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17th Session

Agenda Item: **Promoting Shared Responsibility for Unpaid Care and Domestic Work**

United Nations Entity for Gender Equality and the Empowerment of Women
Empowering Women's Economic Participation

The United Nations Women Executive Board,

Appreciating caregiving and domestic work as a foundational pillar for the world economy and social prosperity,

Recognising through the General Assembly (GA), Human Rights Council (HRC) resolution 54/6 (2023) that unequal burden sharing for domestic and care work imposes a serious limitation for women and girls, in areas of education, leadership, employment, and professional development,

Further recognising the importance of respecting, protecting, and fulfilling the rights of paid and unpaid caregivers,

Recognizing that women spend more time on unpaid care and domestic work compared to men, according to the UN Women report (2025), women and girls around the world do 16 billion hours of unpaid care work daily in essential tasks,

Reaffirming the Fourth International Conference on Financing for Development (2025), concluded in Sevilla, Spain, with 130 initiatives turning into action through concrete steps by boosting investment in sustainable development, and giving developing countries a stronger voice in the international financing architecture,

Reaffirming the International Labor Organization (ILO) Convention 156 and Recommendation 165 (1981) that unequal compensation for care and domestic work remains a major barrier, and noting the importance that care centers play in child, elderly, and disability care have on the economic participation of women in the labor force,

Recognizing the importance of paid parental leave in order to balance the responsibility of household work and childcare,

Reaffirming the disparities reported by the UN Women Report (2026), where mothers are entitled to 24.7 weeks of parental leave, while fathers only have 2.2 weeks of paid leave, in countries where parental leave is available,

Recognizing that unpaid labor is not properly valued and therefore appropriate measures have to be further developed,

Recognizing the lack of education focusing on gender inequality and the importance of addressing gender-based stereotypes through educational means,

Acknowledging that Member States need to develop and strengthen national assessment mechanisms such as satellite accounts to better measure unpaid care work, domestic work, and use this data when designing social and economic policies,

1. *Calls* for the reassurance of the International Labor Organization's (ILO) 5R Framework for Decent Care Work (Recognize, Reduce, Redistribute, Reward, and Represent) adopted by the ILO's Member States in 2024, to redistribute care responsibilities and professionalize the paid care workforce, ensuring they receive fair remuneration and standard labor protections through:
 - a. Improving the right to quality care services;
 - b. Measuring all forms of care work and taking unpaid care work into account in decision-making;
 - c. Promoting active labor market policies to support the attachment, reintegration and progress of unpaid caregivers into the labor force by enacting and implementing family-friendly working arrangements for all workers;
 - d. Ensuring a safe and inclusive work environment for both men and women care workers;
2. *Encourages* all Member States to expand investment in the caregiving sector to make care a shared social responsibility, reduce the burden of unpaid care work carried by women, and encourage their economic participation in society through:
 - a. Encouraging Member States with the financial abilities, and International Organizations, such as the World Bank and International Monetary Fund, to voluntarily provide funding in order to create care systems in rural, marginalized, and underdeveloped areas,
 - b. Creating communal spaces in major hubs where professional care workers can provide services for children, the elderly, and persons with disabilities at an affordable price or free of charge depending on the family income situation,
 - c. Getting social kindergartens and nursery schools for free for solo parents during commercial hours;

3. *Encourages* Member States to calculate the macroeconomic value of unpaid care work and domestic work by conducting national time-use surveys within national Gross Domestic Product (GDP) metrics, which indicates the total monetary value of all finished goods and services produced within a country's border in a specific period of time by:
 - a. Conducting national time-use surveys for citizens every 5 years by national statistical and geographical institutes, through in-person interviews and online surveys;
 - b. Reviewing the GDP percentage of annual satellite accounts of unpaid care and domestic work, as it recognizes the value of unpaid household work;
 - c. Collecting the highest percentage of the specific domestic activity so that Member States can provide services in need depending on the survey's results;
4. *Encourages* Member States and the ILO to expand current grant programs to cover women in vulnerable and marginalized situations:
 - a. Working with programs that support families with lower or no income, for example, with cash payments that support grant programs such as the Child Support Grant (CSG) and "Supérate";
 - b. Encouraging Non-Governmental Organizations (NGO) to provide funds for advancing gender equality in education from early childhood to adolescence and strengthen girls' education;
5. *Calls upon* all Member States to expand flexible paid parental leave equally for all genders through the use of the 2017 European Commission's directive on the work-life balance for parents and careers through:
 - a. Adopting equitable parental leave for mother and father;
 - b. Implementing non-transferable leave which cannot be given or transferred to a partner;
 - c. Recognizing non-biological parents who do not share DNA with children to get financial support:
 - i. Showing evidence of low-income families or single parents;
 - ii. Providing monthly financial aid depending on the family's situation;
 - d. Establishing lower barriers for women to get parental leave support;
6. *Requests* that the UN Women expand and continue the Global Disability Fund for Unpaid Care, Disability and Gender Transformative Approach (2024), along with the United Nations Development Programme (UNDP), in order to support all persons who play a significant role in domestic and caregiving work, especially women, and those who sacrifice their economic opportunities for the well-being of others;
 - a. Offering subsidies and grants in credit format that can only be used for essential goods and services by requesting income proof in order to receive credits that can be accessed in affiliated banks;

- b. Encouraging expansion of the programme to all developing Member States;
 - c. Monitoring the target population through Member States' sponsored surveys and campaigns in order to provide aid for those who need the most;
 - d. Tracking the beneficiaries, through Member States' governments, who receive the support to ensure the criteria still apply;
7. *Encourages* Member States and the ILO to focus on education campaigns to alleviate stereotypes against women which promote harmful discrimination by:
- a. Recognizing that stereotypes are understood differently across Member States, shaped by distinct cultural and religious contexts;
 - b. Working with trusted local leaders and community members who can communicate cultural sensibilities while still promoting meaningful education and awareness at the local level through:
 - i. Encouraging Member States in accordance with their national circumstances, cultural contexts, and available resources, to establish community-based programmes that strengthen women's participation in household economic decision-making by providing financial literacy training;
 - ii. Promoting dialogue between women and men on the equal sharing of household financial responsibilities and unpaid care work;
 - iii. Training local government officials and community leaders to advocate for women's economic empowerment in ways that respect local traditions;
8. *Encourages* UN Women to utilize financial assistance and the investment from the Fund for Gender Equality, as stakeholders on implementation of multinational apprentice programs designed to educate school-aged children through daily domestic work simulations that help acquire technical skills, which are imperative within households:
- a. Develop a curriculum in schools where all students are introduced to issues of gender inequality and domestic work, identifying strategies of practical application against inequality;
 - b. Fund educational materials from the annual budget of the *Fund for Gender Equality* to educate on topics such as shared gender roles and gender equality.