

---

# **Global mapping of the provision of care through cooperatives: Preliminary findings**

Lenore Matthew

International Labour Organization (ILO)

Cooperatives Unit (COOP)

Gender, Equality and Diversity Branch (GED)

ILO-ICA Cooperatives and the World of Work Research Conference

Antalya, Turkey

9 November 2015

---



# Context 1: What is care?

---

## ▶ Tasks

- ▶ e.g., cooking, cleaning, minding, bathing, assisting with daily living

## ▶ Takes place in a variety of settings

- ▶ e.g., beneficiaries' homes, specialized facilities

## ▶ Performed by a variety of caregivers and care workers

- ▶ Families

- ▶ e.g., social workers, nurses, home aids, nannies, domestic workers

## ▶ Many care workers and caregivers are informal

## ▶ Paid and unpaid care work

### **Care is:**

*Looking after the physical, psychological, emotional and developmental needs of one or more other people, namely the elderly, children, and people living with disabilities, physical illness and/or mental illness.*

-Adapted from Susan Maybud, *Women and the Future of Work – Taking care of the caregivers*, 2012.

# Context 2: Growing need for care worldwide

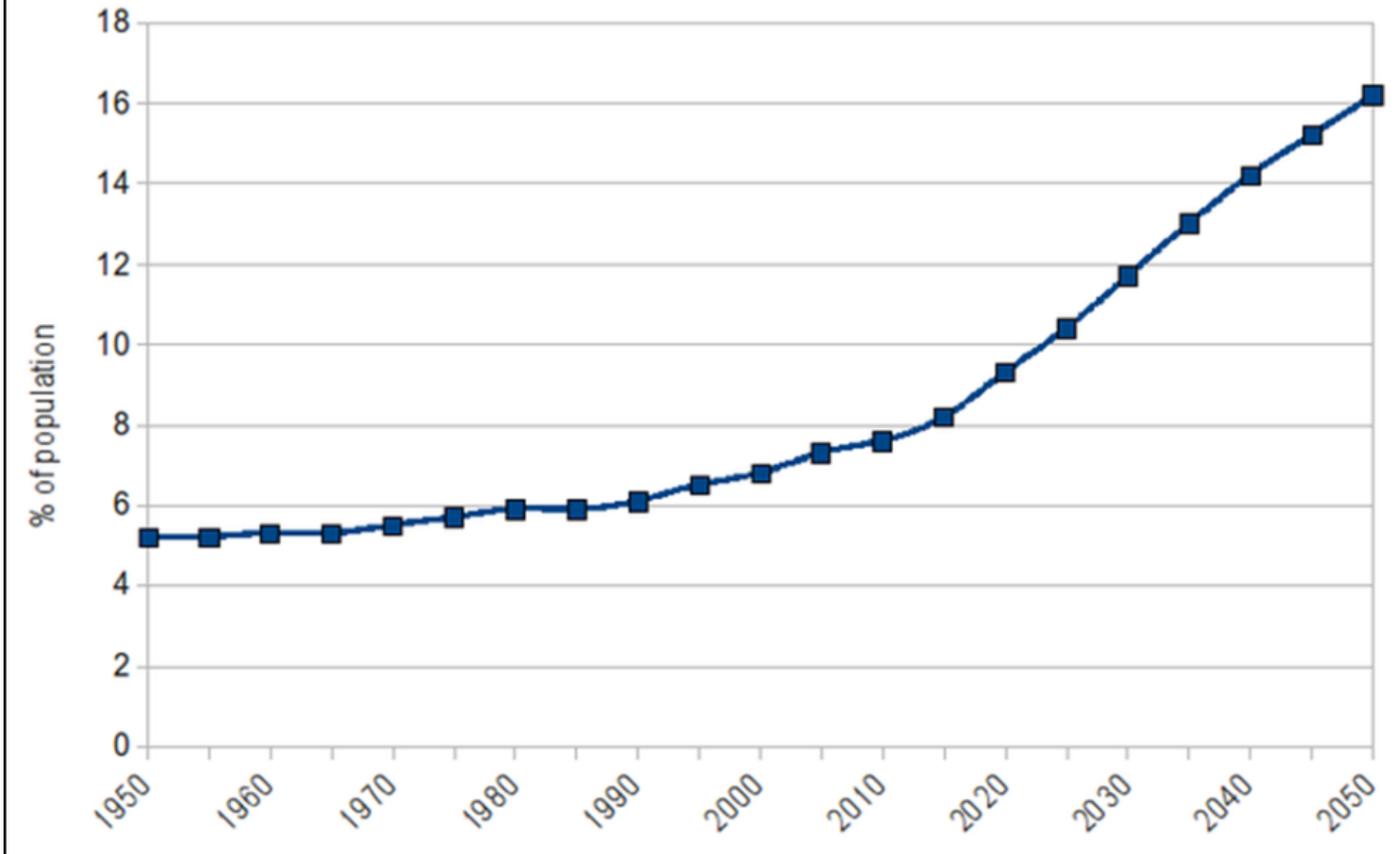
---

- ▶ **Demographic shifts**
  - ▶ Growing ageing population
  - ▶ Rise of non-communicable diseases
  - ▶ Increase of women entering the labor force
    - ▶ Filling unpaid care
- ▶ **Gender dimensions of supply of and demand for care**



### Percentage of the World Population Over 65, 1950-2050

Source: UN World Population Prospect, 2008



## Context 3: Gendered nature of care work

---

- ▶ Care as employment generator for women
- ▶ Persistent inequitable conditions in care work
- ▶ ILO research shows:
  - ▶ Lack of contracts and contract enforcement
  - ▶ Low and unpaid wages
  - ▶ Long hours and uncompensated overtime
  - ▶ Precarious and unsafe work conditions
  - ▶ Physical, sexual, emotional abuse



# Context: The need for new solutions

---

- ▶ New solutions to care are needed on two fronts
  - ▶ Innovation in the provision of care services
  - ▶ Improving the terms and conditions of work for care workers

*“Two commonly identified sources for future job growth in both developing and industrialized countries are the green economy... and the **care economy**, given the aging population in much of the world.*

***But what will it take to realize that potential?***

*Already, many existing needs for care either go unmet because of financial constraints or are covered by resorting to underpaid or unpaid carers...”*

Director General Guy Ryder  
The Future of Work Centenary Initiative

---



# Cooperatives and Care

---

- ▶ Emerging as a type of care provider
