

## WIEGO Social Protection Programme

### Child Care Initiative

#### Phase One Strategic Workshop: Salt Rock Hotel, KwaZulu-Natal

21 – 23 June 2015

#### Participant List:

Laura Alfors	WIEGO
Debbie Budlender	WIEGO
Francie Lund	WIEGO
Rhonda Douglas	WIEGO
Ruth Castel-Branco	Independent (formerly ILO)
Mirai Chatterjee	SEWA
Susan Thomas	SEWA
Ranee Hassarungsee	Social Watch Thailand
Chonticha Tangworamongkon	HomeNet Thailand
Rachel Moussié	Independent (formerly Action Aid)
Silke Staab	UN Women (via Skype)
Kasia Staszewska	ActionAid
Phumzile Xulu	SAIWA
Sibongile Shozi	SAIWA
Bérénice de La Croix	Rapporteur

## **Introduction and Summary of Key Debates and Outcomes**

Across the world, women bear the greater share of responsibility for bringing up children. This child care has an impact on women's ability to earn income. In turn, good child care, especially in the earliest years of a child's life, is important for the full development of children. Many specialist agencies and groups do research on, and advocacy for, various aspects of child care. For example, these areas include children's rights, reproductive health, children affected by HIV and AIDS, orphans and other vulnerable children (OVCs), trafficked children, and women and children affected by domestic violence. However, these studies tend to focus on women in their roles as citizens and mothers, and not as workers.

WIEGO's Child Care Initiative (CCI) is exploring the possibility of launching a campaign seeking to position child care as a core part of social protection for informal workers. The CCI also seeks a better understanding of the link between adequate child care provision and women's economic empowerment. In considering the possible future direction(s) of this initiative, WIEGO needed further advice and input from its three core constituencies: representatives from worker organizations, development practitioners, and researchers. It was for this reason that the CCI Strategic Workshop was held in Durban, South Africa, from the 21<sup>st</sup> to the 23<sup>rd</sup> of July 2015.

The workshop had four key objectives, which were as follows:

- to share the research that had been conducted by WIEGO in the first phase of the initiative, including a literature review and institutional mapping of international actors active in the child care sphere;
- to listen and to learn from the experiences of worker organizations which have been active in either providing child care services to their members or in campaigning for the provision of child care services;
- to listen and to learn from the experiences of other organizations who are experienced in running large-scale campaigns;
- to consider whether the CCI should be carried forward, and if so, what form it should take.

Participants included representatives from worker organizations, including the Self Employed Women's Association (SEWA), the South African Informal Workers Association (SAIWA), and HomeNet Thailand, which organizes home-based workers. Unfortunately the representative from HomeNet South Asia was unable to acquire a visa. Two NGOs were also present: Social Watch Thailand, which has been centrally involved in the successful Thai campaign for a Child Allowance for informal workers, and Action Aid, which is currently running a project on women's unpaid care work. A representative from UN Women was able to provide a presentation over Skype on the Latin American experience in child care provision, and we also had a former ILO employee present, as well as two independent consultants. Extensive efforts were made to include other informal worker organizations. Visa problems, and a clash in timing with a Latin American Waste Pickers meeting and the International Labour Conference, meant that the presence of worker organizations was not as great as originally intended.

The workshop was held over a two and half day period. The first day was dedicated to feedback from the CCI project team on research that had been conducted over the first year of the project. The first half of the second day focused on considering the sectoral and other differences between different types of workers in relation to child care provision. The second half of the day was spent listening to the experiences of worker organizations and NGOs who have been active in the field of child care, with a particular focus on how they have run their campaigns. The morning of the third day was spent in more concrete deliberations about the future of the CCI and in planning future activities.

Key questions and debates that emerged over the course of the workshop included the following:

1. Within the WIEGO CCI, should child care be positioned as an essential public service or should it be positioned within social protection/social security? At this time of macro-economic policy austerity, where public services are being cut back, perhaps it is better to hook it onto social protection where there are also other windows of opportunity (the ILO's Global Social Floor, new support for social protection from the World Bank).
2. The role of different social actors in the provision of child care services. The state has an important role to play, but is it best placed to be a provider of services, or should it be seen more as a guarantor in respect of a variety of different service providers (community groups, private sector, NGOs)? Who else should contribute to child care provision and how? What is the role of large multinationals and/or those who benefit from the work of others, but are not clearly in an employment relationship?
3. What differentiates informal workers when it comes to provision of child care services? Is it only sectoral (domestic workers, home-based workers, waste pickers, street traders) or are there other fault lines that need to be considered? Some of those suggested were place of work, migrancy, distance from home to the workplace, and whether or not there is any form of employment relationship.
4. Why do informal worker organizations not articulate the need for child care as a core demand? For example, it was absent in the negotiations around ILO C189 (Domestic Workers Convention). It was suggested that this might be the case because many women workers see child care as something outside the work sphere, and as "something that they just have to do." This raised the need for consciousness raising among organizations of informal workers.
5. Whether a campaign would be best focused at international, regional, or national levels. Ultimately, the consensus moved towards working at all levels. Regional and national policies would shape the direction of these campaigns and they would be able to feed into a global campaign, which would also have its own, distinct agenda.

On the final day of the workshop the key decision was taken to continue with the CCI. However, there was agreement that the time was not yet right to move into a full scale campaign. It was recommended that WIEGO develop an extended version of the CCI by building regional networks and alliances preparatory to an international campaign. Suggestions for a plan of action took the form of three stages:

**Immediate work (within the current CC Initiative):**

1. More research to be done with informal workers on the ground to get a clearer picture of what exists in reality – what strategies informal workers in different countries are already using to cope with child care.
2. Regional workshops to start a process of mapping national/regional initiatives for possible regional partners.
3. Case study write ups/Development of documents for dissemination from Phase 1.
4. Continue building relationships with key partners such as Action Aid and Social Watch Thailand.
5. Planning for a medium-term, extended CCI.

**Medium term work (within an extended CC Initiative):**

1. Awareness raising and capacity building within WIEGO's affiliated informal worker organizations. This would include the development of awareness-raising tools and popular materials, as well as exposure visits where workers could visit the SEWA child care cooperatives (as an example).
2. Initial series of dialogues with national/regional/international bodies to assist with campaign planning.
3. Extended programme of research. There were a number of suggestions for further research:
  - a. An international review of existing databases to determine whether there is more evidence that can be generated on the links between women's unpaid work and their paid work.
  - b. Producing a typology of child care provision which could be adapted and adjusted according to sector and other fault lines between informal workers.
  - c. Exploring different ways to cost child care provision in order to make the financial case to policymakers.
  - d. Facilitating the production of a comprehensive analysis of the impact of FORCES's 30 years of work providing child care services to informal workers.
4. Continue building relationships with potential allies.
5. Continue to collect case studies, good practice studies and so on as well as mapping regional initiatives.
6. Campaign planning.

### **Longer term work (the launch of a full scale CC Campaign).**

The size and shape of the campaign would be determined through the medium-term extended CCI.

The document that follows provides more comprehensive details of the workshop, which was often full of lively debate. Highlights included the video shown by SEWA about their child care cooperatives, which unfortunately cannot be reproduced in these pages. Another highlight was the Skype presentation by Silke Staab of UN Women, who has worked extensively as a researcher on child care provision in Latin America, and who gave some very useful insights into the global landscape and the direction of the possible child care campaign.

