

## Global Social Protection Week

# Achieving SDG 1.3 and Universal Social Protection (USP2030) in the Context of the Future of Work

### Stream 5

Social protection in the context of the future of work

### Technical session 5.3

Gender responsive social protection and the care economy

**Thursday, 28 November 2019**

**14:00pm – 15:15pm**

## BACKGROUND

Gender-responsive social protection systems are key for achieving gender equality and supporting both men and women in navigating life and work transitions.<sup>1</sup> The Social Protection Interagency Cooperation Board's (SPIAC-B) *Joint Statement on Gender-Responsive Social Protection Systems* highlights that equitable access to gender-responsive social protection has a significant impact on women's and girls' empowerment and opportunities, with wider positive effects for men and boys, their families and communities.<sup>2</sup> Social protection systems that do not address gender inequalities risk exacerbating the multiple and intersecting forms of discrimination women and girls face. This joint statement calls for increased efforts to ensure social protection explicitly promotes gender equality. Failure to do so will hamper progress towards the Sustainable Development Goals – missing this vital opportunity to improve women's and girls' lives.

The *ILO Centenary Declaration for the Future of Work*, adopted by the International Labour Conference in June 2019, provides a roadmap for a human-centred approach to the future of work, and highlights the urgent need to enhance social protection systems to ensure universal access to adequate, comprehensive and sustainable social protection adapted to the world of work. The Declaration also calls for a transformative agenda to achieve gender equality at work, with regular evaluation of progress made, which ensures equal opportunities, equal participation and equal treatment, including equal remuneration for women and men for work of equal value; enables a more balanced sharing of family responsibilities; provides scope for achieving better work–life balance by enabling workers and employers to agree on solutions, including on working time, that consider their respective needs and benefits; and promotes investment in the care economy.

The interrelation between the promotion of gender equality and women's economic empowerment, care policies and social protection policies are addressed in three recent reports from different angles.

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<sup>1</sup> ILO (2017) [World Social Protection Report 2017-19: Universal social protection to achieve the Sustainable Development Goals](#) (Geneva: ILO).

<sup>2</sup> SPIAC-B (2019) [Social protection to promote gender equality and women's and girls' empowerment: Joint statement to the 63rd session of the Commission on the Status of Women](#) (New York: Social Protection Inter-agency Cooperation Board).

Two ILO reports address [decent work in the care economy](#) and chart out [future challenges and opportunities for women at work](#).<sup>3</sup> UN Women's [flagship report](#) assesses the reality of families today and proposes a comprehensive family-friendly policy agenda to advance gender equality in diverse families.<sup>4</sup> All three reports concur in recognizing the essential role of social protection systems in effective policy responses to bring about transformative change.

This session will bring together governments, social partners, international organizations and development partners to discuss how social protection systems can be designed in a gender-responsive way that promotes gender equality, women's economic empowerment and a more equal sharing of care responsibilities. The session will also discuss in particular the potential of the care sector in this respect, both with respect to the important role of quality care services for parents' and carers' employment and social protection, as well as a source of more (decent) employment opportunities for the future of work, especially for women.

## OBJECTIVES

Organized in the context of the Global Social Protection Week as part ILO Centenary celebrations, this technical session has the following objectives:

- To discuss the complementarity of cash benefits and care services as part of social protection systems (e.g. in the area of child and long-term care).
- To highlight the importance of quality care services for parents' and carers' employment and social protection.
- To discuss the potential of the care sector to offer more (decent) employment opportunities (especially for women) in the future, and the importance of investment into social protection and the care economy.

## FORMAT

This technical session will consist of a moderated discussion, where the moderator will ask two (or three) rounds of questions to the panel members. The panel members will not be required to deliver any power point presentation. Questions will be shared and discussed in advance with the panellists.

## MODERATOR AND PANELLISTS

Moderator: **Clare McCrum**, Social Development Adviser, Department for International Development, United Kingdom

- **Shahra Razavi**, Chief, Research and Data, UNWOMEN
- **Manuela Tomei**, Director, Work Quality Department, ILO
- **Julio Bango**, National Secretary of Care, Ministry of Social Development, Uruguay
- **Marisa Carvalho**, Chief of Cabinet, Ministry of Family and Social Inclusion, Cabo Verde
- **Nicolle Maryvonne**, Federal secretary, CFTD Santé Sociaux, France
- **Francesca Bastagli**, Head of Programme Social Protection and Social Policy, ODI

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<sup>3</sup> ILO (2019) [A quantum leap for gender equality: For a better future of work for all](#) (Geneva: ILO); ILO (2018) [Care work and care jobs for the future of decent work](#) (Geneva: ILO).

<sup>3</sup> UN Women (2019) [Progress of the world's women 2019–2020: Families in a changing world](#) (New York: UNWOMEN).