

# Unpaid Care Work and Sustainable Development Work

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## Introduction:

Unpaid care work is an issue that has been addressed by the Agenda 2030 for Sustainable Development and Sustainable Development Goal 5.4. The United Nations General Assembly endorsed the Agenda 2030 for Sustainable Development and Sustainable Development Goals with an aim to eradicate all kinds of poverty and to build a secured, just, equitable world for the people, planet and prosperity. Therefore, “Transforming our world” has been the motto of the Agenda 2030 for sustainable development and sustainable development goals. The Agenda 2030 and Sustainable Development Goals have stressed on women's economic empowerment by realization the fact that its mission cannot be achieved without empowering women. In order to provide economic empowerment opportunities to women, it is necessary to address the issues of women’s unpaid care work burden. Situation is such that without addressing women's unpaid care work burden women are neither in a position to do productive work outside households nor they are in a position to engage themselves in gainful economic activities in a visible manner. Realizing these realities, the Agenda 2030 and Sustainable Development Goal 5 has set a target (5.4) to address issue of women's unpaid care work burden. This article clarifies that in order to achieve SDG 5.4, Triple "R" approach –Recognize, Reduce and Redistribute has been espoused candidly.

This article begins with the topic what is unpaid care work and how did it become women’s issue? This article has also analyzed and provided suggestions on what, why and how to apply the Triple "R" approach to achieve Sustainable Development Goal 5 '*Gender equality and empower women and girls by 2030*' and its fourth target '*Recognize and value unpaid care and domestic work*'. This article finally concludes with an appeal to all to participate in the vision of the Agenda 2030 ‘Transforming our world’ and to support in achieving goal 5 '*Gender equality and empower women and girls by 2030*' by adding Double "R" approach: Redefine and Re-indoctrinate along with policy recommendations.

## **What is Unpaid Care Work? How did it become Women's Issue?**

Generally, unpaid care work means any work that does not get paid directly or any work that has no wage or salary whereas economists and feminists have different perspectives in its meaning. "Unpaid work are those work which are not included in the System of National Account (non-SNA) and also those work which are included in the SNA but unpaid (unpaid SNA)" says Dr. Indira Hirway, Professor, Centre for Development Alternative, India (Hirway, 2015). Unpaid care work that are not included in System of National Accounting (non-SNA) are daily domestic works (e.g. cooking, feeding, cleaning etc.), care works (e.g. care of children, elderly, and disabled etc.) and voluntarily works. Similarly, there are three types of work which are included in the System of National Account but unpaid (Unpaid SNA):

- A. Unpaid family members' work in family enterprises;
- B. Subsistence oriented productive works done by family members for their subsistence and the collecting work for their own consumption freely (e.g. water, fuel-wood, fish, fruit, etc.); and
- C. Free goods collecting work for production purposes (e.g. fodder, wood, craft material, etc.).

According to noted feminist of Nepal Dr. Meena Acharya, *"Generally unpaid care work means all those works that do not get wage/salary. But in System of National Account (SNA) and feminist discourse all works product and services that cannot be sold or brought in market and are not incorporated in Gross Domestic Product (GDP) and are not included in SNA are unpaid work."* (Acharya, 2014)

Unpaid care works are invisible. These works have remained invisible due to lack of data collection system of works related to unpaid care in the national statistical system. In order to make these works visible, unpaid care work data must be collected by using "time use survey" method. In developed countries such as Australia, Japan, Korea, and New Zealand the 'time use survey' method has been mainstreamed in national data collection system (Hirway, 2015).

