involves communities heavily in decision-making around their own WASH needs, and encourages women's participation, thus promoting both ownership and sustainability.

UNICEF also works to promote caregivers' health, well-being and ability to provide nurturing care, including through social support services, as part of the ECD 'Caring for the Caregiver' model. Programming focuses on, for example, peer-to-peer support, or prevention and management of mental health problems or severe distress that interferes with the daily functioning of caregivers, as part of a package that aims to meet the needs of parents as individuals as well as the needs of their children.

II. Facilitating Access to Paid Work through Social Protection Schemes and Family-friendly Policies

Family-friendly policies (FFPs) comprise an area of work that cuts across sectors, including social protection, nutrition, ECD, and gender.

Financial Options for Early Childhood Education in ECARO

A four-country study conducted in ECARO is building the evidence base on what works for women's access to paid work. The review looked at financial options for early childhood education and support for mothers and families through the lens of poverty reduction in the region. The study found, for example, that paid parental leave—distributed between working women and men—is central to ensuring that parents can take time off while keeping their jobs and retaining incomes, and promotes a dual-earner household model. In some settings, the costs of implementing the measures studied can be partially offset by the increased tax revenue from women's participation in the labour force, amongst other financing options. The study provides insights that will be used to shape programming and country-specific advocacy efforts in the region, in particular linking to EU policies on women's employment and quality childcare (as three of the four countries included in the study are EU members).

This growing portfolio of work—which increasingly addresses women's needs as well as children's through research, advocacy and programming—spans the gamut from adequate parental leave and access to affordable, quality childcare, to child benefits, universal child grants, and breastfeeding support in the workplace. FFPs facilitate women's access to paid work by both redistributing care work—in particular, by engaging the State and the private sector—and supporting women's caregiving responsibilities to ensure that these are compatible with their participation in the workforce.

Here, financing is a special focus; UNICEF aims to catalyze greater public investments that support the redistribution of unpaid care work, in particular childcare services. Efforts will include the costing of pilots and models, the analysis of costs and benefits of childcare, investment cases and policy simulations to build the case for reforms, and the identification of ways to finance childcare services, including through tax credits, subsidies and public-private partnerships.

UNICEF is already working directly with industries to support female workers, supporting maternity rights and baby-friendly initiatives, as well as partnering with companies on gender-responsive business practices. For example, through child rights audits, investment companies can start to integrate gender and FFPs into their business practices. This is an area with potential for scale, requiring more concentrated attention and programming focus, as well as stronger partnerships and advocacy essential to promoting FFPs. In addition to defining FFPs as an internal priority, UNICEF leads or participates in partnerships and platforms, such as the Global Breastfeeding Collective with WHO.



Mothers@Work Programme, Bangladesh

This initiative promotes maternity rights and breastfeeding among working mothers by establishing mother- and baby-friendly workplaces in the garment industry, which employs an estimated 4 million people, 85 per cent of whom are women of reproductive age. The initiative sensitized both female factory workers on the importance of and options for breastfeeding while working, as well as factory supervisors and managers on the implementation of maternity rights and protections. In 2018, working with the ILO, Mothers@Work rapidly expanded from supporting 5 garment factories to supporting 80, reaching over 150,000 working mothers and 7,500 children under 2 years of age. The exclusive breastfeeding rate increased from 17 to 72 per cent among new mothers in targeted factories.

Baby-friendly Workplace Initiative, Kenya

This initiative is similar to Mothers@Work, but situated in a rural context. UNICEF works with female tea plantation workers in Kericho County, Kenya to promote baby-friendly workplaces. The estate has 12,000 permanent workers and 4,000 to 5,000 seasonal workers, 32 per cent of them women. The initiative applies a C4D approach in the workplace, in childcare centers, in communities and in healthcare centers. Contextualizing the approach to reach the right set of actors is essential—for example, the initiative engaged not only tea plantation employees and supervisors, but also the surrounding communities through community-based volunteers.

C. Cross-cutting Priorities

Partnerships

Globally, a wide range of development actors are prioritizing women's economic empowerment. Civil society organizations such as the World Economic Forum, multilateral organizations and development banks such as the World Bank, and philanthropic investors such as the Bill and Melinda Gates Foundation, are increasingly recognizing that investing in human capital means investing in women economically through key streams of work.

