



# Presentation on the progress in the preparation of the position paper for the XV Regional Conference on Women in Latin America and the Caribbean

Item 2 of the Agenda

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Special meeting of  
the Presiding Officers  
of the Regional  
Conference on Women  
in Latin America and the Caribbean  
Santiago, 22-23 June 2022



**Regional Conference  
on Women**  
in Latin America and the Caribbean  
1977–2022

## Regional and global context

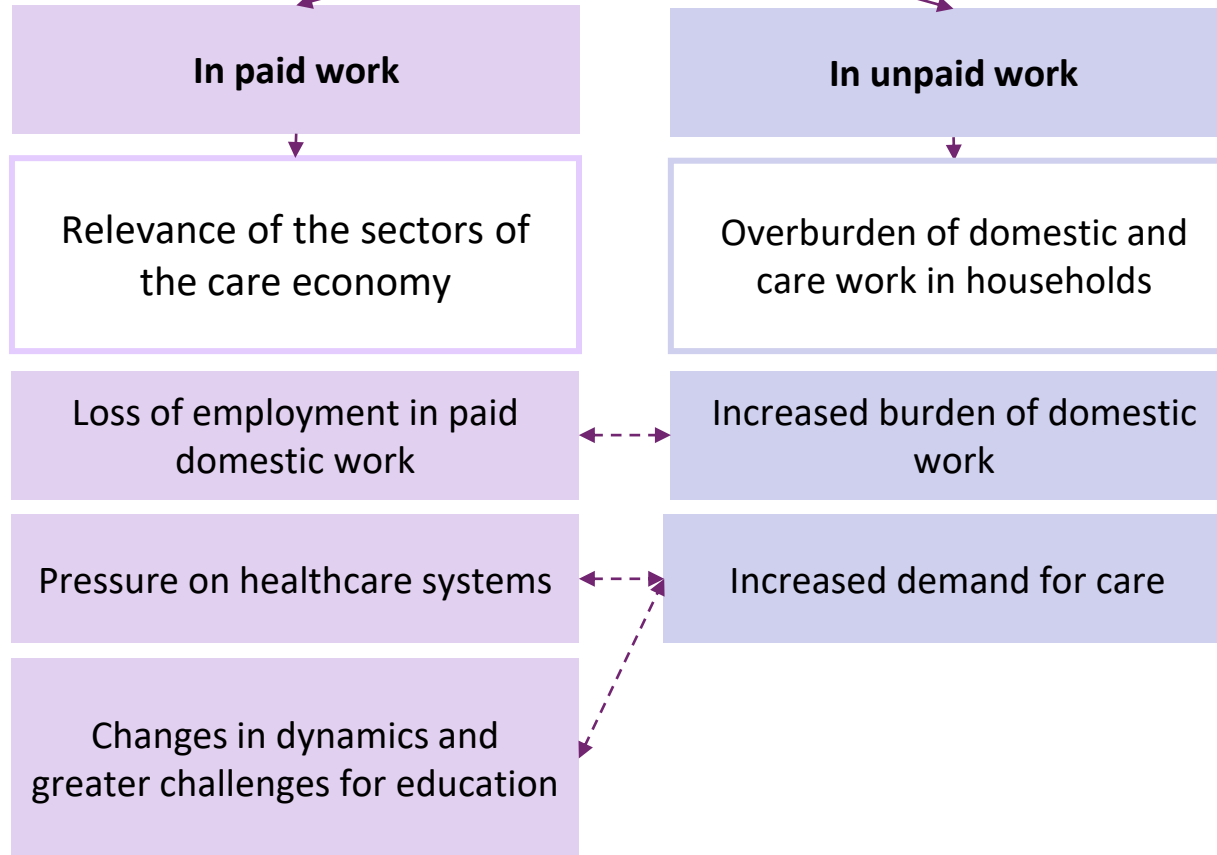
- The COVID-19 pandemic left the region with **the worst economic contraction and social crisis in recent years. This disproportionately affected women: increased unemployment, loss of income and increased burden of care**
- After the sharp **decline** in women's participation in 2020, the recovery of employment in 2021 was uneven between men and women and the unemployment gap did not close: **1 in 2 women are still out of the labour force** and women's unemployment reached 11.8%. By 2022, projections indicate that unemployment will not fall below 11.5%.
- Growth projections for the region estimate a very moderate increase (1.8%), added to the consequences of the war in Ukraine, such as the increase in the inflation rate (8.1 for April 2021-April 2022) with a consequent **rise in food prices. This particularly impacts women with lower incomes and single-parent households.**
- Women in the region depend to a greater extent on **non-contributory transfers from the State as their sole source of income**: the proportion of **women without their own income is 25.8%** if the income they receive from transfers is taken into account; without transfers it would have reached 36.7% in 2020.
- **Poverty and extreme poverty will rise** above the levels estimated for 2021 and will reach 33.0% and 14.5% respectively (0.9 and 0.7 percentage points higher than projected values). As has been recurrent in the region, **women are overrepresented in households below the poverty line and even more so in households in extreme poverty.**

