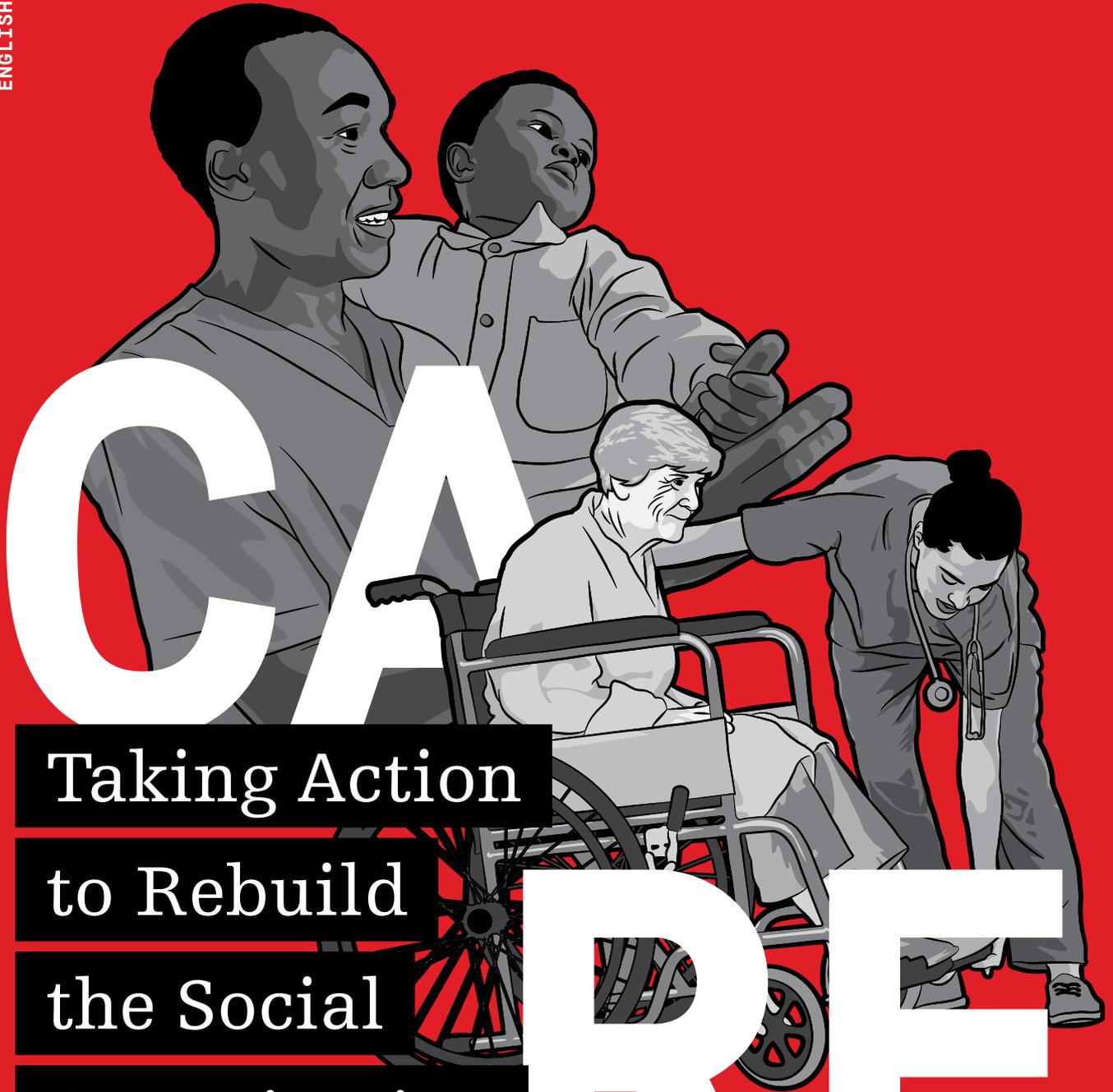




**PUBLIC SERVICES  
INTERNATIONAL**

*The global union federation of workers in public services*

ENGLISH



**CARE**

**RE**

**Taking Action**

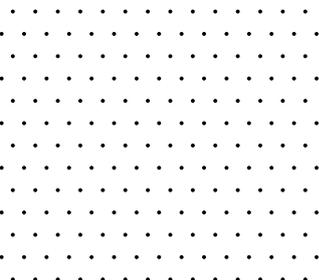
**to Rebuild**

**the Social**

**Organisation**

**of Care:**

**AN ACTIVITY WORKBOOK**

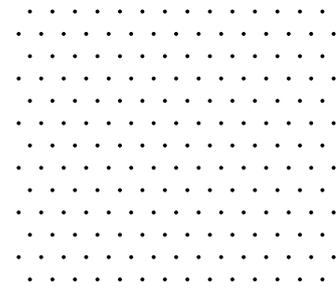


# CONTENTS

- INTRODUCTION ..... 03
- 1:** UNDERSTANDING CARE WORK ..... 04
- 2:** THE CARE CRISIS & REBUILDING THE SOCIAL ORGANISATION OF CARE ..... 08
- 3:** DECENT WORK FOR PAID CARE WORKERS ..... 10
- 4:** INTEGRATING CARE DEMANDS INTO THE UNION AGENDA ..... 13
- 5:** IMPROVING REPRESENTATION OF WOMEN IN THE UNION AND IN ADVOCATING FOR REBUILDING THE SOCIAL ORGANISATION OF CARE ..... 16
- 6:** THE ROLE OF THE STATE IN CARE ..... 18
- 7:** BUILDING A CAMPAIGN TO LOBBY GOVERNMENTS ..... 22

**PHOTO BASED ILLUSTRATIONS**

*cover: PUN Photo/Martine Perret and Shutterstock/Michael Jung*



# INTRODUCTION

## WHO IS THIS ACTIVITY WORKBOOK FOR?

This is an activity workbook on rebuilding the social organisation of care. It accompanies the advocacy guide on rebuilding the social organisation of care. The activities are intended to be used by educators, representatives, staff, and leaders of unions that are planning to take action around the global care system. It will be particularly relevant for women trade unionists, women's committees, equality officers and unions representing care workers.