## Day 1: Presentations and Discussions



### Presentation: Background to the CCI: Francie Lund



#### THE CHILD CARE INITIATIVE

Strategic Workshop, Salt Rock Hotel, June 2015

FRANCIE LUND

#### **Note: Double Click on Presentation Cover Page to Access Full Presentation**

As part of the necessary background to the workshop, Francie Lund provided an overview and background on the informal economy, paying attention to the internationally accepted definitions of status in employment and improvements in data collection on informal workers. She also gave a picture of trends within global social protection policy, pointing out the contradictory movement that is occurring between the informalization of labour and the erosion of work-related social protection, and the renewed emphasis on state-provided social protection among important global actors.

Another important point Francie covered was the description of the ILO's core contingencies of work-related social protection, which include maternity benefits, but do not include the provision of child care services. Francie considered whether a strategic goal for a possible Child Care Campaign would be to advocate for the inclusion of child care services in these core work-related contingencies. If this were to be taken on, we would need to drill down on what types of policies would reach which workers. This would involve possibly differentiating the types of services advocated for according to place of work (which is an important determinant of risks faced at work and the types of policies which reach workers), or by sector (for example home-based workers, waste pickers, domestic workers, street vendors).

As a final point, Francie reported back on the key informant interviews conducted prior to the workshop with worker organizations. An important issue which emerged here was the fact that many informal workers say that they do not prioritize child care

as an issue on formal labour platforms, but that it is often talked about informally as a source of anxiety and stress.



### **Group discussion**

Mirai: In Ethiopia informal workers commented that they didn't know it was possible to organize child care, they didn't know it was a workers' right.

Susan: In Brazil, occupational health is integrated into the health system: this has been a learning for India - it's become part of the SEWA health programme.

Kasia: We've been socialized to think of child care as a luxury, not part of essential services, even in the North.

Rhonda: Child care itself is a place of informal work.



### **Presentation: Studies about the relationship between child care and women's economic empowerment: Laura Alfes**

#### Evidence from Time Use Surveys

- Review of TUS data from six countries show that the time spent by women on unpaid care work is twice that of men.
- The amount of time spent by women on unpaid care work has a double impact:
  - Restricts their ability to participate in income earning work, particularly when young children are present in the household.
  - "Time Poverty"

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#### **Note: Double Click on Presentation Cover Page to Access Full Presentation**

In this presentation, Laura Alfes provided a summary of the CCI Literature, which focused on two issues: i) collecting the empirical evidence that links child care and women's income; and ii) an analysis of the priority given to child care within development policy debates.

Laura said that there was relatively little research identifying the connection between child care and women's ability to earn an income compared to the large amount of research showing the benefits of quality child care services on child development.

The majority of available research comes from Latin America and tends to be small-scale studies. Nevertheless, the evidence that does exist tends to suggest that the provision of child care services does have a positive impact on women's earnings.

In terms of major development policy debates, particularly those related to women's economic empowerment and cash transfers, the provision of child care is also neglected. In Latin America, this is beginning to change as governments in Chile, Mexico, and Brazil augment their cash transfer programmes with the provision of child care services. The one area in which child care provision does appear is in the Early Childhood Development sphere. However, the focus is on child development, and it tends to ignore the needs of employed women.



### ***Group discussion***

Rhonda: Regarding time poverty, is there anything regarding mental and emotional health of women? It's so important but is it adequately captured in the time poverty concept? Laura responds that the time poverty concept is supposed to include wellbeing of women.

Mirai: If we are going to have a campaign, we need evidence from a number of countries. Indian experience: women had peace of mind for the first time with child care; mental health argument is important; nutrition of children was also improved through child care.

Rachel: How do you complement time-use data with data on emotional stress? Need to move beyond issues of time and income, need to create convincing arguments for policymakers by looking at all issues of women's empowerment.

Kasia: Institute of Development Studies wants to research women's economic programmes, how they have or haven't addressed the issue of unpaid care, to bring more evidence and influence policy in the context of women's empowerment (Nepal, India and Tanzania will probably be involved in the research).

Mirai: How do working parents know their options regarding what the best use of a child care grant is? Is information given to parents regarding choices? In SEWA, work is being done to educate parents on their choices and the consequences of choices; what are effective parenting choices?

Francie: In South Africa, the grant is being used primarily for food and school fees; regarding food expenditure, children's nutrition is improved; regarding school fees, poor parents could apply for school fee exemption (and therefore parents need more information/education).

Ranee: Parents have a problem in Thailand regarding peace of mind as children are left at home when parents go to work. Women use a lot of time to earn money, for example one woman interviewed spent her whole day (at market and home) to earn money and therefore no time for child care.



Susan: I have used time-use surveys with women and men as an educational tool so that they understand where their time goes and that women have less time than men.

Susan: We have meetings just for fathers with the result that fathers are spending more time with their children than previously; we need to look at ways to get fathers more involved.

Susan: Older girls used to leave school to look after siblings. Now with child care, girls can go back to school. Child care also improves women's productivity, which improves nutrition at home and thus (with all the benefits of childcare in relation to ECD) children are more successful in life.

Mirai: It's important to bring the father piece into child care initiatives; it also improves wellbeing of women (time poverty).

Ranee: In Thailand, fathers are learning how to play with their children.



### **Presentation: How WIEGO works – the relationship with the member-based organizations: Rhonda Douglas**

Rhonda Douglas gave a presentation on WIEGO and its experience in working with member-based organizations (MBOs) of the working poor in large consortium projects. WIEGO has existed for 18 years and was founded together with the leadership of SEWA. The organization has three constituencies: MBOs, researchers/statisticians and development practitioners. MBOs are at the centre of WIEGO's structure and strategy.

Rhonda then moved on to talk about WIEGO's experience of the Inclusive Cities Project, which was a \$40 million Gates Foundation project that ran over the course of 5-6 years. The project included 12 main partners (MBOs from three sectors, and technical support NGOs).

There were a number of learnings from the collaborative dimension of the Inclusive Cities Project which Rhonda shared with the workshop. These included the following:

- Networks (such as WIEGO) needs to encourage information flow and be a facilitator rather than a doer. They need to facilitate others to be doers.
- Networks cannot be effective without strong MBOs at their base.
- Members of MBOs must see positive benefits to membership or they will not see value in joining.
- Being a member of a MBO which is also part of a national network, which is also part of an international alliance, gives added strength and confidence that enables people to be more effective at all 3 levels, and you are listened to more.
- When informal workers organize themselves they do so as solidarity organizations.

- Matching ambition to capacity: we are overly-ambitious as WIEGO and run our people into the ground.
- Need enough up-front planning time
- Importance of central coordination:
  - o Information sharing regarding best practice and to create solidarity; importance of translation
  - o Communication and marketing to present a unified story to outside world
  - o Coordination and relationship building
  - o Monitoring, Evaluation and Reporting: support was needed from WIEGO
  - o Facilitating others to do what needed to be done (in terms of research and policy advocacy work; leveraging voice)
- Range of sizes and capacity among MBOs:
  - o Professional staff vs informal workers only
  - o History of struggle/organizing
  - o Very uneven capacity
  - o MBOs needed to be strengthened to be effective
- Money issues: some MBOs couldn't manage their budget effectively; good to have more money to achieve goals but lots of money can also damage weaker organizations
- Supported learning processes regarding jointly defined agenda: documentation, exchanges, training, learning meetings



### ***Group discussion***

Mirai: If SEWA were to be involved in the Inclusive Cities project again, we would have put greater emphasis on our child care work; child care acts as glue in the community: if you're helping a community with child care they are willing to listen to whatever else is on your agenda.

Rhonda: Perhaps it was useful to divide the project into sectors.

