



Institute of
Social Studies Trust

Advancing the care work agenda

A timeline of **Global** and
Indian milestones



C003 – Maternity Protection Convention

(Revised in 1952)
Entitled women to minimum 12 weeks of maternity leave, along with cash and medical benefits



Wages for Housework campaign

Initiated in Europe by leading feminists to demand recognition and financial compensation for unwaged care work and domestic labour

1919

1940

1948

1961

1972

1974

"Women's Role in Planned Economy" report by the National Planning Committee

Addressed women's unpaid labour in economic activities and the household and advocated for state-provided facilities such as creches at the workplace

Various sector-specific acts that mandated employer provision of creches

Factories Act (1948), Plantations Labour Act (1951), Mines Creche Rules (1966)

Maternity Benefit Act

Entitled women working in establishments with 10 or more employees to up to 12 weeks of maternity benefit



Report of the Committee on the Status of Women in India: "Towards Equality"

Highlighted distinct gender roles which leads to women's subjugation and their concentration in unpaid work; advocated for provision of creches near the residence, rather than at the work site



Integrated Child Development Scheme (ICDS)

Enables pregnant and nursing mothers to balance child care with other responsibilities by providing community-based support



1975

ILO Convention 156n

Encouraged national policies to ensure non-discrimination based on workers' family responsibilities

1981

Time Allocation Survey by ISST

Pioneering effort, by Devaki Jain and Malini Chand to enumerate Indian women's work including unpaid domestic and care work. It laid the foundation for the Ministry of Statistics and Programme Implementation (MoSPI) to undertake the Pilot Time Use Survey of 1998.

1982

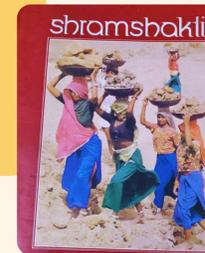
Vienna International Plan of Action on Ageing (1982)

This plan from the first World Assembly on Ageing was the initial international framework focusing on the rights and well-being of older persons, offering policy recommendations on various aspects of their lives.

1988

Shram Shakti Report

Captured the work and lives of self-employed women and women in the Informal sector and how their unpaid work is essential for survival of the family and the economy



1991

CEDAW General Recommendation No. 16

Affirming that unpaid work constitutes a form of women's exploitation, recommended acknowledgement of women's unpaid work in family enterprises

CEDAW General Recommendation No. 17

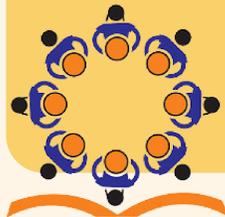
Recommended the measurement and recognition of women's unremunerated domestic activities in the GNP

Fourth World Conference on Women: Beijing Declaration

Called for policies to alleviate women's unpaid care work burden and ensure women's participation in the workforce

Mid-Day Meal Scheme (Revamped as PM Poshan in 2021)

Provision of one meal per day to all school-going children, aimed at improving enrollment and retention; allowed women respite from cooking



1995

1999

National Policy on Older Persons

The policy mandates state support to guarantee the health, financial security, shelter, and protection of older persons, improving their quality of life.



2002

Madrid International Plan of Action on Ageing (2002)

Emerging from the Second World Assembly on Ageing, this plan is a key framework aiming for older persons to "age with security and dignity" and remain active in society, focusing on development, health, and supportive environments.

2005

Mahatma Gandhi National Rural Employment Guarantee Act (MNREGA)

Provision of employment within 5 km of residence, flexible work hours not extending beyond 12 hours per day, and a care worker at the worksite to look after children below 6



2007

Maintenance and Welfare of Parents and Senior Citizens Act

makes it a legal obligation for adult children to provide maintenance and support to their elderly parents and senior citizens; 2019 amendment bill, now under committee review, would make it a legal obligation for a broader definition of "children" (including step, adoptive, and in-laws)

2008

Maternity benefit under Rashtriya Swasthya Bima Yojana (RSBY)

Offers insurance coverage for all types of delivery for up to Rs. 4500



Indira Gandhi Maternity Support Scheme (IGMSY)

Provides conditional cash transfers for pregnant and lactating mothers for the first two live births, partial wage compensation for wage-loss during childbirth and childcare

