

10 Things to Know About



The Business of Care

1



The “care economy” is that sector of the economy that is responsible for the provision of services that contribute to the nurturing and reproduction of current and future populations. It involves childcare, elder care, education, healthcare, and personal social and domestic services that are provided in both paid and unpaid forms within formal and informal sectors.

3



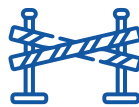
Unpaid care and domestic work in Jamaica has a total annual value of J\$340 billion to J\$991 billion, equivalent to 15 percent and 45 percent of GDP respectively, depending on how it is measured. The agriculture, forestry, and fishing sector contributes 9 percent to GDP and industry contributes 21 percent.

2



The unpaid care work-productivity nexus refers to the intersection of the demands on people’s time and energy between attending to their dependents’ needs and how that impacts their paid work.

4



In Jamaica, unpaid care work is the primary obstacle to women fulfilling their potential in the labour market and engaging in more paid work.

5



In Jamaica there are no public services or infrastructure to support the care economy. There is no state-provided support to workers with care obligations in Jamaica, neither does the government provide any support, subsidy, or other incentive to the Jamaican private sector to do so.

8



Both employees and employers benefit when employers provide support for their workers' care obligations. Employer-provided care support increases worker satisfaction and well-being, enhances productivity, retains talent, reduces employee turnover, and maximizes the organization's output.

6



People who participate in paid labour and perform unpaid care duties are more likely to be stressed, less productive, and experience greater job uncertainty than others without onerous care responsibilities. The outcomes are compromised mental and physical health, job instability, poor economic well-being, and lower quality of their children's care.

9



Productivity gains aside, it suits employers to position themselves as good places to work, and as an employer of choice, by meeting their employees' needs. Employers that provide high-quality childcare will not only differentiate themselves from the competition but will also create a "sticky" benefit that fosters retention.

7



For employers, the outcomes of onerous care obligations are poor worker output, weak worker morale, and high job turnover.

10



The state can provide support to employers who cater to their employees' care needs, from legislation that mandates certain types of family-related leave, laws that oblige firms to offer childcare to their workers, tax credits on private sector employers' child care expenditures for its employees, and state-led programmes that provide employers with training, subsidies, and certification to provide their workers with quality child care facilities.