## The care crisis is exacerbated by the pandemic

### 2020 Women at the front line

73.2% of the people employed in the health sector are women and 70.4% employed in education are women

Paid domestic work was the sector with the greatest loss of employment for women (in some countries more than 40% of employment was lost)



#### Colombia

Due to the pandemic, women's unpaid work **increased by 5.9 hours** per week, while men's unpaid work decreased by 2.1 hours (DANE, ENUT, 2021).

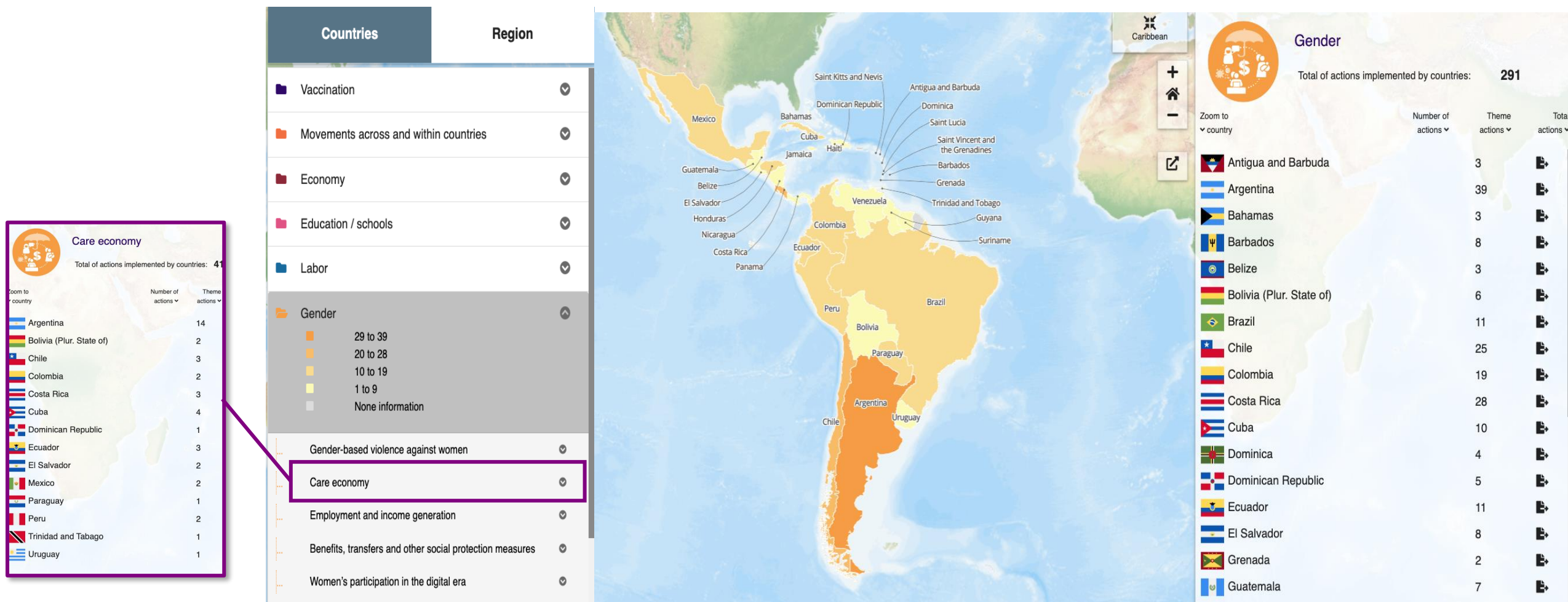
#### Mexico

Between 2019 and 2020 women spent **6.3 more hours per week on unpaid care**; men had an increase of 2.8 hours (INEGI, 2020).

