



**Oral Statement**  
**44th session of the Human Rights Council**  
**Item 3**  
**ID with WG on Discriminations against Women**  
**Women's human rights**  
**in the changing world of work**

Make Mothers Matter [congratulates the WG on its report. We fully] agree that “Realizing women’s human rights in the changing world of work requires a fundamental transformation of the structure of work and the economy”. We also welcome the recognition of pregnancy, maternity and family responsibilities as factors of discriminations.

We at MMM would like to make 3 additions to the excellent list of recommendations of the WG – with a particular focus on the unpaid care work issue.

- Our first recommendation is to build on the 2013 resolution of the International Conference of Labour Statisticians<sup>1</sup>, which, in effect, recognizes unpaid care work as “work”, to give unpaid carers a status and rights. These include access to social protection – beginning with maternity protection and healthcare, as well as training and care-credits in pensions.
- Second, the unpaid work of caring, especially raising and educating children and running a household, develop skills, which include management and life-skills. Recognizing and validating these valuable skills would make any temporary withdrawal from the workforce linked to caring responsibilities a “work experience”. It would also contribute to the recognition of unpaid care work.
- Third, realizing women’s economic and social rights requires prioritizing Care in policy-making, which in turn calls for a paradigm shift in our economic system and thinking. The UN must drive the move beyond GDP, which is notably blind to women’s unpaid care work, so that other indicators measuring wellbeing, sustainability and equity drive our economies.

It is time that the world of work adapts to people and families, and that the economy serves the wellbeing of people and the planet - not the other way around.

<sup>1</sup> Resolution concerning statistics of work, employment and labour underutilization  
Adopted by the Nineteenth International Conference of Labour Statisticians (October 2013)  
[https://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS\\_230304/lang--en/index.htm](https://www.ilo.org/global/statistics-and-databases/standards-and-guidelines/resolutions-adopted-by-international-conferences-of-labour-statisticians/WCMS_230304/lang--en/index.htm)

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*Make Mothers Matter (MMM) is an international NGO created in 1947 to raise the awareness of policy makers and public opinion on the contribution of mothers to social, cultural and economic development. MMM has no political or religious affiliations, and thus transparently voices the concerns of mothers at international level with permanent MMM representatives at the United Nations (General Consultative Status), UNESCO and the European Union.*