



THE COLLECTIVE CONSTRUCTION OF THE TRADE UNION PERSPECTIVE ON CARE



CARE:

comprehensive right within social protection (SP) that encompasses the **right to care, to be cared for and to self-care**, and includes the set of activities necessary to make life possible, such as the cleaning of environments, care for dependent people, education, and provision of food.



PAID CARE WORK (PCW):

economic activities that provide care such as domestic service, prepared meal services, care for the elderly, sick or disabled, child care centers, and laundry services. It is a highly precarious sector in which gender, age, class, and ethnic-racial **inequalities intersect**.



UNPAID CARE WORK (UCW):

activities aimed at the sustainability of life, for which no salary is received, and which are mainly carried out within the homes. They fall mainly on women, who dedicate more than double or triple the number of hours than men (this is intensified when living in precarious, rural territories and, in many cases, inhabited by Afro-descendant or indigenous communities). These **multiple shifts** (productive, reproductive, and militant work) generate **time poverty** for caregivers who have little time for personal care, recreation, etc.

CARE ECONOMY

Economic **Recognition** of the value of unpaid activities that contribute to economic and social development, analysis of the burden of unpaid work by gender, and proposal of mechanisms for their retribution and Redistribution through public policies on care, are central objectives of this economy.

➔ High contribution of care work (including domestic work) to the national **Gross Domestic Product**.

CARE WORK

It demonstrates women's work for the development of life in society by showing the time needed to carry it out and the **sexual division** of it. It frames space (domestic) and time (how many hours are dedicated to this, **Time Use Surveys**). It claims the role of the State in the Social Organization of Care (care policies).

CARE AS A FUNDAMENTAL RIGHT

It demands that it must be guaranteed by the State and implies the guarantee of labor rights and remuneration to those who exercise it (**Reduce, Reward, and Represent**). The fight for **Redistribution** in homes (**Co-responsibility**) and among different social actors (Care Societies).



REGIONAL

TRADE UNION STRATEGY

FOR CARE WORK



ORGANIZATION

- Campaigns for ratification and implementation of C100, C156, C189 and C190.
- Achieving a Social Organization of Care (interrelating homes, the State, the market, and community organizations).
- Integration of the right to care in social protection systems.
- Addressing global care chains.
- Fighting for the remuneration of care work (decent and equal pay) and continue working on the formalization of the sector in the region.
- Advance in the trade union organization of these workers.
- The issue of care should not remain only in the Women's or Gender Secretariats; they must be an integral part of the transformation of union actions (close links with Social Protection Secretariats).
- Incorporate the topic in instances of dialogue and collective bargaining.



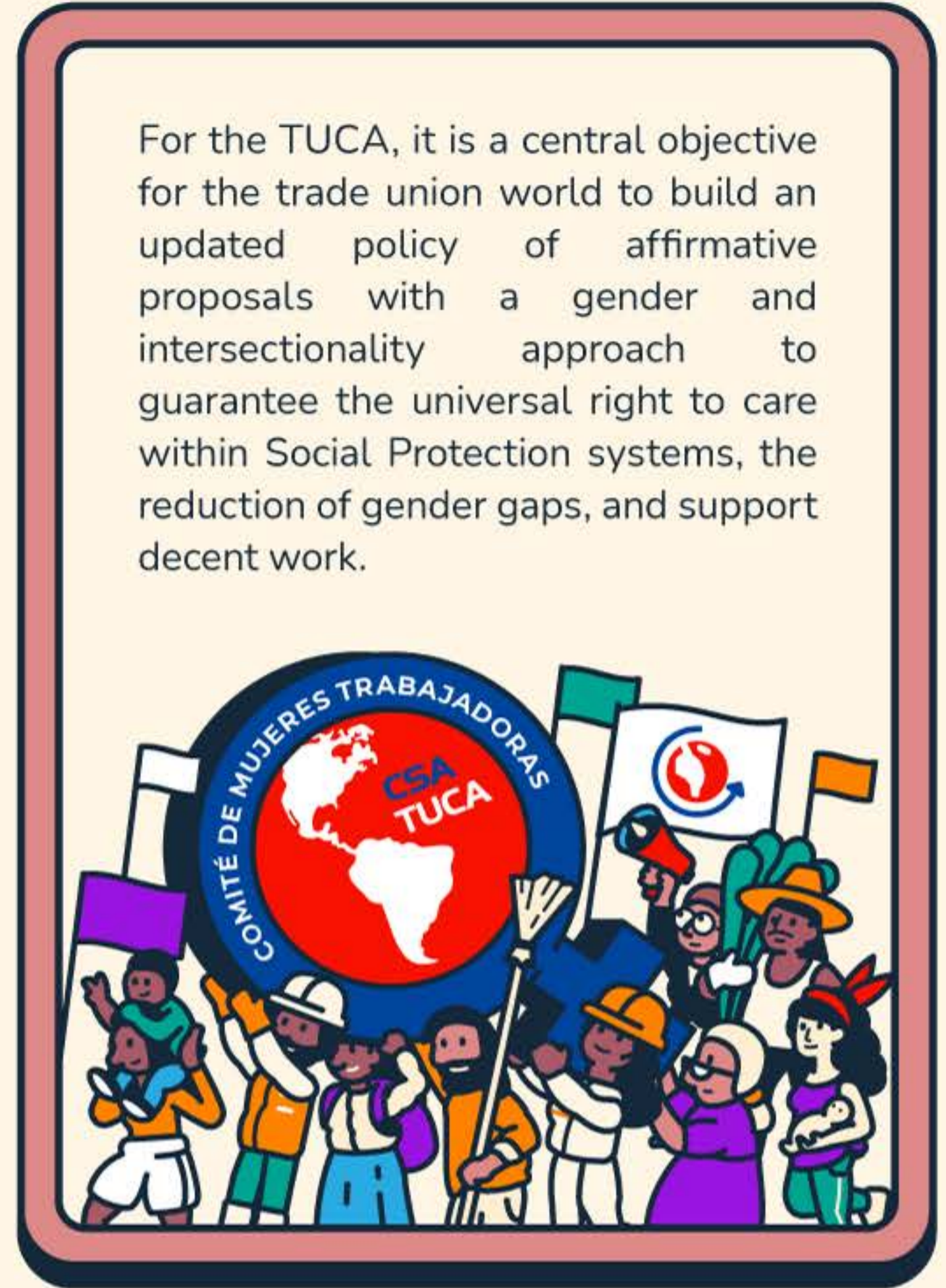
COMMUNICATION

- Continue with the visibility of both paid and unpaid Care Work.
- Develop studies and campaigns that show with data wage gaps, gender inequalities, and the importance of achieving decent salaries for workers in the sector.
- Raise awareness about the time poverty that occurs due to multiple shifts and the lack of leisure time generated by care work.
- Promote the importance of reducing caregiving time to reduce mental, physical, and emotional health problems resulting from these burdens.
- Promote a cultural change in the sexual division of labor that favors redistribution within and outside the home.



TRAINING

- Strengthen sociopolitical and union training for workers in the sector.
- To have an influence on educational programs for the professionalization of workers in the sector.



For the TUCA, it is a central objective for the trade union world to build an updated policy of affirmative proposals with a gender and intersectionality approach to guarantee the universal right to care within Social Protection systems, the reduction of gender gaps, and support decent work.