The centrality of care for a transformative recovery with sustainability and gender equality



## Measures adopted by governments to address care during the pandemic





## Measures adopted by governments to address care during the pandemic

Campaigns on co-responsibility



**Ecuador**

#EnCasaCompartimos  
Actividades

Paid domestic workers' rights



**Peru**

Permisos de desplazamiento



**Argentina**

Employment protection measures



**Colombia**

Special leave for persons with children in their care



**Chile**

Care services and measures for people in situations of dependency



**Costa Rica**



# Contents of the Position Paper of the XV Regional Conference on Women in Latin America and the Caribbean

*The care society: horizon for a sustainable recovery with gender equality*

- I. Gender equality and the care society*
- II. The inescapable link between the sexual division of labour and gender inequality*
- III. The present and future organization of care*
- IV. Macroeconomic and global challenges for the care economy*
- V. A change of era: the State for the care society*

## *Chapter I.*

# **Gender equality and the care society**

- a. The care society: a response to multiple crises*
- b. Care at the heart of sustainable development with gender equality*
- c. Care and sustainability of life*
- d. The right to care*
- e. Towards the care society*

# Gender equality and the care society

- The COVID-19 pandemic **deepened the structural challenges of gender inequality and the civilizational crisis** of the current style of development, which intertwines care, environmental, socioeconomic and health crises.
- In order to achieve equality, it is urgent for the region to **transition towards a new style of development**
- In the region, **the Regional Gender Agenda, the contributions of feminist economics, the proposals of women's and feminist movements and the paradigm of living well** guide the principles that enable the construction of a society that places care and sustainability of life at the center, with gender equality
- The care society is a propositional notion that requires a **collective and multidimensional construction**.



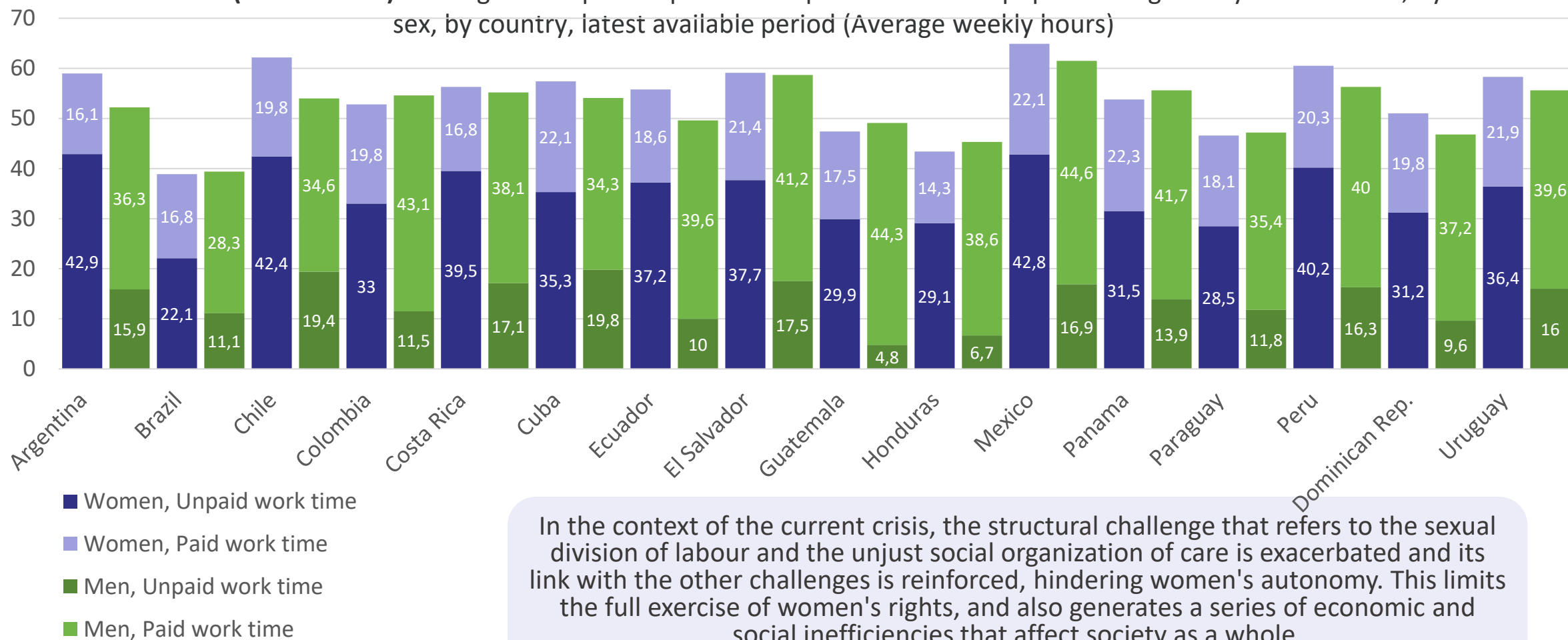
## *Chapter II.*

# **The inescapable link between the sexual division of labour and gender inequality**

- a. Extractivist processes as an essential factor in understanding the exhaustion of the current model and the urgent need to put the sustainability of life at the centre*
- b. The sexual division of labour, its link with other structural challenges of inequality and its impact on women's autonomy*
- c. The effects of the crisis on territories, communities and people: the challenges of inequality are accentuated*