Bilateral donors such as Sweden, Canada and the UK have made continued, strong commitments to supporting gender equality and women's economic empowerment, including through innovative financing approaches that have made significant impact in the ecosystem of women's economic empowerment in recent years. As the evidence base around positive links between gender equality and company performance grows, the corporates too is increasingly investing in women across their value chain, opening new spaces for organizations like UNICEF to engage. (See box below for one example of a company finding benefits from embracing family-friendly policies).

Safaricom and employer-supported childcare: business-relevant and family-friendly

There is no public provision of childcare for children under three in Kenya – this age group is typically cared for by family members or domestic workers, such as privately hired childminders or nannies. Childcare therefore can be very expensive, and has been shown to suppress maternal employment in Kenya.

Safaricom, a large telecommunications company operating across the country, with about 51 per cent female staff, had been experiencing punctuality and absenteeism problems, which were traced back to disruptions in employees' childcare arrangements (often children's illness, conflict with breastfeeding needs of babies, etc). Since this impacted productivity significantly, these issues became business-relevant, and so the company began to consider how childcare provision could benefit both the company and its staff (women and men). Now, a suite of policies and practices are in place that support both male and female employees with children, including on-site crèches for younger children; a "bring your child to work" policy, maternity leave beyond statutory provision, reduced working hours options for mothers, breastfeeding rooms, an on-site doctor, and medical insurance that includes children.

Recognizing this well-established and ever growing portfolio of work on women's economic empowerment in the global development field—and in particular, recognizing the leadership of UN Women and ILO on these topics—partnerships will form the cornerstone of UNICEF's Women Work framework. UNICEF will leverage its strong field presence, cross-sectoral focus, and systems- strengthening approach to complement partners' initiatives and further the Women Work agenda in priority areas highlighted above, particularly through joint programming,

advocacy and communication efforts. Other organizations' leadership on topics that fall outside of UNICEF's mandate, such as ILO's leadership on the gender wage gap, can ensure a comprehensive approach. In addition, at the country level, UNICEF should endeavor to seek and strengthen national partnerships across government sectors that identify collaborations between different ministries and sub-national institutions (e.g. not just health and education entities, but also labour/employment, finance, social development, women's machineries, etc.)

Advocacy and Communication

Building on existing communication platforms, UNICEF will continue to bring attention to women's paid and unpaid work by engaging the general public and the private sector around the Women Work framework, and mobilizing necessary resources. UNICEF campaigns such as *Early Moments Matter* (see table 1 below) or *Every Child Alive*¹³ are established advocacy efforts that cut across different focus areas featured in the Women Work framework, presenting opportunities to build on. A key focus of advocacy work will be in highlighting the importance of government in providing public services that both promote decent work for women and recognize, reduce and redistribute women's unpaid care work.

Table 1: Example of Women Work intersections with UNICEF campaign 'Early Moments Matter'

Early Moments Matter Campaign	
<p>3 medium-term campaign objectives:</p> <ul style="list-style-type: none"> • Influence governments to develop and support multisectoral family-friendly policies and services • Increase understanding of importance of nurturing care amongst caregivers • Increase funding for ECD to reach the most vulnerable 	<p>Linkages to Women Work:</p> <ul style="list-style-type: none"> • Advocate for family-friendly policies, especially for parental leave, child grants, childcare and breastfeeding support • Transform gender norms by engaging fathers in childcare; support parents' unpaid care work through quality multisectoral services • Professionalize and build skills of childcare workers

Data and evidence-based programming

Gender data and evidence are the backbone of good gender programming. UNICEF will continue to build the evidence base around women's paid and unpaid work, especially within the context of women's personal and economic empowerment, and its impact on development and economic growth, using both existing data channels such as the Multiple Indicator Cluster Surveys (MICS) as well as innovative data sources such as social media. Through the MICS, UNICEF already collects data on girls' and boys' time use on economic activities, unpaid care and domestic work; sex-disaggregated data on time spent collecting water; and early stimulation and responsive care by fathers and mothers. Building on this work, the MICS could also provide valuable insights on women's time use and unpaid work. These efforts will build on and complement existing initiatives, for example the United Nations Statistics Division Expert Group on Innovative and Effective ways to collect Time-Use Statistics (TUS), of which UNICEF is a member, or the Gates' foundation work on time poverty.