## WHAT IS THIS ACTIVITY WORKBOOK FOR?

This workbook contains training materials and activities to help unions to:

- Equip workers with knowledge around the care system at the regional and local level and paid and unpaid care work.
- Enable workers to propose practical solutions to take action on the care crisis.
- Plan and organise campaigns to make the 5Rs a reality at the local level.
- Empower women to become advocates for rebuilding the social organisation of care.

## HOW TO USE THIS ACTIVITY WORKBOOK?

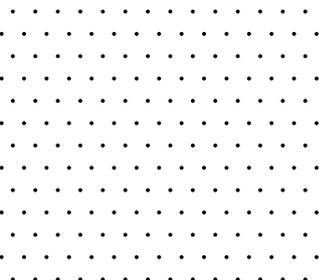
The workbook contains sample activities on some of the main issues covered in the advocacy guide.

The activities are designed to enable workers and unions to discuss or learn more about the key issues, and to develop practical plans of action.

Each activity is organised in three parts:

1. Facilitators notes, describing aims of activities and instructions on how to run the activity.
2. Participants activity sheets, describing the aims of the session and the tasks.
3. Further resources that might be useful for the session.

These activities can be used as they are, or they can be adapted to suit local needs, contexts, and experiences. The activities can be used in their entirety, or each activity can be used on its own.



## ACTIVITY 1:

# UNDERSTANDING CARE WORK

### FACILITATORS NOTES



#### TIME NEEDED

- 2 hours



#### RESOURCES NEEDED

- Flipcharts
- Marker Pens
- Pins or sticky tape
- Sufficient wall space or display boards to display cards



#### AIM

- To help participants to understand what is meant by paid and unpaid care work.
- To encourage participants to think about the disproportionate care burden that women face.

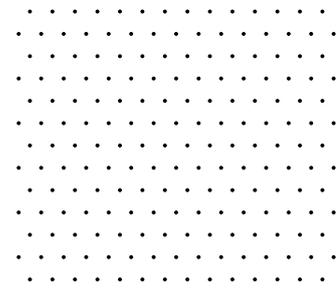
THIS ACTIVITY IS IN TWO PARTS.

### PART 1: UNDERSTANDING PAID CARE



#### TASK

1. Organise participants into small groups.
2. Depending on the experience and understanding of the group, ask participants to read Section I.1 in the guide, or distribute the Resource Sheet to all participants (*see below*).
3. Ask each group to discuss the questions and to write down their responses on the flipchart, arranged in a mind-map (*see example*).
4. Once the groups have finished responding to the questions, ask each group to nominate someone to report back on their discussion.



## PART 2: UNDERSTANDING UNPAID CARE



### TASK

1. Organise participants into new groups. Make sure there is a maximum of 4 people per group. Consider whether to organise participants into mixed, or women-only and men-only groups.
2. Ask each group to draw a table with two columns on the flipchart. They should label one column 'Activity' and label the second column 'Time per week' (see *example*).
3. Ask each group to read Section I.1 in the guide.
4. Then using the discussion questions to assist, ask each group to write down their answers in the relevant column.
5. Once they have finished, ask each group to stick up their flipchart in a display area.
6. Gather everyone around the display area and compare the different results, summarise the main unpaid caring activities that they have identified, and the amount of time spend on them.
7. Then ask everyone to consider what impact they think the time spent on caring activities has on their day-to-day life. Does this stop them from doing anything? Does it limit their time spent on any other activities?

## ACTIVITY SHEET: UNDERSTANDING PAID CARE WORK

### PART 1



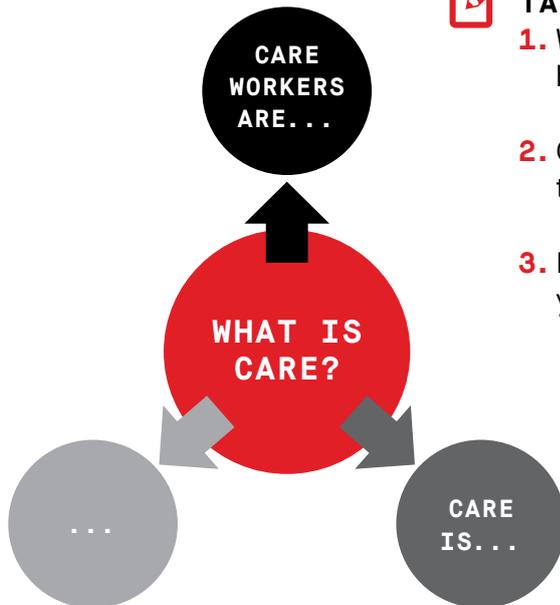
#### AIM

The aim of this activity is to help us to better understand what is meant by paid care work.



#### TASK

1. Working in groups, read the document that you have been given.
2. On the flipchart draw a mind-map and label the centre of the mind-map 'What is care?'
3. Read out and discuss the following questions from your own experience in your local context.
  - a. What is care?
  - b. What kind of activities comprise care work?
  - c. Who are the key actors that provide care in your country/ local community?
  - d. What are some examples of care occupations and who performs them?
  - e. What activities comprise social care?
  - f. Do you think care work is important? Why?
4. Write down your answers around the mind-map (see example).
5. Nominate someone to report back to the plenary.