# Sexual division of labour and unjust social organization of care

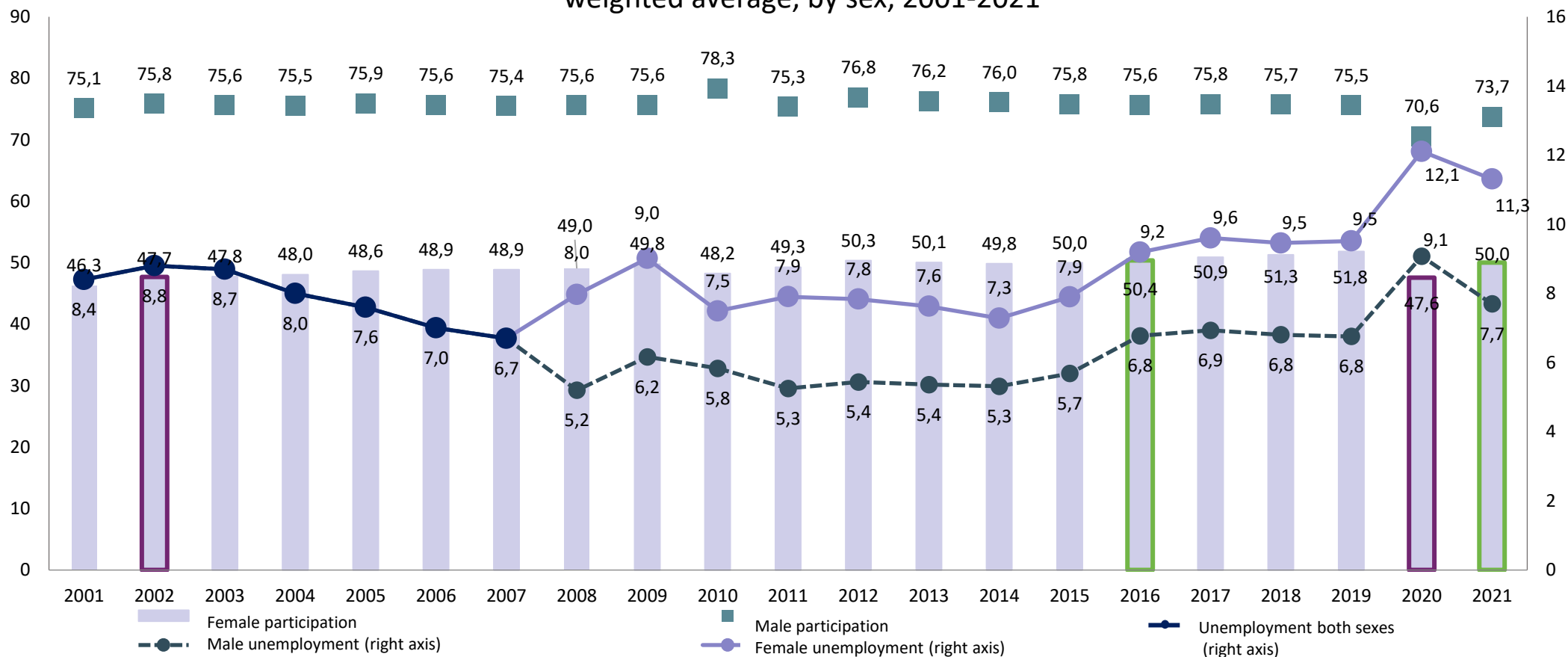
**Latin America (16 countries):** Average time spent in paid and unpaid work of the population aged 15 years and over, by sex, by country, latest available period (Average weekly hours)



Source: Economic Commission for Latin America and the Caribbean (ECLAC), Gender Equality Observatory for Latin America and the Caribbean.