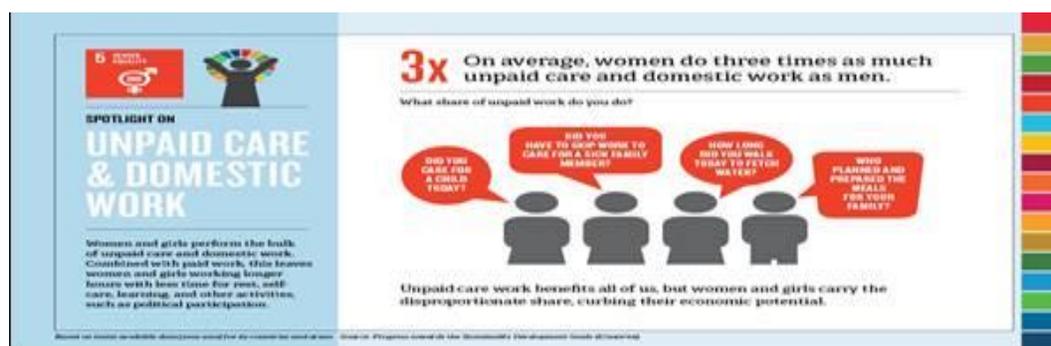
Women are obliged to carry the bulk of unpaid care work as a result they are not in a position to engage much in productive work outside home. As a result they do not get opportunity to participate in different sectors and development for developing self, earning, esteem, pride and independence. Despite their willingness and desire, they do not get an opportunity to participate

in political, economic, social activities which bring name, fame, glory, prestige, and satisfaction. Therefore, this has become a serious issue. Invisible unpaid care work burden has been a big obstacle in achieving sustainable development goal 'gender equality, empower women and girls' as well as strengthening country's economy and successfully using women's labor force to optimal.

Why has this situation risen? It is a question to be deeply pondered on. Patriarchal system plays a huge role. Patriarchal system of thinking has categorized work into paid and unpaid work or productive and unproductive work instead of providing equal value to all work as **work**. An imaginary line has been drawn on the basis of patriarchal norms and values. According to Dr. Hirway "*The line drawn between unpaid and paid work is a patriarchy line. This line is drawn to proscribe women in economy. Indeed, it is a foundation to build unequal power relationship between men and women and root cause of other gender inequalities.*" (ibid).

Unequal division of labor / work based by sex is other reason that makes women obliged to bear the brunt of unpaid care work. Since hundreds of years, culture of division of labor based on patriarchal norms and values entrusting the responsibilities of unpaid care to female has been in practice all over the world; thus women have been bearing the burden of unpaid care work. UN Women revealed that on average women carry out three times as much unpaid care and domestic work as men (see info-graph 1). Similarly, Dr. Hirway Indira stresses "unpaid care work distribution between men and women is highly unequal and paid work distribution also unequal. In an average, women carry a significantly higher burden of total work (paid and unpaid work) than men". (Hirway, 2016)

### **Info-graph 1. Women and men participation in unpaid care work**



Source:

[www.unwomen.org/.../infographic-spotlight](http://www.unwomen.org/.../infographic-spotlight)

As mentioned by Dr. Hirway and revealed by UN Women's info-graphic data (right side), it is prove that women and girls perform bulk of unpaid care work and domestic work and are also engaged in paid work. Most of these divisions of work are made based on sex. While women devote their bulk of time in unpaid care work, they are left with little or no time to look after themselves, to learn and rest and participate in political, social, economic and other works and activities. This act of unequal, disproportionate sexual division of work limiting and restricting women and girls earning capabilities is a violation of basic human rights of women and is gender injustice says Dr. Hirway.

Unequal distribution of work violates women's right to equal opportunity, right to non-discrimination, right to education, right to health and right to employment. They are deprived from right to social security, right to participation and right to development. Ms. Magdalena Sepúlveda Carmona, United Nations' Special Rapporteur on “Extreme poverty and human rights” has mentioned in her report to the 26<sup>th</sup> session of Human Rights Council that unequal distribution of work in extremely poor families is a violation and breach of their social, cultural, economic and political rights. The Special Rapporteur stressed that it is the obligation of state to prevent such violation and has made recommendations for how States can recognize, value, reduce and redistribute unpaid care work<sup>1</sup>.