  - ▶ Particularly in the absence of or due to retreat in viable public or private options
- ▶ Appear well-positioned to:
  - ▶ Serve as vehicles that generate access to the labour market
  - ▶ Be responsive providers of care services
- ▶ Remains unknown:
  - ▶ Care provided through cooperatives
  - ▶ Employment in cooperatives that provide care

## **A cooperative is:**

*An autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise.*

-International Cooperative Alliance (ICA). Repeated in ILO R193 - Promotion of Cooperatives Recommendation, 2002.



# Mapping Approach

---

- ▶ **Stage I**
  - ▶ Literature review
  - ▶ Informal conversations with partners and practitioners
- ▶ **Stage II**
  - ▶ Online survey with practitioners and experts from care sector and coop movement
  - ▶ Interviews with key informants
- ▶ **Stage III**
  - ▶ Validation through presentations, discussions and feedback
    - ▶ ILO policy community
    - ▶ Cooperatives movement
    - ▶ Research community
- ▶ **Stage IV**
  - ▶ Publication and dissemination
- ▶ **Stage V**
  - ▶ Policy and programming initiatives



# Stage I Findings

---

- ▶ **Cooperatives responding to myriad care needs**
  - ▶ Eldercare, childcare, care for persons with illness and/or disabilities
- ▶ **Emerging under a variety of care contexts**
  - ▶ Austerity, demographic shifts, efforts centered upon improving work conditions of care providers
- ▶ **Emerging in diverse forms**
  - ▶ Care coops
  - ▶ “Add-ons” as a part of existing coop or organization
  - ▶ “Out-growths” with birth of new separate care coop



**Care** is, "looking after the physical, psychological, emotional and developmental needs of one or more other people, namely the elderly, children, and people living with disabilities, physical illness and/or mental illness."



# Stage II Methods

---

## ▶ Online survey

- ▶ Survey Monkey administered through cooperative, gender and care networks
  - ▶ Connected to ILO and ICA networks
- ▶ Global approach
- ▶ 52 closed- and open-ended questions
- ▶ English, Spanish, French and Italian
- ▶ 182 respondents

## ▶ Key informant interviews

- ▶ Identified through survey and network referrals
  - ▶ 15 semi-structured questions
  - ▶ Telephone and Skype
  - ▶ English, Spanish, and Italian
  - ▶ 29 interviews
- 



# Sample

Response Language		
Language	Count	Per cent
English	101	55%
Spanish	61	34%
French	8	4%
Italian	12	7%
<b>Total</b>	<b>182</b>	<b>100%</b>

Respondent Region	
Region	Per cent
Europe and Russia	31%
Latin America and the Caribbean	23%
North America	15%
Sub-Saharan Africa	11%
Asia and Pacific	12%
Other	7%
Arab States	1%
<b>Total</b>	<b>100%</b>

