



WE-CARE STORIES

QUARTERLY NEWSLETTER | JUL – SEP 2020

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PM's MESSAGE



Sarah Hall

WE-Care Programme Manager



Cover photo story and credit.

Representatives from the United Nations, Oxfam, the Kampala Capital City Authority, and others pose during the launch of the WE-Care Phase 4 in Uganda. *Photo by Oxfam in Uganda and UWONET*

This quarter has seen the inception and planning phase for the current phase of the WE-Care project draw to a close. The inception period has given the team time to develop influencing and communications strategies, monitoring and evaluation frameworks, and activity plans and budgets.

It has also seen some really exciting new partnerships formed in Ethiopia, Kenya, and Zimbabwe with the Network of Ethiopian Women Association (NEWA), who work with member organizations and associations on gender equality in Ethiopia; GROOTS Kenya, a grassroots women's rights organization (WRO) working in mainly rural areas to support the empowerment of women; Shamwari Yemwanasikana, a community based NGO that seeks to promote the rights and empowerment of girls at home and in schools and communities in Zimbabwe; and the Women's Academy for Leadership and Political Excellence (WALPE), who support women to run for public office in Zimbabwe. We're very much looking forward to working with and learning from our new partners over the next few years.

Alongside the internal planning, September saw the Uganda team and our partner the Uganda Women's Network (UWONET) take the opportunity of some restrictions easing in country to launch the project and engage government officials in Kampala and Gulu. The launch events aimed to create publicity and increasing understanding about phase four of the project by presenting unpaid care and domestic work as a critical human rights and economic development issue. Both events attracted stakeholders from Government Ministries, Departments and Agencies, fiscal justice and tax actors, private sector, WROs, labor rights organizations, the media, and academia.

Another real highlight was the opportunity to partner with Monica Obaga, a talented artist from Kenya, to celebrate African women and girls on African Women's Day in July. The social media campaign #AfricanWomenCan allowed WE-Care teams and partners to share their vision for a more equal future for women and girls—where unpaid care is carried out more equitably, freeing women and girls' time and enabling them to reach their full potential—through a series of Monica's images.

We hope you enjoy reading about our work in the last quarter and, as always, we're keen to hear from you with feedback, ideas, and your own experiences of care work!



WE-CARE CELEBRATES AFRICAN WOMEN AND GIRLS IN ITS AFRICAN WOMEN'S DAY CAMPAIGN

▲
IN THE LEAD UP TO THE JULY 31ST CELEBRATION OF THE AFRICAN WOMEN'S DAY, THE WE-CARE PAN-AFRICA PROGRAMME—including country teams in KENYA, ETHIOPIA, UGANDA, AND ZIMBABWE—DELIVERED A SOCIAL MEDIA CAMPAIGN THAT REFLECTED THE FUTURE AFRICAN WOMEN AND GIRLS DESERVE.

Through the #AfricanWomenCan campaign, the WE-Care programme reflected on its vision of a more equal future for African women and girls, where everyone—including men and boys and governments and businesses—value the care work they provide by sharing workloads at home, investing in public infrastructure and services that reduce care work, and involving carers in decisions that affect their lives.

Ultimately, the future the programme envisions for African women and girls is one where they have control over



where they can spend their time—be it in education, business, community engagement, and paid work, among others.

To visualize this future, WE-Care teamed up with African artist Monica Obaga to create artworks that were shared widely on social media.

The campaign ran from 27–31 July 2020, which also aimed to keep the momentum going from the previously held #HowICare campaign in June 2020.

For questions on this campaign, write to Vin Aranas (MAranas@oxfam.org.uk).

NEW OPINION PIECE

SHARING THE CARE WORK LOAD



▲
**THIS THINK PIECE—WRITTEN BY
JEANETTE DULAWAN AND LEAH
PAYUD OF OXFAM PILIPINAS—WAS
FIRST PUBLISHED ON [INQUIRER.NET](#).**

In the last few months, as we have focused on “flattening the curve,” our regular lives have been put on pause by quarantine measures. Our homes have become our workspaces, classrooms, restaurants, entertainment venues, 24 hours a day.

More than half of the women Oxfam surveyed across five countries—the United States, the United Kingdom, Kenya, Canada, and the Philippines—say that they are spending more time on care work since the pandemic. This includes more time preparing meals, washing and cleaning up, caring for young children and relatives.