Women's unpaid care works which has been shouldering abundantly by women are not included in the System of National Account. Dr. Hirway further states that this has imposed 'time tax' to women throughout their lives. Due to this time tax, women lack time to engage in paid works, to learn, to develop their skills and to look after themselves and their own health. The women from poor families specifically are pushed into both '*time and income*' poverty net. This explicitly excludes women socially and economically from the mainstream economy. (Antonopoulos, 2016 via Hirway, 2009) As these works are not incorporated in SNA, they are excluded from the economic policy preview; thus, issues on the intense labor, time pressure, technology, productivity, work condition etc are not addressed systematically and sufficiently while formulating economic policies.

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<sup>1</sup>[https://reliefweb.int/sites/reliefweb.int/files/resources/A%20HRC%2026%2028%20Add.3\\_AV.pdf](https://reliefweb.int/sites/reliefweb.int/files/resources/A%20HRC%2026%2028%20Add.3_AV.pdf)

In this context Dr. Meena Acharya writes, "since National Statistical System has categorized unpaid care work into non- SNA work, society has classified women into economically dependent group". This is totally unacceptable to women as it ignores the economic value of women's works and it lists women as dependants who are not working in the markets. On the other hand, it consumes ample time of women working in the market leaving them no time to rest, to be involved in political activism or other directly beneficial works which affect negatively in women's education, and health, leisure time, political and other economic activities" ( Acharya, 2014).

The above mentioned various rationales clarifies that unpaid care work has become an issue and need to be addressed immediately to achieve gender justice, gender equality and economic empowerment of women. Hence, the Agenda 2030 for sustainable development and Sustainable Development Goal 5 has set a target "4" for addressing it.

Various studies have shown that in Nepal too, women have been bearing the brunt of unpaid care work. Women perform 268 minutes domestic work daily in Nepal while men perform 56 minutes (Jaharaha and others 2015). In 2008, Menuka Rajbhandari had carried out a small study on the "Economic Valuation of Women's Unpaid Work in Kathmandu Valley". The study revealed that women living in Kathmandu and nearby municipalities spend 9.7 hours in household work whilst women living in various villages spend 13.2 hours. (See table no. 1)The study was carried out in three municipalities (Kathmandu, Lalitpur and Bhaktapur) and three village development committees (Ramkot, Macchegaun and Imadol) of Kathmandu valley.

The study on the Economic Valuation of Women's Unpaid Work, involved a simple yes-no question as to whether household work should have economic value or not. In response 40 % women and 43% men said that unpaid care work has to be economically valued. The same study indicated that when women's time spent on the household work is calculated by multiplying their time spent as per the basic wage of the government then, the unpaid care work economic value was equivalent to 11.25 billion US dollars.

***Table no. 1: Average time spent by a woman daily in domestic and community works***

Types of work	Time allocated for household work (Average Minutes Per Day)	
	Urban	Rural
Preparing breakfast	17	27
Cooking lunch	56	81
Cooking dinner	57	86
Preparing afternoon snack	24	35
Washing dishes	28	46
Cleaning in and around house	49	77
Washing and ironing clothes	47	107
Sewing	18	17
Preparing and taking children to/from school	18	35
Cooking preparation	25	23
Collecting firewood/fuel	22	17
Collecting water	10	11
Helping with schoolwork	12	18
Shopping for food	30	38
Shopping for other items	42	86
Helping in family business and piecemeal	99	43
Community/volunteer work	8	12
Household Planning	15	35
Other Activities	3	0
<b>Total Hours for Household work</b>	<b>580 minutes (9.7 hours)</b>	<b>794 minutes (13.2 hours)</b>

*Source: Rajbhandari, 2008*

The report mentions that if the contribution of women's unpaid household work (9.7 hours of household work performed by women living in municipalities and 13.2 hours of household works performed by women living in village areas) and community work were included (however, among the works mentioned in the list two works- shopping and helping in business/piecemeal have been included in Gross Domestic Product), the figure of Nepal's Gross Domestic Product would have been nearly double (Rajbhandari 2008). The study had voiced on the essentialness of reform in the System of National Account so as to value women's unpaid care work.