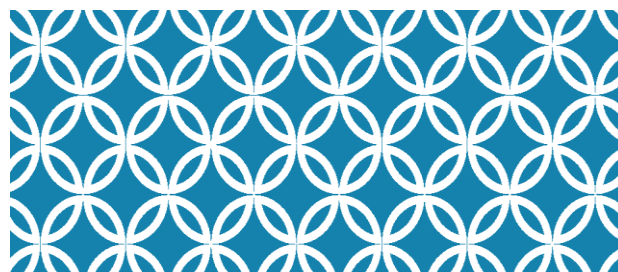
Francie: Inclusive Cities Project gave the opportunity for health and safety issues

Rachel: How was the money divided?

Rhonda: Difficult to answer that question; hard to split different roles and programmes. WIEGO had a support and advocacy role.



## **Presentation: Institutional mapping of child care actors: Debbie Budlender**



### **INSTITUTIONAL MAPPING OF CHILD CARE ACTORS**

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**Note: Double Click on Presentation Cover Page to Access Full Presentation**

The purpose of this presentation by Debbie Budlender was to provide an overview of influential global actors active in the field of child care and to explore their positions in respect of childcare as it relates to informal women workers. Debbie noted that the international debates about care provision tend to be dominated by Early Childhood Development (ECD) considerations. The difficulty with this is that it tends to emphasize child development at the expense of women's care burden. In some of its forms – particularly where the focus is on “parental education” – it can actually increase women's care burden.

The presentation then moved onto a discussion of individual actors, looking at the Commission on the Status of Women (CSW), the International Labour Organization (ILO), UNICEF, UN Women, the World Bank, the World Health Organization (WHO), as well as selected donor agencies. Debbie concluded that the ILO is the agency which comes closest to dealing with informal women workers and access to childcare, although it is not a mainstream issue within the organization. Other international actors are largely concerned with child care as a part of ECD. The Bernard van Leer Foundation stands out as a donor organization that has engaged with ECD in more progressive ways. Although there has been an upsurge in interest about women's unpaid care work, this tends to be very broad and does not focus on child care services specifically.



### **Group discussion**

Rachel: There is an update on the Interactions website: funded by DFID and Swedish SIDA but coordinated by IDS (Institute of Development Studies) in collaboration with SMERU in Indonesia, BRAC in Bangladesh and Action Aid in Nepal, Uganda and Nigeria. Interactions is an information portal to provide international-level advocacy and information for national-level advocacy. Action Aid in collaboration with Debbie developed a participatory tool to track women's time use; the results of the participatory research showed an overwhelming call from women for child care.

Mirai: There was a seminal report in 1988 on informal workers in India, on the link between child care and informal workers. A coalition of over 300 groups in India (FORCES) looks at children through the lens of workers. It has moved the discourse to link women's work and childcare.

Phumzile: What's becoming clearer to me is that women don't think deeply about child care, they just find a strategy that works. Is the child grant in South Africa really linking to child care? The grant provides not even enough money for food and certainly not for child care. Critical need for women to really pay attention to this issue and the issue of unpaid care and how child care prevents women from earning to their potential. It is connected to all other issues.

Kasia: There is positive information: the visibility of issues of women's unpaid care work got a boost in certain spaces because of the economic crisis; UN Women got stronger on this issue in the last two years; last month it produced a publication that highlights unpaid care work. Further, the new SDGs – the new development goals currently being discussed and about to be accepted (see goal 5) specifies unpaid care work more than it has in the past (under the MDGs).

Debbie: There is more acknowledgement now of unpaid care work, but will it translate into actual child care?

Rhonda: What of the other actors in the field?

Debbie: Other actors like UNICEF concentrate on ECD but not on women's work.

Rachel: International feminist organizations, specifically Asian Pacific Forum for Women, Law and Development, Association for Women's Rights and Development, Centre for Women's Global leadership along with trade unions including ITUC, Education International and Public Services International, had a meeting recently to talk about what to do regarding challenging women's economic empowerment discourse (including unpaid care work, etc). They agreed that they could agree on a common agenda, a decent work agenda, which includes unpaid care work. This may open some space to include demands for childcare. The Open Society Foundation is developing a new women's rights strategy which will include three key pillars – unpaid care work, workers' rights and land rights.

Ranee: A WHO paper on Social Determinants of Health speaks of inequality in society and creating social mobility through child care.

Rhonda: Do we have a critique of instrumentalist arguments?

Debbie: I'm critical of Instrumentalist arguments as they reduce women's empowerment to economic issues. How do we respond to empowerment issues that don't align with economics, that don't feed into economic arguments?

Rhonda: We need to map out our arguments regarding the above.

Francie: How are different interest groups affected by the above arguments?

Laura: It's not a hard binary between instrumentalism and social justice arguments, there are overlaps. The whole welfare state idea emerged out of an instrumentalist argument, which then evolved into questions of social justice.

Ruth: In Mozambique, we see the challenge of focusing on education rather than care. The original commitment of the post-colonial government to child care is now eroded and crèches have been closed.

Mirai: We have used the economic argument in India: child care is poverty reduction. Government policymakers get this argument.

Debbie: The reason ECD has caught on to this is because policymakers understand it (and experienced it themselves as children), but unfortunately younger children are left out of the loop with this argument. Regarding advocacy work: don't put all your eggs in one basket: use instrumentalist and human rights arguments.

Ranee: child care is important as it creates a different future.



### **Presentation: Innovative work in child care provision in Latin America: Silke Staab (via Skype)**

Latin America has seen the most debate and policy development around public child care provision compared to other regions. Silke Staab from UN Women presented the reasons behind these developments, and the implications for a global campaign on child care provision.

In the region there is a long tradition of right to child care in the formal economy (started as early as 1920) – day care was seen as a “necessary evil” for employed women. This arose largely out of concern for children (e.g. to ensure breast feeding and adequate nutrition, rather than a concern for women workers). Two child care models arose out of this era which continue today:

1. Employer models: companies who employ more than 20 women have to provide day care;
2. Social insurance models: women pay contributions and then gain access to publically provided day care.

However, women who work informally take their children to work or rely on family and neighbours. More recently there has been a growing interest in women in the informal economy, and there are a number of different child care models which cater to these women now in operation. They include:

1. The public model (Chile): free child care for mothers studying, working or looking for work; reactivated dormant structures;
2. The quasi market model (Mexico): private operators apply for funding (to meet requirements and for operational needs); some criticisms on quality (care givers receive limited training);
3. Community model (some state funding and volunteers) in private homes or community centres; carers receive limited training and sometimes a stipend.

Silke then spoke about the drivers of the expansion of child care services in Latin America. Interestingly, this has not been the result of pressure from civil society and women's groups, which has been limited (Silke believes this is due to a lack of solidarity across class divisions, and a strong maternalist culture). Rather, it has been driven more by technocratic top-down policymakers who have taken an interest in child care provision. In Chile and Mexico, the expansion of child care was part of redesigning social protection strategies (which is something to keep in mind for advocacy work).

The ideas which have driven this top-down expansion include the need to create jobs for women, seeing investments in human capital as making good economic sense, and the need to break the intergenerational transmission of poverty.

Silke ended her presentation by reflecting on a global child care campaign. Key questions are: who should be driving the campaign and what should the focus be? Other reflections included the following:

- Informal worker organizations need to be mobilized around this issue. If there is lack of interest, we need to find out why.
- What should a campaign focus on – child care for informal workers only or child care for all (universal)? Child care for all means a greater possibility of alliances;
- Combine rights-based and instrumentalist arguments – go with what is pragmatic;
- The issue of quality of care is key (women won't trust poor care);
- Engage the ILO regarding basic income security (child care is key to women's income security)
- UN Women is considering how to engage with the ILO's Social Protection Floor. It's a bit late because the Recommendation has already been passed, and it is not strong on service provision, but the UN is mobilizing around it, and it is a policy-based instrument.