Specific to the Philippines, our data show that women are generally

spending up to five more hours a day on care work.

With more men at home during the pandemic, either in work-from-home arrangements or home because they are unable to work or have lost their jobs, we are also seeing that the amount of time men spend on care work is increasing.

Close to two-thirds of men Oxfam surveyed in the Philippines this year said their unpaid care and domestic workload had risen during the pandemic.

The data drawn from urban and poor communities in the Philippines tell us that men who now spend considerably less time working are now filling their time with cleaning the house, washing clothes, fetching water, and preparing meals. But are men doing more care work because of the interruption of their customary schedules brought about by containment measures? Or are we truly seeing a shift away from care work being seen as women's work and

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toward a more equitable distribution of household tasks?

At any rate, women continue to work more, work harder, and work longer hours. The additional hours of care work brought on by this pandemic are taking a toll. Close to half of the women we surveyed across five countries, including the Philippines, reported more anxiety, depression, lack of rest and sleep, and physical illness because of increased unpaid care work caused by the pandemic.

Even before COVID-19, women's health was already impacted by their care work—two-thirds of women in the Philippines had experienced an injury, illness, disability, or other harm from their care work.

We, the authors, are no different. As parents of two growing children, with

leadership roles in our organization, and like many other mothers working from home, we have to juggle our responsibilities, and the expectations and demands of our jobs, while caring for our families, keeping our homes clean and disinfected, and home-schooling our children. The hours in the day may be the same, but expectations around what we do in those hours have intensified.

We are now seeing what a world that does not value care work looks like. It looks like tired, overworked, anxious, depressed, and physically ill women.

Governments have a clear role to play in building more equal feminist economies that support men and women caregivers through paid sick, family, and medical leave from work. Governments must invest in public services like education, childcare facilities, and transportation infrastructure.

We have seen successes on this front—eight municipalities in

Visayas and Mindanao have enacted landmark laws that commit the use of gender and development budgets specifically for care-related services, like *barangay* day care centers, market roads, and community laundry areas.

As the world starts to open up, societies must recognize the critical role that unpaid care work plays in keeping our families, communities, and economies functioning and healthy.

This pandemic could be the start of creating a new normal around sharing care work. *Photo by Aurelie Marrier d'Unienville*

Share your thoughts about this opinion piece to Jeanette Dulawan (JDulawan@oxfam.org.uk) and Leah Payud (LPayud@oxfam.org.uk).

Check out what's new at Oxfam Pilipinas:

- Towards a Better Normal: A Study on Inequalities and the Lack of Human Development in the Philippines | [READ HERE](#)
- Oxfam Pilipinas: Annual Report 2020 | [READ HERE](#)

OXFAM IN UGANDA AND THE UGANDA WOMEN'S NETWORK LAUNCH PHASE 4 OF THE WE-CARE PROGRAMME

▲
OXFAM IN UGANDA AND ITS LONG-TIME PARTNER UGANDA WOMEN'S NETWORK (UWONET) LAUNCHED THE WE-CARE PHASE 4 PROJECT ON 8 SEPTEMBER IN KAMPALA AND 10 SEPTEMBER IN GULU CITY.

Both launches attracted key stakeholders from central and local government, civil society organizations, cultural institutions, the academe, and religious institutions. In both Kampala and Gulu, more than 145 people participated in the launch.

According to Oxfam in Uganda Country Director Francis Odokorach Shanty: "Failure of governments to recognize the value of care and adequately invest in care-supporting public services and infrastructure means the responsibility for providing this social good continues to fall unfairly on the shoulders of women and girls."