The national census carried out in 2011 by Central Statistics Department showed that 64% women are self-employed or are involved in unpaid care work (CBS, 2014). All these statistics clearly show that Nepali women spend bulk of their time in unpaid care work. In this way they have become victims of time-poverty, tiredness, income poverty and in entirety poverty has become feminized. They neither have time nor opportunity to engage actively in economic activities that count in System of National Account. Therefore, women's unpaid care work must get economic recognition, distribute in a just manner, and provide opportunity to engage in economic activities that are included in SNA and GDP so as to become strong and successful economically. Women and feminists movements' voices '*gender equality must be prevail*' have made an impact on global developmental policies such as of Millennium Development Goals and Sustainable Development Goals.

### **Issue of Unpaid Care Work and the Agenda 2030 for Sustainable Development**

Addressing unpaid care work, the fifth goal of Sustainable Development (Achieving Gender equality and empower all women and girls by 2030) and its fourth target (5.4) states '*recognize and value 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 as nationally appropriate. In other to achieve this goal 5 there are 9 targets/ objectives set. They are:

1. End discrimination against all women and girls
2. Eliminate violence against all women and girls
3. Eliminate all harmful practices such as child marriage

4. Recognize and value unpaid care and domestic work
5. Ensure women's participation and leadership in decision making
6. Ensure universal access to sexual and reproductive health and rights
  - a) Undertake reforms to give women equal rights to economic resources including land
  - b) Enhance the use of information and communication technology
  - c) Adopt and strengthen policies and legislation

In this way, gender equality and empowerment of all women and girls have been taken as a foundation to achieve sustainable development goals. It is very true that without realizing; over half of the population's (women and girls) basic human rights, sustainable development goal can be achieved.

***Picture 2: Conceptual framework for gender equality and empowerment of women and girls***



Source: <https://www.adb.org/sites/default/files/related/51281/flyer-adb-un-women-sdg-joint-gender-indicators-benchmarking-project.pdf>

Four pillars have been identified for gender equality, and empowerment of all women and girls they are:

- Equality in human capacity
- Economic empowerment of women
- Voice, participation and leadership development
- Security

Since economic empowerment of women is considered as one of the main pillars, it is important to understand how SDG 5 has suggested for women's economic empowerment (see picture no. 2)

## Economic Empowerment of Women

According to International Center for Research on Women (ICRW), as figure 3 illustrates, economic empowerment is comprised of two inter-related components: 1) economic advancement and 2) power and agency. Both components are connected and both are necessary to achieve better lives for women and their families. (See

### Picture no. 3 –Economic Empowerment of Women

Power and Agency>control and share in resource, define and make choices> economic advancement>economic gain, economic success>

Source of picture:  
International center for  
research on women (ICRW)



Economic gain and success in it promote women's power and agency. The increase in power and agency instigates economic insurance. Therefore, a woman is economically empowered when:

- 1) She is able to succeed and advance economically
- 2) She has the power or authority to in economic decision making and possess agency to control them.

Women must have skills and resources to become economically empowered, to compete with market. Along with these they must have just and equal access to the financial institutions. Women to gain from economic activities they must have power to take economic decisions, and to implement those decisions they have to have power and ability to control over resources and benefits. For this, organizations must address the underlying factors such as norms and values,

resources and institutions (individual as well as collective) that contribute to it. When we talk about individual and collective resources, following are also included:

- 1) Human capital (education, skills and training)
- 2) Economic capital (loan, savings)
- 3) Social capital (network)
- 4) Physical capital (land, machine)

Emphasizing on the element of women's economic decision making power within the ICRW's definition of women's economic empowerment, Swedish International Development Cooperation (SIDA) defines women's economic empowerment as the process which increases women's real power over economic decisions that influence their lives and priorities in society. Women's Economic Empowerment can be achieved through equal access to and control over critical economic resources and opportunities, and the elimination of structural gender inequalities in the labor market including a better sharing of unpaid care work (SIDA, 2009).