### **Group discussion**

Rhonda: Is there momentum on the regional level in Latin America?

Silke: There is definitely a regional momentum; policy efforts are mainly national but regional organizations (e.g. ECLAC) show-case interesting examples – for example the Uruguay national care system (rights-based, focused on rights of care givers and those receiving care) is a model that other countries in the region are considering now. Feminist economists are highlighting this issue in talking at ECLAC. Women's organizations have been disappointing in their response; this is not an agenda driven by civil society.

Rachel: What opportunities are there to build on/fill in gaps regarding the September UN agreement (around the Sustainable Development Goals, which look like they will include a component of unpaid care work under Goal 5) – would mobilizing around these be a useful tool in strengthening advocacy?

Silke: SDGs are useful in that they are a strong endorsement of unpaid care work. One can take what's there and push it further. The problem is that the UN agreement is not a policy document, it only sets goals.

Phumzile: How much have children's rights led to the development of these child care strategies? In SA, children have the right to family care.

Silke: Not children's rights so much but more instrumental arguments that investment in care improves employment outcomes for children in later life. There is a tension between child rights and feminist concerns.

Francie: I worry that maybe we need to choose between global social floor and other aspects of ILO.

Silke: We (UN Women) are looking at the best way to engage with the global social floor. Inter-agency work is ongoing; trying to keep momentum going around the social protection floor. UN Women is not sure yet which part of the ILO they will be working with.

## DAY 2: Presentations and Discussions

### SECTORAL SIMILARITIES AND DIFFERENCES



#### Presentation: SEWA: Mirai Chatterjee

##### Self-Employed Women's Association (SEWA)



#### Note: Double Click on Presentation Cover Page to Access Full Presentation

Mirai Chatterjee of SEWA presented a short movie and presentation about the lessons SEWA has learned through their child care cooperatives which provide child care services to SEWA members (the thirteen “lessons learned” are captured in the presentation above). SEWA’s child care cooperatives developed as a response to worker demands. The organization has found that child care not only benefits children, but benefits their parents and also builds community solidarity and cohesion. Mirai argued that it is an excellent organizing tool for these reasons.

Mirai then went on to talk about a child care campaign in India that SEWA had been a part of. SEWA was part of FORCES (a coalition of MBOs, unions and NGOs, which has chapters throughout India) which led the campaign. The campaign linked worker’s rights, children’s rights and gender equality issues. One of the failures was that it couldn’t get early child care (under 6 years) codified as a right into the education law. A more successful initiative was when the child care campaign allied itself to the right to food campaign/act, which led to the food security bill passed in 2014. Under this law, maternity benefits of 1,000 rupees for 6 months are now guaranteed by law as part of food security.

The former government of India also universalized child care. This was achieved through the advocacy efforts of SEWA and other campaign members. However, the current government has reduced the child care budget by 50 per cent. An opportunity for a campaign in India, one that may resonate with the current government, is to focus on child malnutrition – 40 per cent of Indian children under age 5 are currently malnourished.





### **Group discussion**

Francie: What are institutional structures through which the child campaign works?

Mirai: Key ministries that we interact with: health, labour and women and child ministries.

Debbie: The workers' concern in India was more about the rights of children than women's rights. SEWA didn't wait for someone else to campaign, they did it and got help; they established something (child care) on the ground.

Mirai: Yes, having achieved something on the ground gives us credibility.

Ruth: Can you have a child care campaign without strong MBOs?

Mirai: It was led by MBOs and practitioners organically; it wasn't an intellectual exercise.

Phumzile: In SA, space is contested, to trade and work, so how can we engage in this issue with existing problems of space, and now we need more space for child care. Being organized seems to be the key thing: in Durban workers aren't organized. There are some child care centres available for workers, but they require paid fees.

Mirai: If workers have the need and demand child care, they will find solutions. Child care was one of earliest activities of SEWA. Child care itself is a rallying and organizing point for workers, especially women workers. It's a good entry point, just as health is; it's a good organizing tool.

Rachel: Have you had the policy win? Or are there still necessary policy changes?

Kasia: The role of the state vs the role of unions and organizations – e.g. what is the role of the state in supporting SEWA?

Mirai: As a union, our position is that it is society's responsibility to take care of its children; therefore the state must put its money where its mouth is. Women will only leave their children where there is quality child care; the state doesn't do that well, therefore SEWA says the state should give them the money to implement child care; but SEWA also says don't be overly-dependent on the state as, when there is an ideological clash, they can remove their funds.

We are finished with the first phase: it's understood that child care is needed, for children's and women's rights. But the difficult part is how to implement it. In India, we have many good laws, but they are not always implemented. The new government has less of a focus on workers' and children's issues.

Regarding the campaign: ask the government to hand over money to others to implement child care. The Food Security Act is there, but now it needs to be implemented.

Francie: The comprehensiveness of the SEWA approach is clear. I'm pragmatic with regards to policy advocacy: should we think of a minimalist approach in order to get wins? Is there space for compromise?

Debbie: In South Africa, Isibindi started small and grew from there. The model was developed by the National Association of Child Care Workers; a combination of home-based care and safe parks; they work through NGO's; it is now being rolled out nationally. But it's home-based (perhaps designed for a situation where the mother was ill, dying or deceased as a result of HIV and AIDS): what about women going out to work? You can build on civil society; you don't have to have MBOs. An issue with MBOs: does commitment disappear as members' children grow?

Mirai: The impact on children is visible, so impact spreads in community. Therefore, a number of people get involved in helping SEWA.

Susan: Regarding comprehensive approach, different elements developed over time in response to the needs of workers (e.g. counselling of women, groups of adolescents programme, etc).



## **Presentation: Domestic Workers and Child Care: Ruth Castel-Branco & Chonticha Tangworamongkon**

### **Domestic workers and child care in Mozambique: Ruth Castel-Branco**

Ruth began with an overview of the Mozambican labour market. The majority of women are engaged in agriculture in rural areas, 5 per cent are waged or salaried, 65 per cent own account, and 30 per cent are unpaid household workers. Waged/salaried workers are concentrated in major cities in the public sector.

She then moved on to a discussion of trends in paid domestic work and also the development of regulation and protective legislation. After a post-independence drop, there has been a resurgence of paid domestic work, particularly after the privatization of crèches. In comparison with other forms of work, such as restaurant work, paid domestic work can provide a stable source of income with defined schedules if hours are regulated. The profession has been feminized and there is also a significant number of child migrant workers who migrate to the city for education but end up taking care of children. Domestic workers can work from the age of 12 as long as they have permission from their parents.

The Regulation on Domestic Work was passed in 2008. However, no minimum wage regulation has been passed. Domestic workers are incorporated into the social security system as own account workers, but there is no protocol. The extension of maternity protection has therefore been very limited, and pregnancy and child care are a major source of contestation between employers and workers. The minimum wage was opposed by trade union negotiators and government officials, as well as employers, on the basis that domestic workers employ other domestic workers and wouldn't be able to pay them the minimum wage, thereby putting in danger the care of the young and elderly in domestic workers' families.