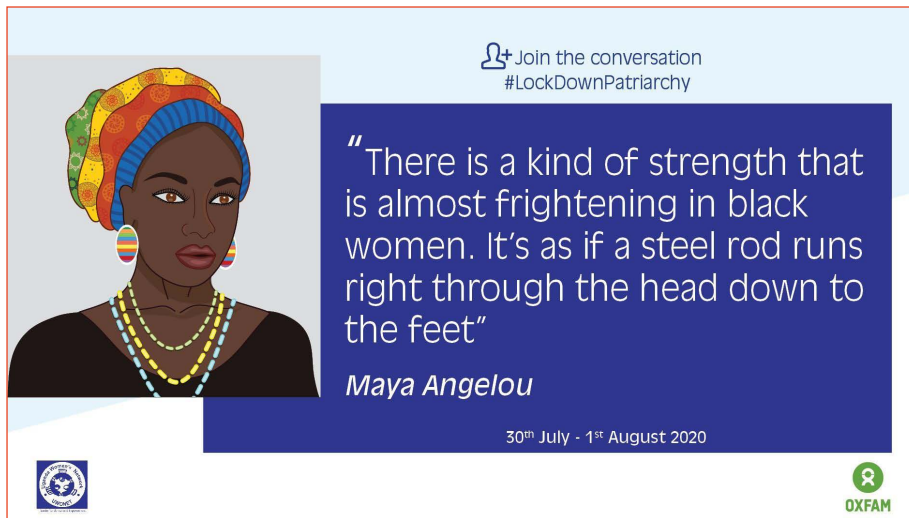
■ **LEFT:** Jane Sanyu Mpagi, a care specialist, says that it is hard for many women to balance office work and UCDW. As a result, most of them opt to work in the informal sector. **RIGHT:** Oxfam in Uganda CD Francis Odokorach Shanty gives remarks and provides the strategic direction for WE-Care in Uganda.

"The implications of this are clear: **women and girls are trapped in cycles of time and income poverty, with little time and choice to take part in education, paid work, civic**

life, or rest and leisure," he added.

Galvanizing WE-Care's impact in Uganda, the following key

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commitments were made during the launch:

- **Scale up approaches** to address unpaid care and domestic work (UCDW) issues
- **Work with different stakeholders** to achieve the intended outcomes, as well as with the government and the private sector to bring about change in terms of the policy agenda
- **Conduct continuous and timely research**, as well as **engage with the Uganda Bureau of Statistics and other government agencies**, to ensure that UCDW is recognized in the country's gross domestic product
- **Work towards ensuring that water, electricity, and other utility services are made affordable** for the population, with the acknowledgement that

most of the services are provided through public private partnerships

The launch was highly publicized through the following media engagements:

- Talk show on Radio One (September 8) | [LISTEN HERE](#)
- Message from the Kampala Capital City Authority's Executive Director | [READ HERE](#)
- Feature at KFM News (September 9) | [READ HERE](#)
- Livestream via UWONET's Facebook page | [WATCH HERE](#)

Prior to this launch, Oxfam in Uganda and UWONET participated in the #AfricanWomenCan campaign by highlighting the inequalities women and girls still face around gender roles and care work; documenting their experiences on UCDW, especially with the emergence of COVID-19; and recognizing the key roles they play in fighting the pandemic within households and communities.

For more information, write to Charity Namara (Charity.Namara@oxfam.org) and Wilson Senyonyi (Wilson.Senyonyi@oxfam.org).



KENYA

AMPLIFYING WOMEN'S VOICES IN KENYA: ENGAGING THE ANNUAL BUDGET PROCESSES

▲
IN KENYA, THE BUDGET CALENDAR IS AN ANNUAL EXERCISE THAT COUNTIES UNDERTAKE AS PART OF THE DEVELOPMENT PLANNING PROCESS. THE BUDGET PROCESS HAS FOUR PARTS: FORMULATION, APPROVAL, IMPLEMENTATION, AND OVERSIGHT. IT IS IN THE FORMULATION STAGE WHERE WOMEN AND MEN GET AN OPPORTUNITY TO PARTICIPATE AND PRESENT THEIR COMMUNITY NEEDS AND PRIORITIES.

■ On behalf of women champions in her county, Shosho Manyanga submits their priority areas to Dagoretti Sub-County Administrator. *Photo by Purity Jebor/Youth Alive! Kenya*

Women face several barriers that hinder their participation in public spaces and processes. These barriers are both structural and societal—and

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can be linked to the social, cultural, and gender norms that restrict their participation in decision-making spaces.

Gender norms that confine women's life and time to the domestic sphere is one of the barriers to their participation in decision-making processes, particularly in public spheres of development.

This is why women's participation and representation in the budget process is important—so their voices are heard in the annual development plans where they can articulate their priorities based on their needs.

In August 2020, WE-Care partners Youth Alive! Kenya and GROOTS Kenya mobilized and engaged women

and men from Nairobi, Kiambu, and Kitui counties to respond to the call for submissions on the County Development Plan. The women and men who participated in the drafting of the memo raised their priority needs, which were then handed over to policymakers.