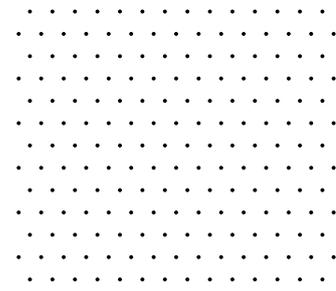


### FURTHER RESOURCES



#### RESOURCE SHEET

- Care work includes all paid and unpaid activities that are needed for the existence and wellbeing of society, and for the people within those societies. Care also includes the daily work that is needed to reproduce the workforce for the labour market.
- These care needs are met by different social actors. These actors include families and households, communities, the state, and the market.
- Care can be both direct and indirect. Direct care involves face-to-face care activities. This includes activities such as nursing the sick and feeding children. Indirect care does not involve face-to-face care activities. This includes activities such as cleaning, cooking, washing and care management.
- Care can be paid or unpaid. Paid care work is undertaken for pay, or monetary compensation.
- Social care is a form of care work that involves providing personal care and practical assistance to people who need extra support. Social care services include childcare, elderly care, long-term care and disability and mental health care.



## ACTIVITY SHEET: UNDERSTANDING UNPAID CARE WORK

### PART 2



#### AIM

The aim of the activity is to enable us to understand what is meant by unpaid care. It will also encourage us to share our experiences of unpaid care work.



#### TASK

1. Working in small groups, read Section I.1 in the guide.
2. On the flipchart you have been given, draw a table with two columns. Label one column 'Activity.' Label the second column 'Time Per Week' (see example below).
3. Read out and discuss the questions from your own experience.
  - What types of unpaid care activities can you think of?
  - Which unpaid care activities do you undertake? Every day? Every week?
  - How many hours do you spend on these activities (roughly)?
  - What impact do you think this has on your day-to-day life?
  - Do you think unpaid care work could be addressed by unions? How?
4. Write down your answers in the relevant column of the table.
5. Nominate someone to report back in a plenary discussion.

ACTIVITY	TIME PER WEEKLY
COOKING	6 HOURS PER WEEK

# ACTIVITY 2: THE CARE CRISIS & REBUILDING THE SOCIAL ORGANISATION OF CARE

## FACILITATORS NOTES



### TIME NEEDED

- 90 minutes



### RESOURCES NEEDED

- Two sets of coloured cards
- Flipcharts
- Marker pens
- Pins, or sticky tape
- Sufficient wall space or display boards to display cards



### AIM

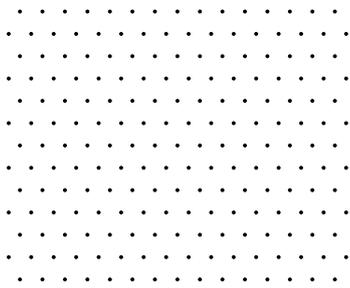
- To help participants to consider what factors have contributed to the care crisis.
- To enable participants to understand the agenda for rebuilding the social organisation of care as a way out of the care crisis



### TASK

In advance of the activity, the facilitator of the session should prepare a 10-minute presentation based on Section 1.2 of the guide. The presentation should give an overview of some of the main factors that have contributed to the care crisis. If possible, the facilitator could bring in some examples from the local context. Depending on the experience and understanding of the group, the facilitator could also ask the groups to read the relevant section of the guide.

1. Organise participants into groups.
2. Give each group two stacks of coloured cards, a flipchart, and a marker pen.
3. Give participants the presentation that has been prepared to introduce the topic.
4. Then, based on the presentation and their own experiences, ask the groups to think about the main causes of the care crisis. Ask them to also think about the main impacts that the care crisis has on women and on paid and unpaid care workers.
5. Prepare two display areas. Label one area 'causes' and the other 'impacts.'
6. On completion of the cards, ask participants to stick their cards in the relevant area.
7. Ask participants to feed back to the group in a plenary discussion.
8. Then, gather the group together around each of the display areas and discuss the most important causes and impacts.
9. End the session by giving a brief introduction to the agenda for rebuilding the social organisation of care as a way out of the care crisis (see *Section II*).



## ACTIVITY SHEET: THE CARE CRISIS



### AIM

The aim of this activity is to enable us to think about the causes, impacts, and solutions to the care crisis in our local context.



### TASK

1. Working in groups, using what you have learned in the presentation and your own experience, think about the main causes of the care crisis, think about the main impacts that the care crisis has in your local context, and think about the way out referring to the Care Manifesto
2. Write down your ideas on the different coloured cards. One answer per card.
3. Nominate someone to report your ideas back to the group.

## FURTHER RESOURCES

- Video: Who Cares? Fixing the care crisis, PSI  
<https://youtu.be/CmVoskAFaSc>
- PSI Care Manifesto: Rebuilding the Social Organisation of Care  
<https://peopleoverprof.it/campaigns/care-manifesto-rebuilding-the-social-organisation-of-care?id=11655&lang=en>

## ACTIVITY 3:

# DECENT WORK FOR PAID CARE WORKERS

### FACILITATORS NOTES



#### TIME NEEDED

- 90 minutes



#### RESOURCES NEEDED

- Flipchart
- Marker pens
- Display boards



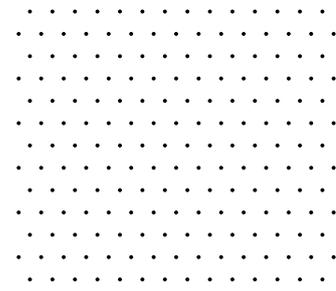
#### AIM

- To encourage participants to identify the main issues that are being faced in the workplace by care workers.
- To enable participants to develop demands to make to employers and governments to ensure decent work for care workers.