There has been some work done with domestic worker unions on the need to extend maternity protection, specifically through the extension of maternity leave and the incorporation of paid domestic workers into the social insurance scheme, but this has not focused on the question of child care despite its importance in the workplace. There has been significant work around the extension of cash transfers for maternity and children, driven by high levels of maternal and child mortality rates as well as chronic malnutrition, but this has not looked explicitly at the role of child care, though there is a link to basic social services which have garnered increasing attention. Nonetheless, the scope of this is very limited given that the budget for social welfare is extremely small.

### **Thailand Domestic Workers: Chonticha Tangworamongkon**

HomeNet Thailand (HNT) has not yet worked on “child care” or “children” in association with women workers as core work/advocacy, but is interested in the issue.

Chon began with a brief introduction to HNT’s work with domestic workers: they’ve organized both Thai and migrant (Burmese) domestic workers in Bangkok. But this is the first year of formally starting the network of migrant domestic workers. Thai domestic workers are mainly internal rural migrants from all over Thailand. This creates challenges for them in terms of access to health services. As informal workers, they’re entitled to the Universal Coverage Scheme but they’re required to get health facilities in their home town. So if they get pregnant and need to see a doctor, it’s impossible for them to use their health entitlement.

HNT’s is now majorly advocating to have domestic workers covered by the social security scheme so that they can access health facilities in Bangkok and be entitled to maternity leave and child allowances. HomeNet has collaborated with other networks (e.g. Thailand’s Women Workers) to advocate for more child care (near industrial estates) and for women informal workers to be covered under the social security scheme.

A typical solution that domestic workers use to cope with maternal responsibilities is to send babies to grannies in the rural areas. Grannies would usually be involved in farming and often struggle to feed themselves and the grandchildren.



### ***Group discussion***

Francie: What does it mean in Thailand to look after grandchildren? What resources are available? Do grannies have to work? We need to consider these questions.

Laura: What are the migrant workers entitled to in Thailand?

Chon: They have a different public health scheme. Although they can use health facilities in Bangkok, hospitals tend to be far away from where they work and they need permission from their employer to take leave to get health care so it’s not

convenient. Most of the women workers in HNT don't question the reality that they will lose their job when pregnant.

Mirai: Migration patterns are different in different countries: In India there are mostly male migrants; if you were organizing child care for vulnerable migrants in India, you would be involved with the whole family. Children wouldn't be left with grannies in India.

Francie: We must incorporate the issue of migrant workers in the child care debate. In Cambodia, the women's law centre found that women migrants from rural to urban areas within Cambodia are more vulnerable than cross-border migrants. In Bangkok, domestic workers are paid better than factory workers. In the South African/Mozambique border area, from the Mozambique side, migrants get absorbed into a clan in South Africa.

Debbie: For migrant workers, it's usually a better option to leave children behind as it involves a lot of complicated issues to take them to the new country/area. Child care must be driven by workers' demands, so if migrant workers leave their children behind, child care is needed in the place of origin.

Rachel: The Asia Pacific Forum for Women Law and Development organized a meeting of migrant domestic workers in South East Asia in January. The issue of child care didn't emerge immediately because workers didn't feel they could claim this from the system. What is the responsibility of the state to provide child care? However, once it was raised there was interest to discuss what demands they could make in countries where they leave their children – i.e. Philippines, Cambodia, Indonesia.

Scope for international advocacy (regarding migrant workers): learn from migrant workers' groups and how they engage at the international level to claim migrant workers' rights across different countries.

Kasia: How do societies value care? This issue cuts across women's work in the public sector and home-based work.

Chon: Mothers don't expect anything from the government regarding child care, they think it's their responsibility. For example, our lead worker advocated for domestic workers to be covered by social security, and the argument she stated was that if domestic workers get pregnant and lose jobs (because of having to look after babies), they could get unemployment benefits from the social security scheme. It's obvious that she didn't think of child care as a choice.



## Presentation: Street vendors and child care: Phumzile Xulu and Sibongile Shozi

### Challenges around Child Care

Having 'no time' to give care to their children.

- exposes a child to abuse, neglect and development challenges.

Taking up home based work.

- Limit access to markets – reducing earning potential.

Taking children to work.

- Work in public spaces – not children friendly.
- Lack access to basic facilities i.e. running water and toilets.
- Exposes the child to abuse, unsafe and unhealthy conditions.
- Decrease productivity at work.

Access to child care facilities is limited.

- No public child care facilities available for children between 0 – 3 years.
- Average cost of a private community based child care facility is R100 – R150 pm for children from 0 – 3 years. Less for children above the age of 3.
- Care given at these facilities is often poor and exposes a child to abuse and neglect.
- Opening and closing times of these facilities not responding to the demand of informal workers.
- Transport fee costs to these facilities are between R150 – R200 per month.

A policy applied by many public school that children have to have been at a child care facility prior to being admitted to a school [grade R 4+]

**Note: Double Click on Presentation Cover Page to Access Full Presentation**

The presentation from the South African Informal Workers Association (SAIWA) was made by Phumzile Xulu and Sibongile Shozi. Phumzile provided some background information on SAIWA and its members. Most members are self-employed women who typically work 12 hours a day, six days a week at least, and who live about an hour from their workplace. Their average incomes range between R500 and R1,500 per month. Child care is not an issue that the organization has yet mobilized around because it is seen as an everyday “women’s issue” that must be dealt with. SAIWA members deal with their child care responsibilities in several ways: taking their children to work, taking up less stable forms of home-based work, and relying on family members to provide care. Each of these strategies comes with many problems, which are well summarized in the above presentation.

Sibongile, who is a SAIWA member, then shared her personal story: “I go to market once a week on a Friday; I tried with my first two children to use a child care facility but they were abused and neglected (there was an incident where the child couldn’t breathe when she came home and no one could explain it) and so I decided to work less and spend more time at home looking after my children. As a self-employed woman, I have no protection when I am sick: when I had a premature baby and had to spend time in hospital, I had no income and had to leave my older child at home alone. Child care is expensive: R70 per day to ask a neighbour to look after the child.”



**Group discussion**

Rhonda: Abuse and neglect were highlighted in this presentation. Is there anything in the research or other practitioners' experience on this?

Phumzile: Lack of child care was exposing children to neglect and abuse.

Francie: Things are falling between the cracks: 1) between social protection and health; 2) what does national vs local government focus on? 3) What other structures need to be created to create bridges over cracks?

Rachel: Women need decent working hours as well as child care. In our discourse let's also challenge the conditions of work.

Phumzile: Government has ECD programmes (child care centres including nutrition and development) but they are not easily accessible, not many, and not in areas where they are most needed. There is a provincial government programme available to train child care workers to establish centres.

Debbie: In South Africa, Grade R (the pre-school grade) has now been shifted to government schools, rather than crèches. ECD support from government is an amount per child that attends a programme (paid to NPOs); R15 per day per child is supposed to cover facilities, staff and nutrition, therefore fees are charged as this is insufficient. But this programme has had some success.



**Presentation: Home-based workers and child care: Chonticha Tangworamongkon & Susan Thomas.**

Susan began by talking about the experiences of home-based workers from SEWA. She said that in India, women are expected to be at home so it makes sense to work from home (bead workers, garment workers, etc) and manage other home responsibilities at the same time. There is no employer but there is an intermediary who exploits them by underpaying. Because of home responsibilities, they can't work many hours and the space is not conducive (lack of hygiene, lighting, etc). The children are exposed to the risks of the materials and conditions of home-based work.

Susan concluded by saying that for home-based workers, child care centres need to be convenient and close to home; this allows women to stay in touch with the centre, monitor the quality of care, and continue breast feeding.

