

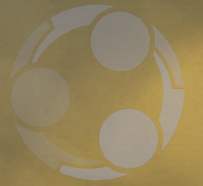
# Addressing Care to Accelerate Equality

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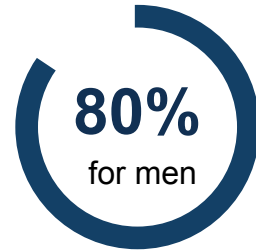
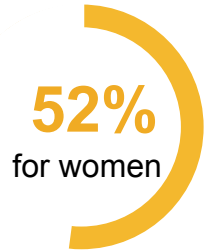
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# Why is addressing unpaid care critical in addressing gender inequality?



Women's labor force participation is **low** worldwide:



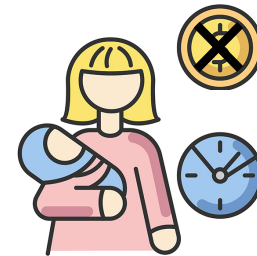
Globally, an estimated **606 million working-age** women consider themselves unavailable for employment or not seeking a job because of unpaid care work, as opposed to only 41 million men (ILO 2020).

For this disproportionate care responsibility, women are constantly **time-poor**.

- *Have less time to engage in paid labor.*
- *Work longer hours.*
- *Impede women from completing school.*
- *Funnel women into informal and/or lower-paying jobs.*



Worldwide women spend around **4.5 hours** per day in unpaid care work compared to only **1.4 hours** per day by men.



**Social norms** are likely to be **enforced**, especially when resources to hire paid substitutes are limited.

Investments in care are a **win-win-win** for families, businesses, and economies.

*Improves women's and men's employment and productivity, child outcomes, family welfare (including benefits to older siblings by staying in school), business productivity, and overall economic development.*



# Investing in Care, and Economic and Social Benefits



- Care work is central to human and social wellbeing
- SDG Target 5.4 calls for **recognizing and valuing unpaid care and domestic work** through the provision of public services, infrastructure, and social protection policies, and the promotion of shared responsibility within the household and the family.
- Estimates based on time-use survey data in 64 countries show that globally, **16.4 billion hours** are spent in unpaid care work every day, equivalent to **2 billion people working eight hours per day** without pay.
- Return-on-investment by Fraym estimates that every **\$1 invested** in quality childcare generates **\$3 in anticipated income** in Nigeria and Indonesia and **\$7** in South Africa and Kenya.
- A 2022 ILO report suggests investing in a care economy that promotes gender-equal leave, universal childcare, and long-term care services could generate up to **299 million jobs** worldwide by 2035, of which 234 million (78 percent) will be for women.
- The 2015 Power of Parity report by McKinsey & Company shows that globally, bridging the gender gap, especially ensuring progress in education levels, financial and digital inclusion, legal protection, and unpaid care work, could lead to an increase in **GDP of \$12 trillion to \$28 trillion**.



# Strategic Objectives



END GBV & ELEVATE HUMAN CAPITAL  
EXPAND & ENABLE ECONOMIC OPPORTUNITIES  
ENGAGE WOMEN AS LEADERS

# What is the World Bank Group specifically doing to help countries in addressing care?



Gender Group is publishing the **thematic note on care**, prepared as an input to the new Gender Strategy 2024-2030.

**International Development Association (IDA)** commits to support at least 15 IDA countries in expanding access to quality, affordable childcare.



## OPERATIONS

WBG is supporting efforts to **advance care across operations**, intending to increase access to care and/or facilitate project participation.

- *For example, in South Sudan, an ongoing childcare project providing childcare for the survivors of Gender Based Violence (GBV) within a safe house.*



## ANALYTICAL WORK

WBG is **working with partners** to build the **growing data and evidence base** in the area of care.

- *For example, the Middle East and North Africa Gender Innovation Lab (GIL) has partnered with the Jameel Poverty Action Lab (J-PAL) in Egypt on a randomized control trial to examine the effect of offering subsidized care for mothers on their labor force participation.*

Many of the World Bank teams are specifically working on **eldercare**. For example:

- *Social Protection and Jobs Global Practice is **assessing long-term care systems** across countries to support improvement.*
- *Health, Nutrition, and Population Global Practice is assessing the gender differentiated issues related to aging through its **healthy longevity initiative**.*

# What is the World Bank Group specifically doing to help countries in addressing care? ...



## WBG INITIATIVES

- The **WBG's Invest in Childcare initiative** will catalyze **\$180-\$225 million** to support low- and middle-income countries to design and implement better childcare programs, improve policies, build capacity, generate data, and provide evidence on the impacts of childcare on women's empowerment, and inclusive economic growth.
- **IFC's Care2Equal project**, which will mobilize and support private sector action, innovation, and investment to tackle the global care crisis, including childcare, elderly care, and mental health care and well-being.
- **Women, Business, and the Law's (WBL)** standardized data collection of the countries' legal and regulatory framework around childcare availability, affordability, and quality.



## ENGAGEMENT

The World Bank, along with other MDBs and stakeholders, are **working together** to address the care challenge.

- *For example, World Bank is collaborating with the UN Women on time-use data and measuring return on investment in the care sector.*

# Progress of WBG's Invest in Childcare initiative



## Bank Executed Funding

### Catalytic grants to countries

- \$4.4m awarded to date to 25 teams working across various sectors and 6 regions.

### Global analytical work

- Portfolio of 10 impact evaluations financed thus far totaling \$2.4m.
- Women, Business and the Law (WBL) questionnaire finalized which will collect data on the legal and regulatory frameworks for quality childcare in 150 countries.

### Capacity building

- All 14 Early Years Fellows completed a multi-session training on childcare.
- 20 events on childcare hosted or participated in since the work program launched in 2022.
- Technical Assistance to staff teams ongoing and key tools under development.

## Recipient Executed (RE) Funding

### Match funding for project finance

- \$17.9m in RE match funding awarded to 5 projects so far
  - ✓ \$2m to Somalia Empowering Women through Education and Skills Project
  - ✓ \$4m to Rwanda Stunting Prevention and Reduction Project
  - ✓ \$5m to Moldova Education Quality Improvement Project
  - ✓ \$5m to Cote D'Ivoire Health, Nutrition, and ECD Program for Universal Health Coverage
  - ✓ \$1.9 million to Senegal Higher Education Project (Espoir-Jeunes)

# Annex





# Selected Analytics and Engagement of WBG Gender Strategy and Care



- ✓ [WBG Gender Strategy \(2024-2030\) website](#)
- ✓ [Gender Thematic Policy Notes](#)
- ✓ [Causal Evidence Notes](#)
- ✓ [Summaries of discussions with stakeholders](#)
- ✓ [\*Gender Equality in Development: A Ten-Year Retrospective\*](#)
- ✓ [#Accelerate Equality initiative](#)
- ✓ [Invest in childcare initiative](#)