#### TASK

1. Organise participants into groups, based on workplace or occupation if relevant.
2. Give each group a flipchart and marker pens.
3. Ask each group to draw a table with three columns on the flipchart. They should label one column 'Issues', the second column 'Employers' and the third column 'Governments' (see *example*).
4. Ask participants to think about what key issues care workers face in the workplace. They should write these down in the relevant column.
5. Then ask participants to think about what action might be needed to address these issues. If needed, ask each group to read Section II.2 of the guide.
6. Ask participants to imagine that they are having a meeting with the employer and with the government to make demands to improve working conditions for care workers. Their objective is to come up with practical measures to address issues being faced at the workplace – this might mean integrating demands into collective bargaining, or campaigning for policy at the national level.
7. Encourage the groups to come up with demands and practical proposals specific to their workplace, rather than just general principles.
8. Once the groups have finished, ask the groups to present their ideas in a plenary discussion.



## ACTIVITY SHEET: DECENT WORK FOR PAID CARE WORKERS



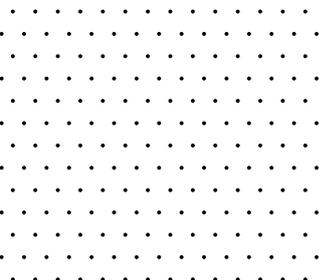
### AIM

The aim of this activity is to help us to think about what issues care workers are facing at the workplace. It also encourages us to develop demands to make to employers and government to reward and ensure decent work and representation for care workers.



### TASK

1. Working in small groups, use the flipchart provided and draw a table with three columns. Label one column 'Issues', the second column 'Employers' and the third column 'Governments' (see *example below*).
2. In small groups, think about the 5 most important issues that care workers are facing at the workplace.
3. Then, in small groups discuss the following questions:
  - a. What practical action does the employer need to take to deal with this issue? What measures can be negotiated in the workplace?
  - b. What demands can be made to government?
  - c. What action might we need to take within the union?
4. If you are struggling with ideas, read Section II.2 of the guide.
5. Write down your ideas in the relevant column in the table. Try and be as specific as possible.
6. Nominate someone to report back to plenary.



**REMEMBER - THE ILO DECENT WORK AGENDA SETS OUT FOUR PILLARS TO ENSURE DECENT WORK:**

- 1. Full and Productive Employment**
- 2. Social Protection**
- 3. Rights at Work**
- 4. Social Dialogue**

**EXAMPLE**

<b>ISSUES</b>	<b>EMPLOYERS</b>	<b>GOVERNMENT</b>
Low wages	<ul style="list-style-type: none"> <li>● Increasing wages</li> <li>● Gender-neutral job evaluation</li> </ul>	<ul style="list-style-type: none"> <li>● Legislating for a minimum wage</li> <li>● Ratification and implementation of ILO C100</li> <li>● Right to unionisation and collective bargaining</li> </ul>
Trade Union Rights	<ul style="list-style-type: none"> <li>● Effective implementation and respect of the right to unionise (<i>freedom of association</i>)</li> </ul>	<ul style="list-style-type: none"> <li>● Implementation and integration of ILO C87 into national law</li> </ul>
Feminised workforce		
Violence and harassment against workers		

**FURTHER RESOURCES**

- ILO: Gender Neutral Job Evaluation for Equal Pay, A Step-By-Step Guide [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---declaration/documents/publication/wcms\\_122372.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_122372.pdf)
- PSI: Equal Pay-Wage Justice Campaign <https://peopleoverprof.it/campaigns/equal-pay--wage-justice?id=5698&lang=en>

## ACTIVITY 4:

# INTEGRATING CARE DEMANDS

# INTO THE UNION AGENDA

### FACILITATORS NOTES

#### TIME NEEDED

- 2 hours

#### RESOURCES NEEDED

- Flipcharts and pens
- Copies of resource sheet
- Display boards

#### AIM

- To encourage participants to understand why care is an important issue for trade unions.
- To enable participants to develop demands to make to employers and governments to strengthen care-based leave policies.

#### TASK

1. Organise participants into group, based on specific sectors or workplaces if possible.
2. Distribute a copy of the Resource Sheet to all participants.
3. Ask the groups to read the handout and make sure that everyone understands the information.
4. Ask each group to read the activity sheet and to imagine that they are having a meeting with their employer and/or the government to discuss effective implementation of care leave policies. Their aim is to develop specific demands and/or clauses on care that can be integrated into collective bargaining and/or social dialogue in their local context.
5. Encourage everyone to provide practical proposals, rather than just general principles.
6. When all the groups have completed the task, ask each group to make a presentation.
7. Summarise the main demands and arguments that emerge from the presentations.

## ACTIVITY SHEET: INTEGRATING CARE DEMANDS INTO THE UNION AGENDA



### AIM

The aim of this activity is to develop proposals and demands to encourage employers and governments to develop and strengthen care-based leave policies.



### TASK

1. Working in small groups, read the Resource Sheet.
2. Imagine that you are having a meeting with your employers and/or the government to discuss the improvement of care-based leave policies.
3. Your task is to come up with specific demands and/or clauses that can be included in collective bargaining and/or social dialogue that address the issue of care.
4. Discuss your negotiating strategy and possible good arguments to use when negotiating support from employers and governments. Make sure to come up with practical proposals, rather than just general principles.
5. Consider the following questions:
  - a. What practical action should the employer take to improve care-based leave.
  - b. What about the government? Ratification? Implementation?
  - c. Are there agreements already in place that could be strengthened? How could they be strengthened?
  - d. How can you integrate these issues into your union agenda?
  - e. What arguments can you use to persuade employers and/or governments?
6. Using the flipcharts provided, prepare a presentation to make in a plenary session.