Chon then followed with a movie about home-based workers in Thailand, which talked about the general problems faced by these workers. A poignant example from the movie: to afford to pay for one shirt in the shop, a home-based worker has to make twenty shirts. Therefore, HNT is trying to support home-based workers to make and sell their own products directly to the consumers, cutting out intermediaries.



### ***Group discussion***

Chon: When I asked workers why they became home-based, they said with little babies to look after they didn't have a choice, and later it's difficult to become part of the formal economy. When I asked workers to describe the positives of home-based work, they said that they provide a positive role model for their children and have the opportunity to look after their children while working.

Rhonda: A special case needs to be made for children of informal workers regarding child care.

Phumzile: The development of children of home-based workers is threatened as they don't get quality time and stimulation.

Ranee: My own mother worked as a home-based worker; I remember crying because my mother worked long hours and didn't have time for me; therefore it's important to look at the issue of fair pay.

Rhonda: We dance around the issue of child labour at WIEGO, but the reality is that children often help parents with home-based work.

Debbie: Some parents see that as an advantage – that they can teach their children to work.

Mirai: Let's engage with home-based workers regarding what would be a support to them: do they want all-day child care or only a few hours? One size doesn't fit all, therefore let's look at different categories of workers and their specific needs.

Laura: What are fault lines between workers? Issues to explore further: migrancy; place of child care facilities; hours of child care facilities; role of employer/intermediary; role of private sector (e.g. mobile crèches).

Chon: We need to show workers what's possible if we work together to establish child care. We haven't yet engaged them with child care.

Phumzile: In Korea, child care centres are open for many hours a day; they structure the day into education, physical activities, sleep, homework. We want child care centres that truly respond to the needs of working women.

Rhonda: In work on Inclusive Cities, child care wasn't raised. Why is this? Are NGOs male dominated?

Francie: We have looked at different frames of child care: rights, productivity. Maybe we need to run focus groups with concrete questions to understand specific needs: where day care centres should be positioned, how many hours a day and so on.

Debbie: Do we need a consciousness-raising exercise to highlight the need for child care?

Rachel: If government creates a plan without engagement with civil society, it won't be implemented.

Susan: In terms of creating a campaign, we need to:

- explore different countries as well as different sector needs
- create participatory tools to explore what workers need
- create awareness of issues of child care and right to child care

Mirai: In Asian culture, giving food is considered a positive thing; therefore this is an opportunity to get people involved in child care initiatives. Let's understand cultural diversity issues and use them for our purposes.

Francie: How do we change the way global gains are distributed? Improving wages is a long-term struggle. Yet if workers had a better income, they could afford child care. Looking at child care through the lens of paying carers would improve income. We need to look at employers' responsibility (not just the state).

Debbie: First, let's get recognition that child care is work; then lobby for payment or payment in kind (social wage).

Francie: Is there merit in trying to shift the policy debate from child care to social protection? (so it doesn't fall through the cracks).



## **Presentation: The campaign for the child allowance: Ranee Hassarungsee**

### Policy Advocacy From Below

- Create an exchange among equals to combine wisdom into group-level wisdom and to give importance to the exchange of perspectives of each person's experience of life and society.

**Note: Double Click on Presentation Cover Page to Access Full Presentation**

Ranee Hassarungsee from Social Watch Thailand has played an active role in the recent and successful campaign to pressure the Thai government to extend the payment of a child allowance to informal workers as a targeted group. In this



presentation she spoke about some of the key elements of the campaign. An important part of the campaign was creating an environment where “policy from below” could be effected. This involved creating an alliance of different civil society groups, which together pushed for the extension of the allowance. Creating such an alliance was done through the development of spaces for dialogue and engagement between civil society organizations, as well as “scenario building” activities where people were asked to imagine the futures that they would like to have. Promoting a supportive ideology of social solidarity was also an important part of the campaign, which argued forcefully that those who are strong in society should support those who are weaker.



### ***Group discussion***

Francie: In your presentation and framework, the basis of imagining the children’s futures is extraordinary – the way you build the framework about what their futures are likely to be able to be.

Mirai: Would the child support grant be for all families?

Ranee: We should take care of all children and open a conversation with all stakeholders. We propose 600 Baht per month for every child, 0 to 6 years old, but the government only approved a one year pilot of a means-tested grant of 400 Baht per month. It’s an extension of the child care support currently provided for formal workers; this is for informal workers. It will start on the 1<sup>st</sup> of October 2015.

Ruth: It is interesting that the government has committed to the child care grant for just one year; what will happen after that? In Mozambique that would cause a revolution.

Debbie: We did research to prove that the means test for the child support grant cost too much, but this wasn’t the case: it cost very little.

Mirai: Other countries have had a different experience where targeting groups for the child support grant was far too expensive.

Ranee: The approach we took is that this policy is about social protection, it’s not populism (Populism has a negative connotation in Thailand).



**Presentation: The experience of ActionAid with large campaigns, current spaces and platforms for change: Rachel Moussié & Kasia Staszewska**

Rachel and Kasia spoke about the experiences of ActionAid, an international NGO, in running large campaigns around gender issues. ActionAid is a federation based in 45 countries. At the general assembly decisions are made regarding campaigns.

Rachel spoke about two specific campaigns that she had been involved in. The first of these was the “Violence against Women and HIV/AIDS Campaign”, which ran from 2005-2010. The campaign was run in collaboration with feminist groups. The goal and purpose was to change the discourse and to look at violence against women as a route of transmission for HIV/AIDS. Rachel summarized the learnings from this campaign as follows:

- Collaboration with feminist groups meant much more was achieved. Joint decision making was critical.
- After putting forward the rights-based argument the campaign looked where the funds were for financing policies and interventions that addressed VAW and HIV and AIDS. This helped to identify new policy targets for the campaign, such as bilateral donors and UN agencies.
- When you follow the money, you confront privatization, therefore it is important to present an alternative to privatization; you need to be clear about your positioning on privatized childcare.
- Regional spaces can prove to be effective as well – i.e. the African Union and the Mbeki panel on illicit financial flows.

The second piece of work that Rachel discussed was a participatory action research project on unpaid care work, which was carried out using time-use surveys. Rachel summarized the learning from this work as follows:

- The research process was useful because it led to demands from the community regarding infrastructure that could reduce care work.
- At the national level, everyone came to agree on child care, but there were challenges:
  - What ministry should we target? (education, women’s affairs, labour...).
  - This is an important question with respect to how child care is conceptualized, as well as in terms of implementation
  - Cross-class struggle: middle class perception regarding poorer communities’ ability to use extended family for child care
  - Poorer communities don’t have a concept of child care as an essential public service
  - Deep distrust regarding leaving your children to the state as there is a perception that the state doesn’t provide effective public services (opportunity to give the state a chance to redeem itself)

- National and global levels took on their own momentum. There is a need to create a bridge between these two levels
- We need to be clear: is child care a public service or framed within social security?

Kasia then spoke about some of the international platforms which might provide spaces for a possible child care campaign.

### Sustainable Development Goals (SDGs)

- Universal
- 17 goals and 192 targets
- To be adopted in September 2015
- A 'road map for international' community priorities and investments till 2030

**Note: Double Click on Presentation Cover Page to Access Full Presentation**

She focused particularly on the Sustainable Development Goals, which are still being negotiated and will be agreed upon in September. Kasia said that there was now much more integration now between social, economic and sustainable issues of development. The goals that would be relevant for a child care campaign are:

SDG 5: Achieve gender equality and empower all women and girls

SDG 5.2: Recognize and value unpaid care and domestic work

Kasia also spoke about the Financing for Development Conference, 14 – 16 July 2015, which will discuss the financing of the sustainable development goals: it will be interesting to see how international commitment translates into financial decisions (e.g. tax justice).