Across the three counties, a total of 119 (15 men and 104 women) participated in this process. **They prioritized the provision of clean and accessible water; accessible and equipped health care, early childhood development, and education centers; and accessible market sheds and roads.** These priorities were submitted to the county government for inclusion and budgeting in the Annual Development Plan.

Youth Alive! Kenya and GROOTS Kenya, in partnership with community

social auditors, will continue to track the inclusion of the mentioned priority areas in the master county Annual Development Plan document and, subsequently, in the 2020/2021 budget. They will also monitor the implementation of these priority areas.

The inclusion and implementation of the priority areas will be a significant step towards the reduction and redistribution of unpaid care and domestic work in households and communities in the three counties.

For more information, write to Ruth Oloo (ROloo@oxfam.org.uk).



MEN AND CARE WORK: REFLECTING ON HOUSEWORK AND HOUSEHOLD MANAGEMENT DURING COVID-19 IN ZIMBABWE



▲ **THE COVID-19 PANDEMIC HAS MADE IT ABUNDANTLY CLEAR THAT CARE WORK—WHETHER PAID OR UNPAID—IS FUNDAMENTAL TO OUR ECONOMIC AND SOCIETAL SURVIVAL. IN ZIMBABWE, SOME MEN HAVE BECOME MORE INVOLVED IN PROVIDING UNPAID CARE DURING THE LOCKDOWN.**

According to the #HowIcare campaign survey in June 2020, there was a marginal increase in the number of hours men spent on unpaid care and domestic work (UCDW) in the areas of Budiriro, Hatcliffe, and Glenview. However, on average, men still spent significantly less time in UCDW and significantly more time in paid work, which is the complete opposite for women.

While the amount of time men spent caring for children had risen, the time women spent on child care had also increased; as such, the average difference between the time men and women spent in child care did not change significantly. Furthermore, while the survey showed that men spent more time on UCDW (e.g., cooking, fetching water, and caring for the children), women still did the bulk of this work during the pandemic.

To help address this, Oxfam in Zimbabwe is working with community members (known as care champions)

and local and religious leaders, who are trusted and respected members of the community. Their ability to interact with diverse community members has been proven to be highly effective, as they can serve as role models to change the narrative on UCDW and shift the negative social norms that underpin it.

WE-Care in Zimbabwe will endeavor to: (1) reduce UCDW by investing more in care-related infrastructure and services within communities; (2) address social norms by redistributing and promoting equal sharing of UCDW by consistently engaging men through group education, rolling out community events, and public campaigns; and (3) advocate for the public and private sectors to have flexible working arrangements to balance work and family commitments. *Photo by Oxfam in Zimbabwe*

For questions, write to Regis Mtutu (RMtutu@oxfam.org.uk).

ANNOUNCEMENTS AND OPPORTUNITIES



FOR MORE INFORMATION ON THE **WOMEN'S ECONOMIC EMPOWERMENT KNOWLEDGE HUB WEBINAR SERIES** (UPCOMING WEBINARS AND RECORDINGS OF PREVIOUS ONES), WRITE TO AISSA BOODHOO AT ABoodhoo1@oxfam.org.uk.

Our WEE Knowledge Hub Coordinator also compiles an up-to-date **COVID AND GENDER RESOURCE LIBRARY** that you can access through Box.



CHECK OUT OXFAM'S CORONAVIRUS INFORMATION CENTER. It's a space where you will find all you need to know about our response to the Coronavirus pandemic: daily updates, program guidance, alphabet of links, FAQ, and more.



JOB OPPORTUNITIES AT OXFAM

- Wash Team Leader | **APPLY NOW**
- Women's Leadership Programme Officer | **APPLY NOW**
- Research on Refugee Right to Associate in Uganda | **APPLY NOW**
- Gender Justice Multimedia Consultant | **APPLY NOW**
- Gender and Partnership Officer | **APPLY NOW**
- Deputy Country Director-Programmes | **APPLY NOW**
- Consultant Increased Women and Young Women Entrepreneurs' Access to Capital and National Market | **APPLY NOW**



FOR MORE INFORMATION ABOUT WE-CARE STORIES:

Contact Vin Aranas at MAranas@oxfam.org.uk





WE-CARE STORIES JUL-SEP 2020

The Women's Economic Empowerment and Care (WE-Care) programme is a regional programme funded by the William and Flora Hewlett Foundation.

For more information about WE-Care, visit our website [HERE](#).
You may also contact Mark Vincent Aranas at MAranas@oxfam.org.uk.