



Resolution Summary

Care is the foundation of our economy and society — the work that makes all other work possible. But just as our physical infrastructure is crumbling, we suffer from a lack of functioning care infrastructure in the United States, endangering the health, safety, and well-being of the American people. The resolution calls for far-reaching public investments to build that missing, holistic infrastructure, to guarantee the care people need at all stages of life, and to treat caregivers and care workers with the dignity they deserve. It also puts care in the context of the broader social infrastructure we will require to support our recovery from the pandemic; help us tackle the underlying crises that made it so deadly, and that threaten our collective future; and to secure the material, developmental, emotional, and social needs of all people.

Illustrating the stakes of our lack of care infrastructure, the resolution begins by outlining the related crises of care and well-being that people, families, and workers face today:

- Alone among industrialized countries, the United States does not guarantee paid time off to give and receive care, and only 17 percent of the workforce had access to paid family leave through their employers in 2018. Our society has been increasingly reliant on unpaid caregivers, a burden primarily shouldered by women and disproportionately women of color.
- The costs of childcare, health care, and long-term services and supports are untenable for most people and families, and poorly covered by a patchwork of federal and state programs that are failing children, older adults, people with disabilities, family caregivers, and all Americans.
- The pandemic has worsened existing crises in mental health, public and community health, and economic security, with all of this occurring against the backdrop of systemic racism, growing inequality, and intensifying climate change.
- Care, health care, social assistance, and other essential workers are on the frontlines of these challenges simultaneously, but without needed protections — even as many are paid poverty wages and lack the ability to join unions, unable to afford care themselves. For example, the median annual pay of childcare and home care workers is \$25,510 and \$17,200, respectively; the vast majority of both are women, disproportionately people of color and immigrants.
- Despite such conditions, direct care jobs, including home care, residential care, and nursing assistant jobs, are already among the fastest growing and now represent the largest occupational group in the United States.

Research indicates that public investment in care work supports care workers' increased economic activity, creating jobs throughout the economy. A recent study found that for each public dollar invested in the care sector, \$2.80 in total economic activity is created — with roughly 5 additional jobs created for every 10 jobs created in care work.

The resolution notes that, along with social assistance and education work, care work is already relatively low-carbon. As we emerge from the pandemic, we have an opportunity to finally build the holistic care infrastructure that can help us all thrive and face the challenges of the 21st century — creating millions of good, green care jobs in the process.

The resolution calls for:

- Acknowledging and addressing the legacies of exclusion and oppression faced by caregivers and care workers, particularly women of color and immigrants, as well as the trauma of all those with unmet care needs;
- Investing in universal public programs to guarantee high-quality health care, home and community based services, child care, and paid family and medical leave to all people;
- Raising pay, benefits, protections, and standards for all care workers, ensuring pathways to unionization, and creating millions of new care jobs over the next decade;
- Investing in broader social infrastructure to prioritize the well-being of the American people, meet our fundamental needs, and provide support in navigating social, economic, and ecological challenges;
- Putting care investments at the center of our economic recovery, laying the groundwork for a broader shift to a society based on care for people, communities, and the planet we all share.