Kasia reflected on some of the tensions inherent within the international platforms. These included:

- The conflict that exists between sustainable development goals and commitment/ability to finance them.
- The big division between North and South, which sees them negotiating very different agendas.

- There are different champions supporting areas which feed into the child care issue: decent work vs social protection vs women's rights.



### **Group discussion**

Rhonda: I understood that the ILO Secretary General only wanted 10 SDG's.

Kasia: All the goals are going ahead; it's like a menu for countries to choose from. Child care isn't on the menu, but unpaid work is.

Mirai: Is the state the guarantor or the implementer? In India we would like the state to give the money to civil society to implement the SDGs. But we want the state to acknowledge our right to child care. Should child care be placed under social protection or women's rights?

Francie: Should child care be seen as an essential public service or part of social security?

Rachel: My perspective today is that, given that there's such backlash regarding social spending, what would the hook be if we positioned child care as an essential public service? Social security gives us a clearer hook.

Rachel: If you're going to have community implementers, you need state capacity to do quality control.

Kasia: On the public services side, we are seeing a tendency regarding privatization or private/public partnerships. How do we make our child care campaign visible and effective? For example, the Economic Equality Campaign is very visible but is anything changing on the ground? Is visibility enough?

Rhonda: What is the budget behind an effective campaign?

Rachel: Example of Tax Justice Campaign: There are four international people and at least one full-time staff member at the national level to lead the campaign. There is close collaboration with media and the communications team.

Phumzile: Given that child care support isn't yet in the consciousness of most informal workers, how much ground data do we need to start this campaign?

Rachel: We used participatory research tools to start the programme, but it was easier for women to think about redistributing work within the household (between women and men) than demanding child care services from the state.

Kasia: We can use gender equality SDGs for a child care campaign (it's manageable and has a small number of targets). Maybe we need a global review of women's

access to child care, to prove the injustice, to use for a campaign. We need to make a case for what we want.

### DAY 3: Planning for the Future

On the final day of the workshop, key “next stage questions” were posed to the participants, who were then asked to break into groups and answer the questions. The questions were:

- A. Yes/No/Only if... for continuing with the idea of child care campaign or initiative
- B. If yes, then what specific change do we seek?
- C. Who can ensure/enact this change? (Target)
- D. What level do we want to target: global, regional, national or local?

The feedback from the groups was as follows:

#### *Group 1 (Laura & Rane)*

- A. Yes, initiative initially, and then a campaign
- B. Raise consciousness of MBOs within WIEGO affiliates; do more research on informal workers to understand the reality on the ground; regional gatherings to build relationships with allies
- C. WIEGO can bring together the local, global, academics, policymakers, MBOs and practitioners

#### *Group 2 (Chon & Mirai)*

- A. Yes. Start with initiative, then campaign
- B. Workers have access to childcare (freedom to choose)
- C. For HomeNet: the target is MBOs; for SEWA: the target is governments
- D. HomeNet: Local plus global; SEWA: global campaign: international pressure on national government

#### *Group 3 (Ruth & Debbie)*

- A. Yes, if there is support for this initiative and MBOs in WIEGO have the energy in multiple countries to prioritize it; research is needed around existing options
- B. More informal workers have convenient, affordable, adequate access to adequate childcare (depends on A)
- C. National and local government (or provincial)
- D. National and local government. Global link? (research needed) – entry points; advantage or traction

#### *Group 4 (Rachel & Rhonda)*

- A. Yes, if adequately resourced; initiative to start: create window of opportunity
- B. Shift the discourse at the international level so that child care becomes indispensable; childcare as part of social protection: social protection floor in ILO; 2/3 countries implement child care systems; build capacity of MBO's to lobby; coalition building
- C. World Bank could be targeted; ILO and SP Floor; national governments; MBOs; coalition
- D. Local, national and global

*Group 5 (Phumzile, Sibongile & Susan)*

- A. Yes, there's a process involved, move from an initiative to a campaign
- B. We want to place the responsibility with the state to provide childcare (look at emotional, educational, physical, spiritual growth of children); respond to demands of working women regarding the structure of child care programmes; change in consciousness in informal workers themselves regarding child care; quality child care with homely environment
- C. Mobilizing NPOs to do the work: bottom up; the levels would change from one country to another; move to global level, ally with other organizations (cooperatives, unions, NGOs, UN, women's groups)
- D. As above

*Group 6 (Kasia & Francie)*

- A. Yes, if the campaign is specific, focused and realistic; working with others; based on MBOs
- B. ILO: The goal could be a recommendation on the right to child care for all women workers; mobilizing workers is important; using the current window of extension of social policy and getting child care on the list of contingencies of social protection
- C. Be wary of creating or allowing a gap between global and national and local levels. So start with the first phase with MBOs on strategy and capacity building; prepare to place pressure on global level through a global campaign.
- D. As above



**Group discussion**

Ruth: Taking into account WIEGO strengths, who will drive the campaign at each level?

Mirai: Document what's happening: ask the questions in order to get the answers; focus groups; build up initiative and campaign from that; let's get the message clear from the beginning and not mix issues.

Rachel: We can lobby at the global level but must be backed up at local level (demand must be expressed); what are the building blocks we need before we express this idea?

Francie: 1. Articulate improved child care provision and 2. Make it more visible that so much child care is unpaid, but the real issue is improved services and improved support.

Mirai: I am concerned that child care is getting mixed up with unpaid care work; frame it as a right of informal workers and social protection. Yes, start with MBOs and build up, but we can already have conversations with strategic partners (e.g. Bernard van Leer Foundation)

Phumzile: How can we connect with the campaign or initiative as SAIWA? A lot of consciousness raising is needed among members of SAIWA; how do we manage the risks? Ground work needs to happen – research what government is doing. Also connect this issue with other issues our members face.

Laura: Identify centres of energy and the other networks we can connect with; we can do things in parallel – build relationships with allies and talk to MBOs.

Susan: Members of SEWA are convinced that child care is important; what should our strategy be in India? Do we try to convince the government to rethink and increase their spending on childcare?

Mirai: Maybe a push from somewhere, maybe a report from this conference that can be sent to the Indian government. Get Bernard van Leer Foundation to support our colleagues (e.g. HomeNet) by paying for a project.

Ruth: In the process of the campaign, how do we ensure that we don't draw MBOs into service provision and away from political demands?

Ranee: We have many child care centres in Thailand, but need to focus on the quality of these centres and educate people regarding ECD; we need to train child care workers.

Chon: Focusing on child care isn't controversial and is a good way to mobilize support (everyone cares about children), yet we can't get decision makers to pay attention – we need to understand how to get their attention. We need to do research and learn from what's already happening. We asked our members: should we run child care as a social enterprise? It should be a good livelihood programme but we haven't explored it fully yet.

Sibongile: Child care workers need to have an ability to deal with sick children (e.g. HIV children and correct nutrition) so that they can offer a holistic service.

Rachel: 10 – 25 years ago there was a clear shift to putting the state at the centre of provision of education. As a public provider, we could then demand accountability from the state. In the same way, we can ask for more state engagement in child care; what relationship do we want with the state regarding child care?

Laura: In Ecuador, there has been community-based child care, but now it's becoming formalized and the state is getting more involved. The state needs to be the guarantor, but we can start from different places and improve from there.