Respondent Institution Type	
Institution Type	Per cent
Primary cooperative	27%
Cooperative support inst.	25%
Academic or research inst.	16%
NGO	13%
Other	7%
International organization	6%
Government ministry	3%
Care provision institution that is not a coop	3%
Healthcare institution that is not a coop	1%
<b>Total</b>	<b>100%</b>



# Stage II Findings: Identified Themes

---

- ▶ Recent trends and developments
- ▶ Nature and scope of care
- ▶ Employment data
- ▶ Key actors
- ▶ Cooperative structure and operations
- ▶ Gender issues
- ▶ Cooperative value-added
- ▶ Legal and policy frameworks
- ▶ Finance issues
- ▶ Challenges
- ▶ Opportunities



# Stage II Findings: Cooperative Value-Added

---

- ▶ **Distinct approach to care**
  - ▶ Inclusive decision-making in care provided
  - ▶ Moving towards interdependence and away from dependence
  - ▶ Wellness over sickness
- ▶ **Quality and affordability**
  - ▶ Cost compared to private
  - ▶ Quality compared to public
  - ▶ Slight advantage over non-profits
- ▶ **Working conditions**
  - ▶ Increased bargaining power
  - ▶ Professionalization
  - ▶ Written contracts
  - ▶ Improved wages and benefits



# Stage II Findings: Gender Issues

---

- ▶ **Work-life balance and trade-offs**
  - ▶ Time investment in cooperative activities
  - ▶ Regularization of hours
  - ▶ Time for self-care and family life
- ▶ **Workplace safety for care work in beneficiaries' homes**
  - ▶ Mediation and bargaining power
  - ▶ Function of the fundamental of coop negotiating
- ▶ **Care worker burnout**
  - ▶ Cooperatives may be a solution
  - ▶ Or may exacerbate burnout



# Stage II Findings: Challenges

---

- ▶ **Knowledge gaps across constituents and other stakeholders**
  - ▶ Gaps of awareness across cooperative movement of the scope of care provision
  - ▶ Gaps of cooperative know-how across care sector
    - ▶ Particularly regarding management and legal issues
  - ▶ Gaps of provision of care through coops across other stakeholders
- ▶ **Financing issues**
  - ▶ Particularly during start-up and incubation phases
- ▶ **Incentivizing care recipients away from “cheap care” towards being more ethical and fair consumers of care services**
  - ▶ Professionalization may be a tool



# Limitations

---

- ▶ **Representativeness of sample**
  - ▶ Specific sample from networks stemming from ILO and ICA
  - ▶ May not be representative of entire population of cooperatives providing care
- ▶ **Self-selection of respondents**
- ▶ **Data from survey and interviews largely opinion-based**
- ▶ **Higher responses from certain countries and languages**
  - ▶ English and Spanish
  - ▶ Europe, Latin America, North America



# Conclusions

---

- ▶ Cooperatives are an option but require support to provide care services and decent work opportunities
  - ▶ Legislation
  - ▶ Financing
  - ▶ Knowledge and expertise on care and cooperative operation
- ▶ There is no “one size fits all” cooperative solution for care
  - ▶ Care needs in a specific country and community context matter
- ▶ More evidence and data are needed in order to move forward
- ▶ Recommendations



# Next Steps

---

- ▶ **Stage III continues (end of 2015)**
  - ▶ Validation through presentations, discussions and feedback
    - ▶ ILO policy community
    - ▶ Cooperatives movement
    - ▶ Research community
- ▶ **Stage IV (first quarter of 2016)**
  - ▶ Publication and dissemination
    - ▶ Survey and interview findings report
    - ▶ Care though Cooperatives and Gender issue brief
    - ▶ Executive summary
    - ▶ Full report
- ▶ **Stage V (mid-2016 and beyond)**
  - ▶ Possible initiatives discussed
    - ▶ Workshop bringing coop practitioners and researchers together
    - ▶ Curriculum development and delivery for university students of social work
    - ▶ Country-specific pilot program



---

# Thank you

## **Care through Cooperatives Team**

Simel Esim, Head of Cooperatives Unit, COOP, [esim@ilo.org](mailto:esim@ilo.org)

Susan Maybud, Senior Gender Specialist, GED, [maybud@ilo.org](mailto:maybud@ilo.org)

Satoko Horiuchi, Cooperatives Specialist, COOP, [horiuchi@ilo.org](mailto:horiuchi@ilo.org)

Lenore Matthew, Research Intern, COOP & GED, [matthew@iloguest.org](mailto:matthew@iloguest.org)

---