The UN Secretary-General's High-Level Panel on Women's Economic Empowerment 2017 has been established in 2016 by internalizing the fact that without empowering women economically, sustainable development goals cannot be achieved. Its first report has identified four key areas of work:

1. The formal economy (salaried and self-employed women whose employment is regulated by labor laws and covered by social security).
2. Women-owned enterprises (companies that are majority owned (51 %+ ) and controlled by women).
3. Agricultural work (farmers, farmer cooperatives, and agricultural laborers).
4. The informal economy (workers and enterprises not regulated or protected by the state).

The second High-level panel report 2017 stresses economic assurance of the women through economic empowerment of women. It further recommends the implementation of policies and legal reforms to remove structural barriers, challenge discriminatory norms, ensure adequate social protection, expand access to crucial infrastructure and facilitate the organization and collective voice and representation of women to set the terms of their economic engagement. It

further stressed on the need of gender responsiveness policies in all levels and all sectors including industrial and financial to assure the economic empowerment of women.

The report also states that the importance of identifying different women's (economic condition, caste and ethnicity, religion, disability, migration status, sexual orientation and gender identity, family responsibility and age) different types of economic activities and different barriers they come across. The report suggests for formulating gender responsive policies to address the discrimination within discriminations and their intersections:

1. Implementation of inclusiveness promotion strategy
2. Create employment by effective management and advancing further of existing livelihood management and resourcing sufficient resources on economic empowerment of women through the mechanisms of development
3. Recognize unpaid care work and identify the value of hidden work ; promote collective voice of women in economic decisions making and collect statistics to formulate evidence -based policies

While conferring women's economic empowerment; no women must be left out, particularly the neglected ones i.e. the one on the base of the economic pyramid. Thus to create an environment for economic empowerment and ensuring the women's participation, seven drivers are recommended (see picture 4)<sup>2</sup>:

***Figure no. 4: Seven drivers of women's economic empowerment.***



Source: UN Secretary  
General's High-Level  
panel on Women's  
Economic Empowerment  
Report 2017.

<sup>2</sup><http://hlp-wee.unwomen.org/en/about/seven-drivers>

1. Tackling adverse norms and promoting positive role models
2. Ensuring legal protection and reforming discriminatory laws and regulation
3. Recognizing, reducing and redistributing unpaid work and care
4. Building assets- Digital, financial and property
5. Changing business culture and practice
6. Improving public sector practices in employment and procurement
7. Strengthening visibility, collective voice and representation

### **Sustainable Development Goals, Economic Empowerment of Women and Unpaid Care Work**

Among the seven recommendations of the High-Level Panel, one is related to unpaid care work. Sustainable Development Goal 5 target 4 (5.4) prescribes Triple 'R' approach: recognize, reduce and redistribute unpaid care and domestic work acknowledging that women's economic empowerment is not possible without addressing the women' burden of unpaid care work.

The first “R” refers to the “recognition” of unpaid work viz. giving visibility to this work in national statistical system. Formerly comprehensive data collection of all unpaid care work using 'time use survey' is to be opted to collect the required data. Unpaid care work has remained invisible in Nepal as it is not considered in policy formulation and is incorporated only partially in the System of National Account. The importance of unpaid care work and its contribution to national economy is ignored while formulating economic policy of the country. In developed countries like Australia, Japan, Korea and New Zealand ‘Time Use Survey’ method has been mainstreamed in national statistical system (Hirway 2016). In order to make unpaid care work visible, comprehensive information on all human activities, including unpaid activities and the information related to issues mention below need to be collected-gender responsively:

- (a) All activities performed by human and visibility of every activity carried by women and men, as well as boys and girls along with the time spent;
- (b) Technology, labor, and time used in the different unpaid (and other) activities by workers;

(c) The nature and size of unpaid work by households and individuals and their socio-economic nature

(d) The sum total of care shared by the government, the market, civil society organizations, and within the household.