Rhonda: Categorize and describe different child care models and look at pros and cons for informal workers.

Susan: Explore alliances; getting government support will be an advantage for international campaigns.

Francie: A useful conceptual model comes out of geriatric care: Use your physical space for different purposes: a small building can be daycare for a few older people, adding respite care, after care, and can also use space for specialist services, other programmes, etc.



Mirai: In SEWA, child care centres have also become information centres (help with filling in forms, etc); it's another rallying point.

Kasia: We need an appreciation of the process thus far, starting with the literature review, then sharing experiences, then a possible initiative building to a campaign.

### **Final Activities and Workshop Conclusion**

As a final workshop activity, participants were asked to put forward ideas which could shape a future child care initiative or campaign. The outputs of this discussion are summarized in the introduction to this report. An unedited list of key points is included in Appendix A.

The activity focused on identifying gaps in the research on women's economic empowerment and childcare, possible strategies for engaging MBOs in a consciousness-raising and capacity-building exercise, and possible allies for a campaign. Ideas were also put forward about important issues, such as the weight that should be given to the role of the state, whether or not the focus should be on national, regional, or international levels, which organizations to target with the campaign and whether the campaign should focus on changing the discourse around women's economic empowerment and childcare, or whether it should be focused on the delivery of services. No firm conclusions were drawn, but it was noted that these issues would need to be considered in depth when and if a campaign is launched.

Finally, a list of next steps was drawn up, which involved the following:

- WIEGO to produce the report of this workshop
- WIEGO to produce a one page report for MBOs to update them on key emerging issues and hear what they think
- Workshop participants to give feedback to their organizations. In Thailand: workshop there will be a report back to women and child care networks (already scheduled)
- SAIWA wished to get more "on the ground" intelligence on this issue and explore next steps
- Continue exploring spaces to develop alliances and dissemination

The last activity was an evaluation of the workshop. The results of this are listed in Appendix B.

## **Appendix A**

### **Shaping a Child Care Campaign: What To Think About**

#### **1. Research gaps**

- Review and situation analysis
- Achieve better statistics regarding child care of informal workers world wide
- Focus group discussions to understand common demands and different demands for different sectors
- Typology of child care models (global)
- Map country-specific child care initiatives
- Map the actors in social protection for purposes of campaign planning
- Collect child care case studies to show it's possible and how it can be funded
- Look at how to integrate fathers
- Thailand child grant vs child care centre and grant (it may be more convincing; but there is a caution regarding conditionality as it can undermine what exists)
- Different ways of incorporating child care into the state
- Understand risks of lack of child care
- SEWA research on 30 year CC intervention

#### **2. MBOs and WIEGO consciousness raising and capacity building**

- Great diversity of MBOs
- Engage members through leadership interventions
- Seeing is believing, therefore organize exposure visits/exchanges
- Caution: use wisdom in identifying MBOs
- Engage MBOs to see where they sit before deciding on approach going forward
- Which countries and which levels? to inform involvement
- What would the focal cities be?
- Look at interesting models currently being used and explore possible involvement of MBOs
- Decide costs of involvement at MBO level
- Time diary use in raising consciousness
- Participatory research on care
- From strategic analysis of targets, countries may emerge: strategically engage with MBOs there
- Who are our allies?
- Use moments of opportunity

#### **3. Relationship building with allies (caution regarding power dynamic)**

- Action Aid
- Bernard van Leer

- Hewlett
- FORCES (India)
- Open Society Foundation
- Aga Khan Foundation
- Save the Children
- OXFAM
- UNICEF
- ILO
- Trade Unions
- Latin American governments
- Womens groups: e.g. ASWLD, UN Women, AWID, FEMNET
- IDWF

#### **4. Discourse and delivery**

- Using models to help shift discourse
- Lessons/learnings from delivery and demands
- Delivery mobilizes informal workers
- What is success? In the short, medium and long term. Is a convention on care enough?
- WIEGO doesn't do delivery
- Informal workers critical as entry: shifting discourse as companion to supporting MBO delivery
- To shift the discourse it's helpful to have solid experience on the ground, therefore infuse discourse with delivery realities

#### **5. Role of state (and capital and community)**

- WIEGO SP: multiple stakeholders: informal workers, governments, capital, civil society
- Informal workers are co-responsible and must be involved
- WIEGO: Do we think state can do too much?
- WIEGO insisting on role for capital: looking for ways for capital to contribute is fundamental
- Context is very important: we must keep differences between countries and regions in mind
- There may be places where the state cannot act
- SEWA: Let's start with ourselves (as informal workers), even if it's a small beginning, and demonstrate impact and this leads to funding possibilities
- State attitude to informal workers will matter
- There is a need to get beyond CSR
- Taxation and fiscal policies
- Regulation of companies: workforce vs communities
- State establishing forms of accountability for quality
- Following the money
- OHS learning: creative legislation to get money from capital

- Public Private Partnerships and government partnering with MBOs

## **6. How to position campaign: ILO/Social protection floor**

- Input from Francie regarding ILO:
  - ILO sets working standards for formal workers
  - global social floor and core contingencies
  - in 2012, global social protection floor was accepted: 3 aspects: lifecycle cash transfers; access to affordable health care; vertical integration into core contingencies
  - within ILO, people in SP division have different positions on global social floor
  - important strategic moment as worldwide there is acceptance of the global social floor and a move to greater social spending
- ILO convention takes 7 to 10 years
- Should be possible to shift discourse to child care as part of social protection as core contingency and worker right
- ILO gender department
- Supply chains discussion
- Map political and technical allies at ILO
- Flagship Programmes (Programmes that push the envelope): develop in certain countries
- Regular Budget Supplementary Account funding at ILO for flagship programmes and/or donor (bilateral) support
- Getting state to stand up to capital
- Business and HR working group (HR council) – it could be a lever to get ILO to move faster

## **7. Roles of global vs national and regional campaign**

- Contextual
- Inter-connected therefore all levels important
- Be sure to include regional, especially networks
- Region-specific: some local-global, some national-global, etc
- Perhaps another good way to strengthen networks
- Regional networks with regional institutions as a tactical point (AU; LA; China, G77)

## **8, Risks and Assumptions**

- Assumption: child care is a right
- Risk: political stance of majority party
- Assumption: Latin America (MBOs; governments) will be involved
- Risk: Will MBOs be interested? Do they have capacity?
  - Assumption: MBOs will be interested: test this assumption on own networks
- Risk & assumption: Resourcing/funding
- Assumption: ILO will shift child care to core contingency

- Risk: major international organizations could take over agenda and lose informal worker focus
- Risk: child care objectives need to align with interests of allies
- Risk: HNT organization and members – low capacity (Thailand)
- Risk: lack of certainty about political future (Thailand and others)
- Assumption: global economy is stable
- Risk: if unemployment crisis deepens, women's employment could be cut back

## **Appendix B**

### **Workshop Evaluation**

#### **Evaluation**

- SAIWA: lots of technical stuff but able to keep up and connect; good use of informal spaces; want to reconnect with members
- Mirai: Good to see it move forward; cross-learning; would like to see more MBOs here and grass-roots women next time
- Nice that we could disagree
- Good agenda spacing for productivity
- Good that there were not too many complicated slides
- Yay for special space and positive people
- How to better prepare participants if they miss bits of the workshop – it was quite disruptive
- Well organized, interesting discussions and idea exchange
- Thanks for inviting ActionAid and for providing the pre-reading that provided context; we needed more time to unpack the ILO space
- Sibongile: thanks for creating space for women to meet to discuss these issues
- Thanks for having the note taker