## FURTHER RESOURCES



### RESOURCE SHEET WHAT IS CARE-BASED LEAVE?

- **Maternity and Paternity leave:** leave for mothers and fathers associated with birth of children and adoption of children.
- **Parental Leave:** leave linked to bringing up/raising children.
- **Family Leave:** leave linked to care for other people in household (elderly, sick, and disabled).

At the international level, care-related international labour standards have been developed by the ILO, which include leave provisions and social security measures to support people with family responsibilities. Many states have also developed care policies at the national level.

Care-based leave may be legislated by governments and/or provided by employers. ILO Conventions and other regional standards lay the foundations to enable unions to demand regulations from governments to ensure care-based work leave.

- **ILO Maternity Protection Convention, 2000 (No.183) and accompanying Recommendation (No.191)** covering maternity benefits provides 14 weeks of maternity leave for employed women. It also stops employers from ending a woman's employment during pregnancy or maternity, and women returning to work must have the same or similar position and pay. It also recommends increasing it to at least 18 weeks to ensure adequate rest and recovery time for the mother.
- **ILO Convention on Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities, 1981, (No.156)** calls on governments to make sure that people with family responsibilities are not discriminated against at work or in recruitment. Governments should promote equal treatment and develop childcare and family services.
- **European Council Parental Leave Directive (2010/18/EU)** compels employers to give parental leave to either parent for a minimum of four months on the birth or adoption of a child. Workers have the right to return to work after taking parental leave. The scope also includes part-time workers, fixed term contract workers and temporary workers.
- **European Council Directive on equal treatment of self-employed workers (1986) (86/613/EEC)** (women and men) and of self-employed women during pregnancy and motherhood.
- **EU Work-life Balance Directive (2019)** encourages more equal sharing of parental leave and addresses women's underrepresentation in the labour market. Measures include:
  - Paternity leave (minimum of 10 days leave around the birth of the child)
  - 4 months parental leave (2 out of 4 months non-transferable between parents)
  - 5 days of leave per year for caregivers
  - Flexible working arrangements for caregivers and working parents

## ACTIVITY 5:

# IMPROVING REPRESENTATION OF WOMEN

# IN THE UNION AND IN ADVOCATING

# FOR REBUILDING THE SOCIAL

# ORGANISATION OF CARE

## FACILITATORS NOTES

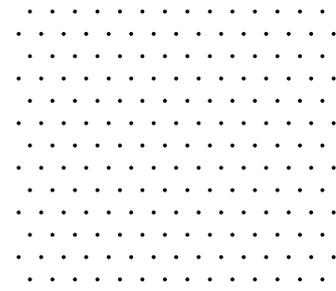
 **TIME NEEDED**  
• 2 hours

 **RESOURCES NEEDED**  
• Flipchart  
• Marker Pens  
• Pins or sticky tape

 **AIM**  
• To enable participants to come up with ideas to improve the representation of women in unions.  
• To enable participants to consider opportunities for women to take an active role in campaigning for rebuilding the social organisation of care.

 **TASK**

1. Organise participants into mixed groups of men and women. Depending on the nature of the event, groups could be organised depending on their role in the union, employment status or sector.
2. Ask each group to draw a table with two columns on the flipchart. They should label one column 'Opportunities' and the second column 'Union Action'(see *example*).
3. Ask the groups to consider the discussion questions in relation to the agenda for rebuilding the social organisation of care and to fill in their ideas into the relevant column.
4. Then ask each group to prepare a presentation summarising the key issues and opportunities that they have identified, and the key union action that can be taken.
5. Return everyone to their seats and summarise the proposals and ideas from the presentations.



## ACTIVITY SHEET: IMPROVING REPRESENTATION OF WOMEN IN THE UNION AND IN ADVOCATING FOR REBUILDING THE SOCIAL ORGANISATION OF CARE



### AIM

The aim of this activity is to enable us to come up with ideas to improve the representation of women in the union and to think about that opportunities for action that women can take to advocate for rebuilding the social organisation of care.



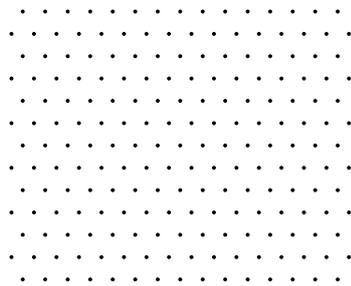
### TASK

Our demands for rebuilding the social organisation of care can only be achieved if we have strong unions to win them. But strong unions mean representative unions. Women are key actors in fighting for gender equality and raising the union's collective power and voice. Unions need to demand that women workers and care workers are properly represented in the union so that they are able to fully and effectively participate in all negotiations in the union and in advocating for rebuilding the social organisation of care.

1. Working in small groups, draw a table with two columns on the flipchart that you have been given.
2. Label one column 'Opportunities' and the second column 'Union Action' (see *example below*).
3. Consider the following questions and write your ideas down into the relevant column.
  - a. Are women properly represented in the union? Why? Why not?
  - b. What are the underlying causes of this issue?
  - c. What opportunities does the agenda for rebuilding the social organisation of care present for improving women's representation?
  - d. What role could women take in advocating the agenda for rebuilding the social organisation of care? What action could be taken in the union?
  - e. How could this strengthen women's representation in the union?
4. Prepare a short presentation which summarises the key ideas that you have identified.