The data mentioned above clarifies that the issues on unpaid care work is very important to reorganize works, reduce load of unpaid care work, and to formulate and implement policies, plans projects and programs. In Nepal, it is very important that the Central Statistics Department mainstreams 'Time Use Survey' and adopt system of collecting information of all activities by age and sex in a disaggregate manner. It is also important to enhance local government's capacity in it. This will contribute in the campaign of bringing unpaid care work within the purview of National Statistical System, Gross Domestic Product and National Accounting System. It is the responsibility of every country and its stakeholders to recognize unpaid care work further strengthened by SDG 5. It is also the responsibility of every citizen to support this campaign so as to include unpaid care work into the System of National Account which helps to bring to an end a perception women are dependent being (just because the unpaid care work burden that are bearing mostly by women are not included in the system of national account) comes to a halt and help in transforming them into a powerful and productive rank.

The second "R" is related to reduction of unpaid care work. This can be done in various ways by:

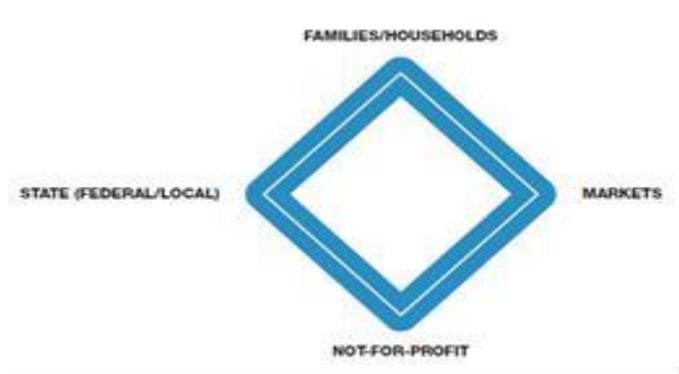
- using improved technology of some work such as improved smokeless stove as an substitution to traditional fuel wood cooking stove, increasing service and capacities and by increasing productivity of unpaid work e.g., grinding mill instead of hand grinding (jaato),
- providing basic necessities such as water, water tap, electricity, lamps etc. at the household level and community level through infrastructural support to supply water, electricity, gas etc., and
- increasing access to drinking water, transport, road, schools, electricity etc or by taking the services up to the workers

The sustainable development agenda encourages the states to formulate economic policies in providing quality care and services to all needy people such as babies, senior citizen, people with

disability, ill, and other neglected people by the state and to implement such policies progressively in order to reduce women's burden of unpaid care work. It prescribes to enact the social security policy to provide care and services in a dignified and secured manner by binding providers and receivers legally for care and services. Besides, it also states that the government must invest in development infrastructures like drinking water, electricity, health, education and safe transportation in order to save time, labor and resources of women and men.

The third “R” recommends redistributing unpaid care work within the households and amongst four institutions. The four institutions are: family, market, non-government and state which are called *Care Diamond Institutions*. (UN Secretary General, High Level Panel 2016)

**Picture no. 5: Care Diamond Institute**



*Source: Razvi, 2007*

The redistribution of unpaid care work within a family is essential to bring change in prevailing social norms and values. It is very important to enable women to come to the market and to utilize their labor and capacities in mainstream economy optimally. Though some load of unpaid care work is borne by external institutions, some unpaid work will always remain within the household; therefore male members of a family must be encouraged to take share of unpaid care work burden. The state and stakeholders must make attempts towards redistribution of unpaid care work.

The redistribution of unpaid care between other care giving institutions calls for shifting some unpaid work to the mainstream economy— to the market, to the public sector, or to the non-profit voluntary sector (paid /unpaid). The unpaid care works that can be shifted to other care giving institutions are taking care of babies, children, elders, sick, person with disability etc. These services when provide by family members become unpaid care work and holds doubt on sufficient quality, reliability and regularity. If the state economic system generates employment in this sector it lessen the workload of unpaid care workers ( family members) on one hand, and clients/receivers gets quality service regularly on the other. It also set women free from excessive unpaid workload. Hence, they get opportunity to participate actively in the mainstream economy by engaging economic activities visibly which it helps country in utilizing its labor force optimally. But what needs to be cleared is that all unpaid care works cannot be and should not be shifted to mainstream economy.

