



Oral Statement
International Labour Conference
Recurrent Discussion Committee: Employment
‘Responding to the crisis and fostering inclusive and sustainable development with a new generation of comprehensive employment policies’

Make Mothers Matter welcomes this opportunity to participate in this important discussion.

We would like to recall that the main structural barrier to women’s employment remains their disproportionate share of unpaid domestic and care work - a cause of economic injustice, in particular for mothers, which the pandemic has only exacerbated.

The crisis response is an opportunity to redress this injustice and redistribute this essential work more fairly not only within families - between men and women - but also across society.

Unpaid family care work IS work, necessary work, which benefits everyone and sustains our economy and our society.

A human-centred approach to employment must therefore take this reality into account. It must recognize that unpaid care work is a collective responsibility, and that its costs must be redistributed more evenly across society. Everyone, men and women, every stakeholder, including governments and the private sector, must take their share.

Governments at every level are key stakeholders. For them, ‘sharing the care’ means:

- providing affordable and accessible basic public infrastructure and services to reduce provisioning by women’s unpaid work
- ensuring high quality, accessible and affordable care and education services to redistribute this work
- and supporting unpaid caregivers with adequate social protection

For employers, ‘sharing the care’ means embracing a more holistic approach to work, where both paid work and unpaid care work are intertwined and can nurture each other, in particular with regards to skills development. Company-wide family-friendly policies and services to support workers with caregiving responsibilities - both men and women - are long-term investments – with returns.

In summary, we quote feminist writer Nikki van Der Gaag: “To address the imbalance in unpaid care involves building a caring economy where all policy decisions are based on care not competition; where men and women share care equally and where an ethic of care can counter the violence in our world today.”

Make Mothers Matter - MMM - 5 rue de l’Université 75007 Paris, France - Tel/fax: +33 1 42 88 27 28
mmmi@makemothersmatter.org - www.makemothersmatter.org
Contact in Geneva: Valerie Bichelmeier - un-geneva@makemothersmatter.org

Make Mothers Matter believes in the power of mothers to make the world a better place, advocating for their recognition and support as changemakers. Created in 1947, MMM is an international NGO with no political or religious affiliations, transparently voicing the concerns of mothers at the highest level: the European Union, UNESCO and the United Nations (general consultative status).