Together with its partners, UNICEF will further strive to fill persistent data gaps—for example, through research on how to best support hard-to-reach women in the informal labor market or protect the rights of migrant workers, or through impact measurements of innovative activities to promote women's use of digital technology or leadership in businesses.

Social protection policies and financing

Social protection policies support both paid and unpaid work in specific programming areas highlighted above (for example, childcare) and support women's and girls' empowerment more broadly. Social protection policies are increasingly focused on inclusive and universal approaches with a gender lens, for example through social protection floors, or unconditional

cash transfers that increase access to resources, supporting women's paid and unpaid work as a cross-cutting priority. Public investment and financing are in particular focus, building on advocacy efforts for government support to facilitate women's access to paid work.

D. Linking to Other Areas of Work

It is essential to create synergies to empower women and girls across generations, and the Women Work framework is fundamentally connected to other areas of work core to UNICEF's mandate. Although these areas of work are beyond the scope of this technical note, they are highlighted briefly below to aid in strategic thinking around women's and girls' empowerment programming.

Girls' Skills for Employment

There is growing momentum around skills building for and with girls and young women. New partnership platforms such as Generation Unlimited¹⁴; advocacy efforts such as the GirlForce theme (and related brochure with ILO for the Day of the Girl)¹⁵; and regional and country-level programming models such as Techno Girls¹⁶ represent tremendous opportunities to build on. Explicitly linking the Women Work initiative to promising programming models of working with and for girls on skills' development can create a 'pipeline' of learning as well as hopefully significant generational shifts to the existing gaps in the transition to the labour market. Programming around girls' skills for employability includes a focus on competency-based/transferable skills, science, technology, engineering and math skills (STEM), digital and social entrepreneurship, and vocational training (including in non-traditional trades). Additionally, cash transfer programmes—both conditional and unconditional—increasingly recognize the vulnerabilities of adolescent girls, and link to education or livelihoods outcomes, furthering girls' economic empowerment. Lastly, there is an opportunity to professionalize young peer educators and facilitators as they 'age out' of youth programmes, supporting their transition to the labour force, or even professionalizing the mentor role itself.



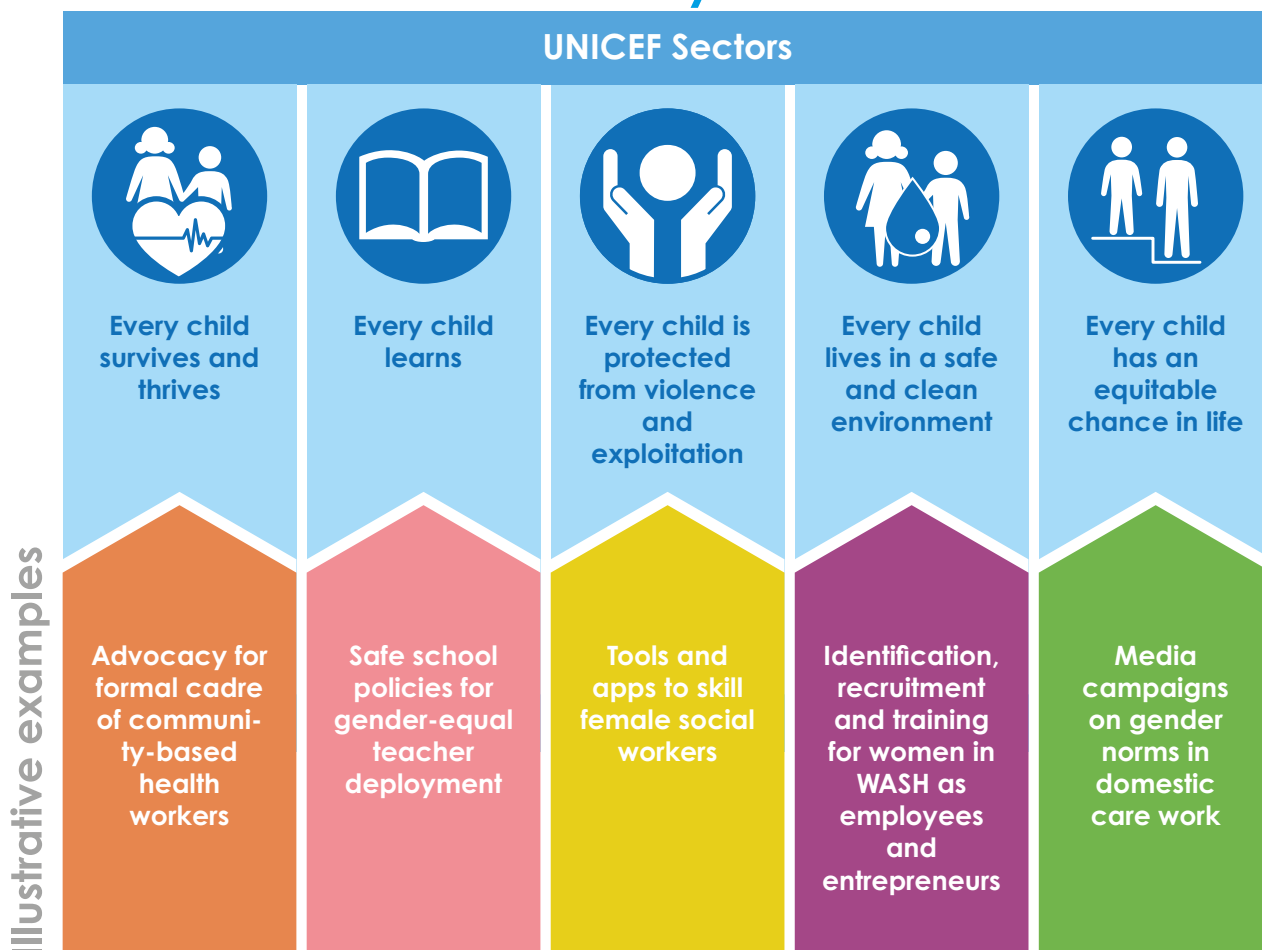
The Cash Plus programme in Tanzania, for example, layers various programme components such as business planning and health and sexuality education for vulnerable adolescents on top of cash transfers to support their transition to adulthood. An evaluation found a resulting increase in household incomes and productive activities