When unpaid care work is brought out from the purview of household and family, the paid and unpaid work is reorganized. Thus, the issue of reorganization should be included in the national labor policy to lessen the burden of unpaid care work of women and thereby ensuring women's rights to actively engage in mainstream economy and achieve gender justice. In additional it increases proportion of women's participation in external work, creates new employment opportunities and provides quality care to children, senior citizens, sick and other people. It helps in maximum use of labor force.

Hence, sustainable development aims at developing a 'culture of sharing' unpaid care work between all men and women to reduce women's unpaid work burden by cultivating a common understanding that unpaid care work is 'work' to be done and can be done by all. Sustainable development has further stressed on mainstreaming the concept of care work and domestic work as human's rights; it also attempts incorporate the concept in education very early stage as responsibility of all to bring forth transformation in social norms and values. In addition, the sustainable development has encouraged to launch community based behavior change campaign, family friendly employment, flexible working hours etc to balance the household as well as outside work. It has appealed and encouraged all its partners (governmental, non-governmental and private) to bring necessary transformative changes in the economic system and policies that are essential to adopt triple "R" approach -recognize, reduce and redistribute.

Moreover, to address the issues of unpaid care work, the CSW 61st and 62nd session reaffirmed the importance of sustainable development's triple 'R' approach for protecting women's rights to work. The commission recognized that women and girls undertake a disproportionate share of unpaid care and domestic work. The commission thus emphasized the need to recognize, reduce and redistribute the disproportionate share of unpaid care and domestic work by promoting the equal sharing of responsibilities between women and men and by prioritizing, inter alia, social protection policies and infrastructure development in agreed conclusion no 30 (MOWCSW and BBC 2016).

The 60th Commission on the Status of Women (CSW), which was the first CSW held since the adoption of the 2030 Agenda and the Sustainable Development Goals (SDGs) had focused on 'women empowerment and its link to sustainable development' in order to develop appropriate implementation of framework for achieving sustainable development goals. The session had focused on developing implementing the framework and methodology for 'any woman and girl left behind' by 'reaching the furthest first' and not making 'business as usual' but **transformative** in line with the aspiration of the Agenda 2030.

### **Some Additional Guidance to Address Unpaid Care Work in Nepal**

Nepal is a patriarchal country having its strong hold in all fields. Therefore, the work division has been made on the basis of patriarchal values and norms making women liable for most unpaid care and domestic work. Taking an advantage from patriarchal social norms and values, the state ignored the disproportionate share of unpaid care and domestic work that women and girls undertake and excluded them in the national statistical system, system of National account, budgeting for public service, micro-economic policy, tax policy, industry policy, and also paid least attention in formulation other very important national policies. The state has perpetuated gender inequality by doing so. It has been nurturing an understanding that 'unpaid care work is the liability of women' and also forging to do so. Indeed, it is the same understanding that is nurturing unequal power relation between women and men. Thus, to achieve SDG 5.4, apart from the three 'Rs' mentioned by SDG 2030, Nepal need to acquire two other 'R': Redefine and Re-indoctrinate approach. The first 'R': redefine is related with changing traditional definition of 'work' and second 'R': re-indoctrinate related with making every human being responsible for all

kinds of works. There is a need of re-defining 'work' in such a way that value or recognize all kinds of work of human being whether they are to be done within or outside household, whether they are productive or reproductive or social, to ultimately ending dichotomy and binary between women and men's work that are divided traditionally between women and men based on sex. This helps in ending discrimination between productive or economic work and reproductive work (e.g. care and services that are essential for being productive) and transforming the unequal power-relationship that emerged from traditional unequal division of work. It is essential to develop the concept of 'work' as being a work of all from early stage of life such that the work is not dividend on basis of caste or gender as such and is redefined.