### EXAMPLE

OPPORTUNITIES	UNION ACTION



# ACTIVITY 6: THE ROLE OF THE STATE IN CARE

## FACILITATORS NOTES



### TIME NEEDED

- 2 hours



### RESOURCES NEEDED

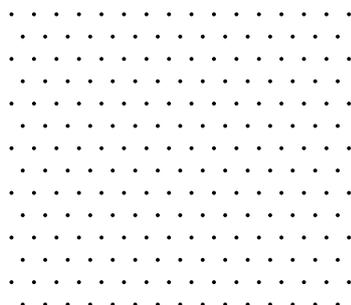
- Flipcharts
- Marker Pens
- Stack of coloured postcard-sized cards
- Pins or sticky tape
- Display boards

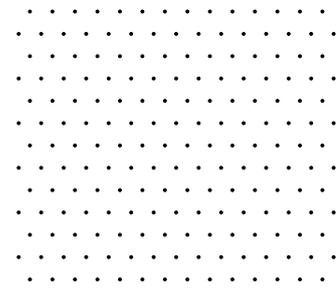


### AIM

- To understand the role of each actor in the social organisation of care.
- To enable participants to understand the role of the state in providing social care.
- To encourage participants to come up with key demands and measures to make to the state to ensure proper regulation of care.

THIS ACTIVITY IS IN TWO PARTS.





## PART 1



### TASK

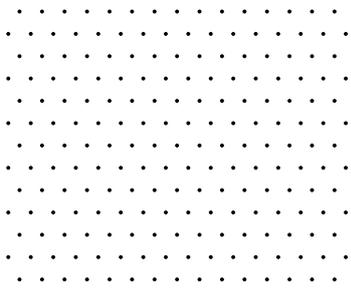
1. Organise participants into groups, giving each group a stack of cards, perhaps 5-10 cards per group.
2. Ask participants to consider who are the key actors are that provide care in their local context.
3. They should write down the actors on the coloured cards – one card per actor.
4. Then ask the groups to stick the cards up on the walls. They can also look at the relevant section of the guide to assist with their discussion (see *Section I.1*).
5. On completion of the cards, gather the groups around the display area.
6. Ask the groups to explain the actors they have identified, and ask them to consider the following questions:
  - a. What role do these actors play in social care?
  - b. Which of these actors is most important for providing social care?
7. End the session by giving a brief introduction to explain why the state is the most important actor in the care system, using the relevant part of the facilitator guide to assist with the presentation (see *Section I and II*).

## PART 2



### TASK

1. In their groups, and using the flipcharts and pens provided, ask each group to draw three mind-maps labelled 'investment', 'service provision', 'decent work.'
2. Depending on the experience and understanding of the group, the facilitator can prepare a short presentation based on section II of the guide, or the facilitator can distribute the relevant part of the guide for participants to read.
3. Ask each group to consider what demands and measures they can come up with focused around the three categories and to note down their ideas on the relevant mind-map.
4. Encourage groups to be as specific as possible.
5. When everyone has had the opportunity to prepare their mind-maps, ask each group to report back in a plenary discussion.



## ACTIVITY SHEET: ACTORS IN THE SOCIAL ORGANISATION OF CARE

### PART 1



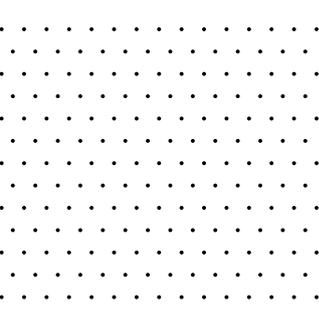
#### AIM

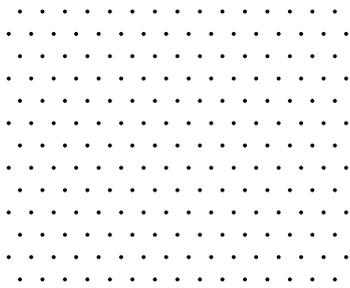
The aim of this activity is to enable us to understand which are the key actors in the social organisation of care and what roles these actors play.



#### TASK

The 'social organisation of care is the way that care needs are met by the economic, political, and cultural relationships between the different actors that are involved in providing care.

1. Working in small groups and using your own experience, consider which are the main actors in the social organisation of care. Make sure to be specific for your local context.
  2. Consider the following questions to help with your discussion:
    - a. Who are the key actors in providing care?
    - b. What role do they play in providing care?
    - c. Which are the most important actors?
  3. Write down your ideas on the coloured cards you have been given – one answer per card.
  4. Once you have completed the cards, stick them up in the relevant display area.
  5. Nominate someone to report your ideas back to the group.
- 



## ACTIVITY SHEET: REGULATION OF THE CARE SYSTEM

### PART 2



#### AIM

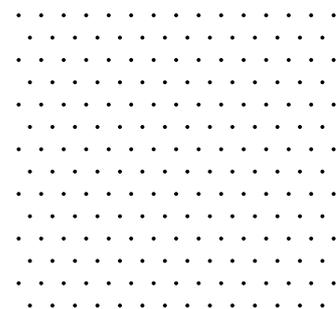
The aim of this activity is to come up with key demands and measures to make to the state to ensure proper regulation of care.



#### TASK

The 'social organisation of care is the way that care needs are met by the economic, political, and cultural relationships between the different actors that are involved in providing care. This includes households, communities, the state, and increasingly the market. However, the state must take a leading role in the social organisation of care. It is a fundamental actor in terms of care provision, and regulation of services in all economic, political, social, and cultural dimensions. As unions we need to fight for the state to reform and regulate care services and systems.

1. Working in groups, use the flipchart and pens provided and prepare three mind-maps.
2. Label the mind-maps
  - a. Investment
  - b. Service Provision
  - c. Decent Work
3. Based on the presentation you have been given, consider what demands for measures you can come up with focused around the three categories.
4. Write down your ideas around the related mind-map.
5. Nominate someone to report back in a plenary discussion.