Source: Tanzania Cash Plus Evaluation Team. (2018). Tanzania Youth Study of the Productive Social Safety Net (PSSN Impact Evaluation: Endline Report. UNICEF Office of Research, Innocenti, Florence

Girls' Care Work:

Girls spend a disproportionate amount of time on care work and domestic chores—approximately 40 per cent more than boys for the 5-14 year-old age group¹⁷—which can have a detrimental effect on their development and well-being. Adolescent girls, in particular, face a marked increase in unpaid care work as they reach adolescence, and these responsibilities can constrain life opportunities, for example by reducing access to education. Girls' care work is featured in the GAP, and reflected in specific programming, research and advocacy initiatives.¹⁸ It is essential to recognize the cross-generational linkages to Women Work—for example, ensuring that care work does not interfere with girls' education can contribute to girls being able to build skills for future employment. Transforming unequal gender norms can contribute towards more gender-equitable redistribution of caregiving responsibilities so both women and girls are freed from excessive care work and can pursue education and employment opportunities. As such, while this technical note limits itself to women's care-related work, it is essential to recognize that the programming approach and outcomes of unpaid care work for both women and girls are inextricably linked.

Annex 1: Illustrative Examples of Potential Women Work Priorities by Goal Area



Annex 2: Selected Resources

- Center for Global Development (2016) [Revisiting What Works: Women, Economic Empowerment and Smart Design](#)
- ILO (2017) [World Employment and Social Outlook: Trends for Women 2017](#)
- ILO (2018) [Addressing Care for Inclusive Labour Markets and Gender Equality](#)
- ILO (2018) [Care Work and Care Jobs for the Future of Decent Work](#)
- ILO and UNICEF (2018) [GirlForce: Skills, Education and Training for Girls Now](#)
- UNICEF (2017) [Programme Guidance for Early Childhood Development](#)
- UNICEF (2018) Let's make it work!: Breastfeeding in the workplace – Using Communication for Development to make breastfeeding possible among working mothers
- UNICEF (2019) Work-ready: Marketable Skills Bundles for the GirlForce
- UNICEF (forthcoming) Family Friendly Policy Summit: Background paper and sectoral briefs
- UNICEF (forthcoming) Market-based Guidance Sanitation Guidance
- UNICEF (forthcoming) Review of Financial Options for Early Childhood Education and Care Support for Mothers and Families that Addresses Child Poverty in the ECA Region
- UNICEF (forthcoming) Social Protection Programme Framework
- UN Secretary-General's High-Level Panel (HLP) on Women's Economic Empowerment (2016) [Leave No One Behind: A Call to Action for Gender Equality and Women's Economic Empowerment](#)
- UN Women (2013) [Economic Empowerment of Women Brief](#)