The second 'R' (re- indoctrinate) insists to re-indoctrinate all to develop the sense of responsibilities and rights of all human being regardless of their sex in performing all works as based on the new definition of 'work'. The works which can be performed by using hands, legs, heart and mind can be performed by any human being irrespective of their sex they are born with and work remains as 'work' of all. In reality, there is nothing that men cannot do except getting pregnant, giving birth and breast feeding to a new born baby. Therefore, it is necessary that in the changing world of "work" every person irrespective of their individual sexual orientation and gender identity must be able to perform any paid and unpaid care work. There is a need of creating conducive environment such that the care and domestic works which hold essentialism for human growth and development will be performed with pride and dignity and without any discrimination. Women's unpaid care work burden then after will be lessened allowing them to actively engage in dignified, decent, paid, prestigious and pleasurable work and in political, economical, social activities and other professional work directly honoring them as equal right holders, partners, promoters in building equal, just and safe society as envisioned by sustainable development agenda. All the people having different sexual orientations and gender identities need to be educated of the concept of 'work' whilst programs on '5 Rs' must be organized.

### **Attempts Made to Localize Sustainable Development Goals to Address Unpaid Care Work in Nepal**

The Government of Nepal has already presented SDGs implementation report at the second High Level Political Forum held from 10-19 July, 2017. The government has published base-line report of SDGs indicators including of Goal 5.4 and has mentioned that the government will

implement sustainable development programs and develop necessary mechanisms at local, provincial and federal governments. At the national level, such mechanism has been established under the Chairpersonship of Prime Minister. Further mention has been made in Central Statistics Department's program that will gear toward collecting essential dis-aggregated data in order to monitor the progress in achieving sustainable development goals (NPC, 2017 A).

In order to monitor and evaluate SDG 5.4, three national indicators have been set considering the national context with reference to international indicators (NPC, 2017 B).

### **International**

- Percentage of time spent on unpaid domestic and care work, by sex, age group and location

### **National**

- Ratio of women to men's participation in labor force
- Average hours spent in domestic work by women
- Social protection coverage on women in informal market

It is necessary to use 'Time Use survey' method in order to measure the progress in above mentioned indicators. This kind of survey has not been carried with plan and on regular basis.

There has not been proper discussions and debates among governments and stakeholders on how 'Triple 'R' Approach: Recognize, Reduce and Redistribute can be adopted with reference to SDG 5 and within the target of the Agenda 2030 for Sustainable Development to address women's unpaid care work in Nepal. There are no specific plans yet developed to recognize, reduce and redistribute unpaid care and domestic work. There is sag in implementing the concept of 'transformative work' with proper clarification and initiation.

### **Suggestions**

1. It is must to develop strategic plan in order to address this issue of unpaid care work at every sector and level through extensive discussions amongst women on what, why and how Triple "R" Approach: Recognize, Reduce and Redistribute and Double 'R' Approach: Redefine and Re-indoctrinate can be applied in Nepalese context.

2. Reduce unpaid care work of women while performing any development work through provision of redistribution of unpaid care work among care diamond institutions- families, market, non-profit agency/ actors and state. Women should not be burdened further with workload in the name of economic empowerment.
3. Include unpaid care work in the national accounting system by bringing changes in country's economic system, policies and rules to recognize and value all kinds of work as 'work'.
4. Organize educational as well as other programs to bring transformation in essential policy, services, and patriarchal norms and values in order to enable all members (all sexes) of families to take responsibility of unpaid care work so as to get its recognition and value.
5. Make all related system as national statistical system, national accounting system, budget allocation system in public sectors, economic system' tax system, and industry management system etc. gender responsive in order to ensure “right to work” of women.

Finally, I would like to make humble appeal to all to engage in this gender transformation work to contribute in addressing sustainable development's agenda '*transform our world*' and to support in achieving gender equality by 2030.