# ACTIVITY 7:

## BUILDING A CAMPAIGN

### TO LOBBY GOVERNMENTS

#### FACILITATORS NOTES

 **TIME NEEDED**

- 3 hours

 **RESOURCES NEEDED**

- Flipcharts
- Marker pens
- Two stacks of coloured cards
- Display boards/flipcharts
- Pins or sticky tape

 **AIM**

- To enable participants to consider what demands they can make to government to rebuild the social organisation of care.
- To encourage participants to identify and map key targets and allies in a campaign for rebuilding the social organisation of care.

**THIS ACTIVITY IS IN TWO PARTS.**

#### **PART 1: MAKING DEMANDS TO GOVERNMENT**

 **TASK**

In advance of the activity, the facilitator of the session should prepare a 15-minute presentation based on Section II of the guide. The presentation should introduce the key demands that unions can make to government to rebuild the social organisation of care. Depending on the experience and understanding of the group, participants can either be shown a presentation or can read the relevant sections of the guide to discuss within their own groups.

1. Organise participants into small groups.
2. Ask them to imagine that they are having a meeting with the government to discuss their vision and key demands for rebuilding the social organisation of care. The activity could be organised to take place over one or more days, or in one or more working group sessions, depending on time available, so each key demand can be addressed separately and in greater detail.

3. Their objective is to come up with key demands for the government around public investment and policy.
4. When all the groups have completed the task, ask each group to make a presentation of their ideas.
5. Summarise the main demands from the presentations.  
**Note:** The presentation should focus on the following key demands:
  - ▶ Recognising the social and economic value of care
  - ▶ Recognising the human right to care
  - ▶ Investment in free, universal and gender-transformative public care and public services
  - ▶ Fair and progressive gender equal tax and fiscal reforms
  - ▶ Improving women's labour force participation
  - ▶ Representation and decision-making of women workers

## PART 2: IDENTIFYING TARGETS AND ALLIES



### TASK

1. Organise participants into small groups.
2. Ask each group to read the Resource Sheet.
3. Then, based on what was discussed in Part 1 of the activity, ask the groups to identify specific targets in a campaign for rebuilding the social organisation of care. This might include people or institutions that have the position of power to take action on the care system. Ask each group to write them down on the flipchart, arranged in a mind-map (see *example*).
4. Then ask each group to identify potential allies. This includes people or organisations who might work alongside them in a campaign, with special attention to feminist movements and organisations, as well as anti-privatisation social movements. Ask each group to write them down on the flipchart, arranged in a mind-map (see *example*).
5. Encourage participants to be as specific as possible in their responses.
6. When they have completed their flip charts, ask everyone to gather around a display area, and pin the flip charts where everyone can see them.
7. Ask each group to present their flipcharts, explaining why they made their choices.
8. Then, ask everyone to discuss:
  - a. the most important targets, and the demands that can be made to them
  - b. the most important allies, and how can we work with them in the campaign

## ACTIVITY SHEET: DEMANDS TO GOVERNMENT

### PART 1



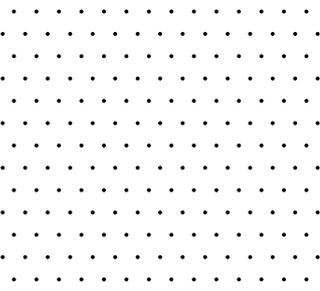
#### AIM

The aim of this activity is for us to consider what demands we can make to government in our campaign to rebuild the social organisation of care.



#### TASK

1. Imagine that you have a meeting with the government to discuss key policies and investment that you want them to introduce to help to rebuild the social organisation of care.
2. Consider the following questions to help formulate your demands.
  - a. What public policies and/or investment are needed to support rebuilding the social organisation of care?
  - b. How can we make these demands gender-transformative?
  - c. What arguments can we use to persuade government?
  - d. What other organisations might we need to make demands to?
3. Note down each demand/measure on a flipchart.
4. Remember that the measures should be relevant for the specific needs of your local context.
5. Prepare a presentation of your key demands to report back in a plenary discussion.



## ACTIVITY SHEET: IDENTIFYING TARGETS AND ALLIES

### PART 2



#### AIM

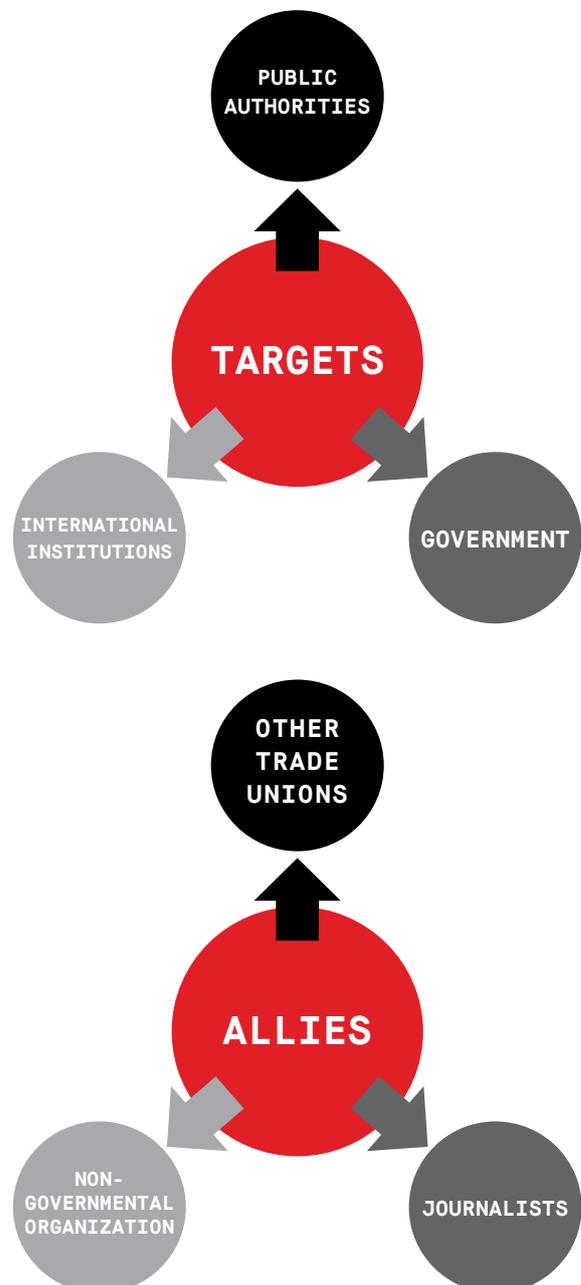
The aim of this activity is to enable us to produce a map of individuals and organisations that could be targets or allies in campaigning for rebuilding the social organisation of care.