Endnotes

- ¹ International Labour Organization and UNICEF, *GirlForce: Skills, Education and Training for Girls Now*, ILO and UNICEF, Geneva and New York, 2018.
- ² Although globally, more men than women are employed in the informal sector, there are important regional variations: women are more often in informal employment in more than 90 per cent of sub-Saharan African countries, 89 per cent of Southern Asian countries and almost 75 per cent of Latin American countries. International Labour Organization. (2018). *Women and men in the informal economy: a statistical picture* (third edition).
- ³ Since gender pay gaps are only calculated for those in wage employment, this figure understates the real extent of earnings differentials in many contexts, and notably in developing countries where informal self-employment is prevalent. UN Women. (2018). *Turning promises into action: Gender equality in the 2030 Agenda for Sustainable Development*. p. 109.
- ⁴ USAID. 2019. *Menstrual Hygiene Management and Women's Economic Empowerment: A Review of Existing Evidence*. Washington, DC, USAID Water, Sanitation, and Hygiene Partnerships and Learning for Sustainability (WASHPaLS Project)
- ⁵ See McDonnell, J., *Gender Equality is Smart Business*, Forbes.com, Feb 19, 2019; and Okoro, S., *The Case for Gender-Smart Work Policies: Key to Equality, Good for Business*, OECD Development Matters, July 23, 2019.
- ⁶ Gender diversity is defined as a larger proportion of women in the leadership of companies, especially large ones. Companies in the top 25th percentile for gender diversity on their executive teams are 21 per cent more likely to experience above-average profits (<https://www.mckinsey.com/business-functions/organization/our-insights/delivering-through-diversity>).
- ⁷ International Labor Organization (2018). *Care Work and Care Jobs for the Future of Decent Work*. ILO: Geneva, p. 53.
- ⁸ United Nations Children's Fund (2016). *Harnessing the Power of Data for Girls: Taking stock and looking ahead to 2030* UNICEF: New York.
- ⁹ United Nations Children's Fund, UN Women and Plan International, *A New Era for Girls: Taking Stock of 25 Years of Progress*, New York, 2020
- ¹⁰ These include: Gender equality in community health systems; quality maternal care; gender equality in teaching and education systems; and gender-responsive water and sanitation systems.
- ¹¹ ILO's '5 R' framework presented in its 2018 report '*Care Work and Care Jobs for the Future of Decent Work*' includes a focus on Recognizing, Reducing and Redistributing unpaid care work; Rewarding care workers with more and decent work; and Representing care workers in social dialogue and collective bargaining.
- ¹² Research in Turkmenistan, for example, found that women's unemployment was directly related to their reproductive and housekeeping roles due to cultural biases, patriarchal attitudes and deep-rooted stereotypes (Turkmenistan: Submission to the Committee on the Elimination of Discrimination Against Women by United Nations Country Team – Turkmenistan UNICEF)
- ¹³ The 'Every Child Alive' campaign aims to improve the skills of healthcare workers to decrease newborn mortality rates as part of its 4 P approach (Places, People, Products and Power).
- ¹⁴ See <https://www.generationunlimited.org>
- ¹⁵ See <https://data.unicef.org/resources/girlforce-brochure/>.
- ¹⁶ Techno Girls is a job-shadowing mentorship programme in South Africa. It engages local implementing partners to provide girls with on-the-job training and learning opportunities.
- ¹⁷ United Nations Children's Fund (2016). *Harnessing the Power of Data for Girls: Taking stock and looking ahead to 2030*. UNICEF: New York.
- ¹⁸ For example, within the Child Friendly Schools Initiative, mothers are supported with labor saving devices (milling machines) in order to allow them to rely less on the support of girls for domestic tasks and allow the girls to continue their schooling.



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