



Inter-Parliamentary Union  
For democracy. For everyone.

# Empowerment Series for Young MPs

## Ninth briefing: *Equal care for equal representation*

*Online briefing for young parliamentarians on the occasion of International Women's Day*

5 March 2024

Concept note

### Context and rationale

According to the [International Labour Organization](#), over 16 billion hours of unpaid care work are performed daily – an amount that would account for 9% of global GDP, or around \$11 trillion per year, if paid at the minimum wage. The responsibility for [unpaid care work](#) worldwide falls disproportionately on women and girls, leaving them less time for education, leisure, political participation, paid work and other economic activities. Although men in some settings, particularly in middle and upper-income countries, are doing more today than in the past, in the Global South, women do three to seven times more than men while in the Global North, women do between 1.2 times and twice as much unpaid [care work](#). Women's disproportionate shouldering of unpaid care work constitutes a root cause of their economic and social disempowerment. The gender gaps in unpaid care work translate into parallel gaps in paid work time and systematically generate gender inequalities in different sectors including education, the economy, and political representation and [decision-making](#).

The way in which society, policy makers and institutions address issues concerning caring responsibilities has important implications for the achievement of gender equality: they can either expand the capabilities and choices of women and men, or confine them to traditional roles associated with care and motherhood. The IPU's 2021 [report](#) on *Youth participation in national parliaments*, based on data from the World Bank Group, found a clear correlation between the availability of childcare support and the proportion of women in parliament. According to this data, providing government support to employees, childcare providers and parents may increase women's representation in national parliaments by 25% or more.

Parliaments, governments, civil society and businesses are recognizing the need to address paid and unpaid care roles to further gender equality, social and economic justice, and the achievement of the Sustainable Development Goals. The IPU Member Parliaments adopted the [Kigali Declaration](#) in 2022, in which men and women parliamentarians committed to set an example in society by undertaking 50% of the daily care work for their families. In line with the IPU's *Plan of Action for Gender-sensitive Parliaments*, the declaration also called on parliaments to invest in facilities that promote work-life balance and to be family-friendly environments, where men and women find that their needs to live as well as work are taken into account.

To follow up on this work and mobilize young MPs to find solutions from a policy-making perspective, the IPU is organizing the ninth online briefing of its Empowerment Series for Young Parliamentarians on *Equal care for equal representation*.

### Objectives

The aims of the online briefing on *Equal care for equal representation* are to:

- Increase awareness among young parliamentarians about equal care and its impact on gender equality and young women's representation in parliament and political decision-making.
- Take stock of advances and challenges in the implementation of policies and initiatives on equal care, including in parliament.
- Offer a platform for the exchange of experiences and good practices in advancing equality in care and its importance for equal representation and identifying legislative and policy-related solutions.

### Methodology

Experts on equal care and gender equality will brief young parliamentarians on the subject matter. The briefing will be followed by a discussion among young MPs to share good practices from their respective countries on equal care and young women's participation. Simultaneous interpretation will be available in English, French, Arabic and Spanish.

**Date, virtual venue and time:** The online briefing will take place on Zoom, on 5 March 2024, from 13:00 to 15:00 CET (Geneva time).

**Registration link:** <https://us06web.zoom.us/meeting/register/tZwkcuuqj0tH9zyUnyDx5Zk0jfdDsGoZAB>