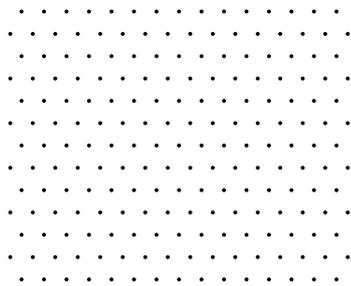


#### TASK

The agenda for rebuilding the social organisation of care calls for systemic change to the current organisation of care. To be most successful we need to identify potential campaign targets (those people or institutions who have the position of power to take action on the care crisis) and allies (those who could strengthen or give support to a campaign).

1. Working in small group, read the Resource Sheet.
2. On the flipcharts, draw two mind-maps. Label one mind-map 'targets' and the other 'allies (see examples).
3. Read out and discuss the following questions:
  - a. What people, organisations or institutions have the position of power to take action on the care crisis? Who will we need to persuade? Who will we need to negotiate with?
  - b. What people or organisations might we work alongside in a campaign on the care system? Who will join us in the campaign? Who can attract the attention of the government?
4. Write down your answers on the relevant flipchart. Try and be as specific as possible.
5. Nominate someone to report back on your mind-map in a plenary discussion.





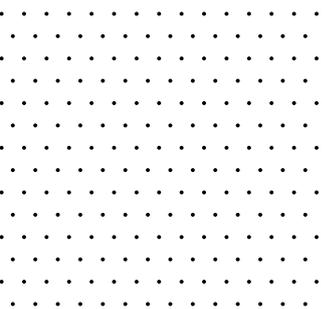
## FURTHER RESOURCES

### RESOURCE SHEET

#### TARGETS

There are many different potential targets in campaigning to rebuild the social organisation of care. This might include:

- Governments at national and local levels, members of parliament, ministers, and government departments who need to step up and reclaim their role as funders, providers, regulators, and policymakers of care.
- Regional governmental bodies, who sometimes set policies that some governments must adhere to.
- Public authorities that have the position of power to reform care services, set and enforce stronger regulation of care systems at the local level, and provide local care services.
- International organisations and international financial institutions who support the development of international labour standards and international human rights standards, and who can play an important role in strengthening the regulation of global financial systems.





## ALLIES

Rebuilding the social organisation of care can only be achieved collectively. Unions need to make strategic alliances amongst the trade union movement, feminist movements, human rights, and tax justice organisations to work for transformation at the global level. Building alliances and networks with other movements can enable unions to develop integrated and coordinated campaigns to fight for transformation.

There are many different organisations that are potential allies in the campaign.

- The support of other trade unions and other workers' organisations is important. This can include trade unions in the same sector and in other sectors with common issues and objectives. Remember: the unpaid care burden is an issue that affects all workers.
- Women's and feminist organisations are also important allies. Although care is not specifically a women's issues, women face a disproportionate care burden from unpaid caring responsibilities. Paid care work is also largely carried out by women.
- Human rights, tax justice, anti-privatisation social movements and other non-governmental organisations who can help to provide research and advocacy support and can enable unions to build campaigns for transformation.
- Academics and research institutions who focus on paid and unpaid care, women's rights, or human rights.
- Some examples of organisations working on care include:
  - ActionAid
  - Centre for Economic and Social Rights
  - Developing Alternatives for Women for the New Era
  - FEMNET
  - Global Alliance for Tax Justice
  - Global Initiative for Economic, Cultural and Social Rights
  - Tax Justice Network
  - Womankind

## FURTHER RESOURCES

- UN Women, A Toolkit on Paid and Unpaid Care Work – From 3Rs to 5Rs  
<https://www.unwomen.org/en/digital-library/publications/2022/07/a-toolkit-on-paid-and-unpaid-care-work>
- Global Alliance for Tax Justice: Framing Feminist Taxation Guide  
Volume 1: <https://globaltaxjustice.org/librarys/enmarcando-la-tributacion-feminista-su-aplicacion-en-uganda-2021/>  
Volume 2: <https://globaltaxjustice.org/librarys/enmarcando-la-tributacion-feminista-vol-2/>



**INTERNATIONAL**

*The global union federation of workers in public services*

45 AVENUE VOLTAIRE, BP 9  
01211 FERNEY-VOLTAIRE CEDEX  
FRANCE

TEL: +33 4 50 40 64 64  
E-MAIL: [PSI@WORLD-PSI.ORG](mailto:PSI@WORLD-PSI.ORG)  
[WWW.PUBLICSERVICES.INTERNATIONAL](http://WWW.PUBLICSERVICES.INTERNATIONAL)

Public Services International is a Global Union Federation of more than 700 trade unions representing 30 million workers in 154 countries. We bring their voices to the UN, ILO, WHO and other regional and global organisations. We defend trade union and workers' rights and fight for universal access to quality public services.