2010

Special provisions for pregnant and lactating women under NFSA

Cash maternity benefit of not less than Rs. 6000



Sexual Harassment of Women at Work-place (Prevention, Prohibition and Redressal) Act

Domestic workers are protected under this Act and have the right to seek redressal from the labour court

2013

SDG 5.4 as part of 17 Sustainable Development Goals (SDGs) adopted by world leaders at UN Summit

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"



2015

ILO Convention 189

Sets international labor standards for domestic workers' rights and decent working conditions



2011

The National Rural Drinking Water Policy (NRDWP)

Recognises that piped water is necessary 'to relieve women and girls from drudgery of fetching water'

2014

Swachh Bharat Abhiyan

An initiative to prevent open defecation through toilet construction that would save women time and promote healthy sanitation practices

UN Secretary- General's High-Level Panel on Women's Economic Empowerment

Stressed the need to recognize, reduce and redistribute unpaid household work and care for women's economic empowerment

Pradhan Mantri Ujjwala Yojana (PMUY)

Provides clean cooking fuel and reduces the drudgery of collecting firewood

2016

2017

2018

2019

2020

ILO's Care Work and Care Jobs for the Future of Decent Work Report

Proposed the 5R Framework for Decent Care Work: In addition to recognize, reduce and redistribute unpaid care work, also reward paid care workers and represent them

UN Decade of Healthy Ageing (2020-30)

UNGA adopted this resolution aligned with the last ten years of the Sustainable Development Goals, to improve the lives of older people, their families, and the communities in which they live

Amendment to the Maternity Benefit Act, 1961

Increased paid maternity leave from 12 weeks to 26 weeks, provided work from home and mandated crèche facilities at establishments having 50 or more employees

National Creche Scheme (earlier Rajiv Gandhi National Creche Scheme)

Daycare facilities for working women with children aged 6 months to 6 years for 7.5 hours a day; varying user charges to encourage community ownership



Jal Jeevan Mission

Provision of safe and adequate drinking water through individual household tap connections in rural areas to reduce the burden on women of fetching water



All India Time Use Survey

Revealed that women dedicate nearly twice as much time as men to care work; on average, women spend 4 hours 59 minutes daily on domestic activities, while men spend only 1 hour 37 minutes



Atal Vayo Abhyuday Yojana

An umbrella scheme to improve the quality of life for senior citizens in India by focusing on their financial security, healthcare, shelter, and social needs, originally launched as National Action Plan for Senior Citizens in 2020

2021

Global Alliance for Care at the Generation Equality Forum in Mexico City

Positioned care as central to a sustainable and just COVID-19 recovery; advanced equitable distribution of care responsibilities

Monthly cash allowance for women home-makers by various state governments

Monthly allowance for women from eligible households, ranging from Rs. 1,000 to 1,500 per month (Tamil Nadu, Goa, Delhi, Assam, Maharashtra and others)

New Delhi Leaders' Declaration at G20 2023 Summit

Commitment to invest in social protection and affordable care infrastructure to address the unequal distribution of paid and unpaid care and domestic work between men and women.



2023

Declaration of International Day of Care and Support by UN General Assembly

A global day to recognise and celebrate the work of caregivers, both paid and unpaid

Childcare leave a constitutional right

In April 2024, the Supreme Court, while hearing a case on denial of childcare leave, ruled it as a violation of working women's constitutional rights.

2024

United Nations - Transforming Care Systems in the context of SDGs

Integrating a 6th R: Resourcing into the 5R framework, focusing on fiscal space and context-relevant policy options for inclusive, comprehensive care systems.

About Institute of Social Studies Trust

The Institute of Social Studies Trust (ISST) locates its work in the women's economic empowerment discourse. Through in-depth studies, evaluations, capacity building and community outreach programs ISST brings focus to the lived realities of women, young boys and girls from marginalised communities. Since its establishment in 1980, ISST has remained focused on issues of women in the world of work, especially the 90% of women who work in the informal sector and has established itself as a prominent voice in India and South Asia.

ISST is registered through Trust Deed Registration and is an FCRA-compliant organisation. It holds Special Consultative Status with UN ECOSOC and holds the Equivalency Determination (ED) Certificate (USA).

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