# Socioeconomic inequality and persistent poverty in the context of exclusionary growth

**Latin America and the Caribbean (24 countries): evolution of the participation rate and unemployment rate, weighted average, by sex, 2001-2021**



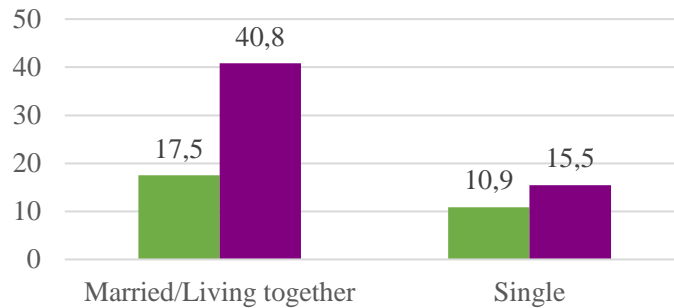
Socioeconomic inequality and persistent poverty perpetuate the care crisis

Source: Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of official figures from the countries and projections. Countries: Argentina, Bahamas, Barbados, Belize, Bolivia (Plurinational State of), Brazil, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Guatemala, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, Trinidad and Tobago, Uruguay and Venezuela (Bolivarian Rep. of).

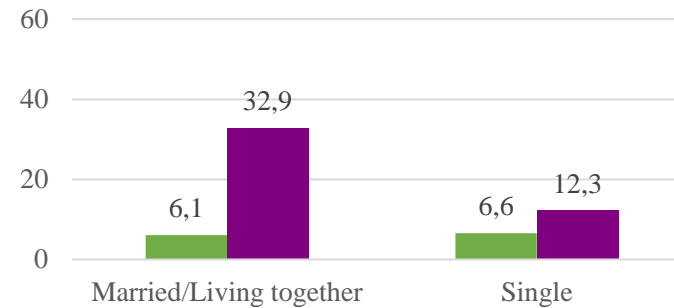
## Patriarchal, discriminatory and violent cultural patterns and prevalence of the culture of privilege

Discriminatory and violent patriarchal cultural patterns reinforce the sexual division of labor. Child marriage and unions reproduce gender stereotypes and subject girls to care circles that limit their autonomy.

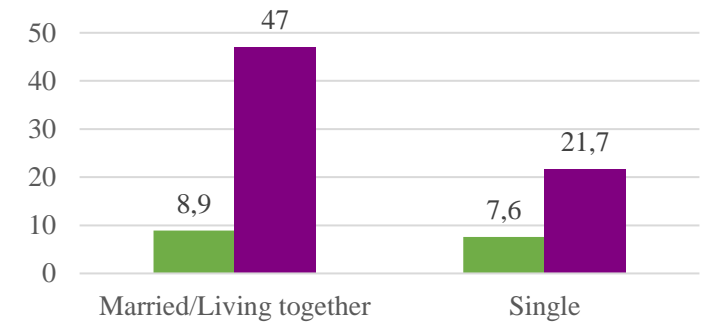
A. Colombia 2017



B. Ecuador 2012



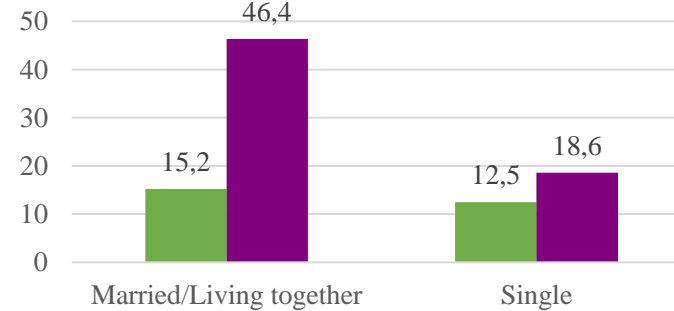
C. Guatemala 2017



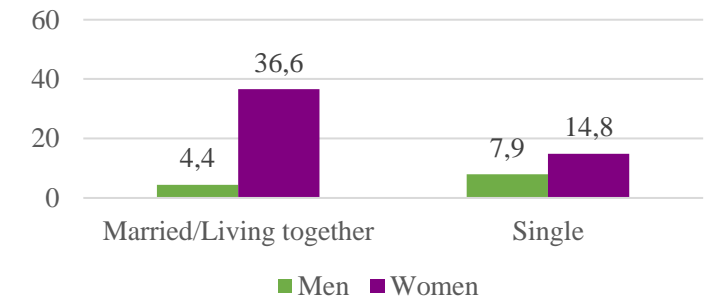
D. Honduras 2009



D. Mexico 2019



E. Dominican Republic 2016



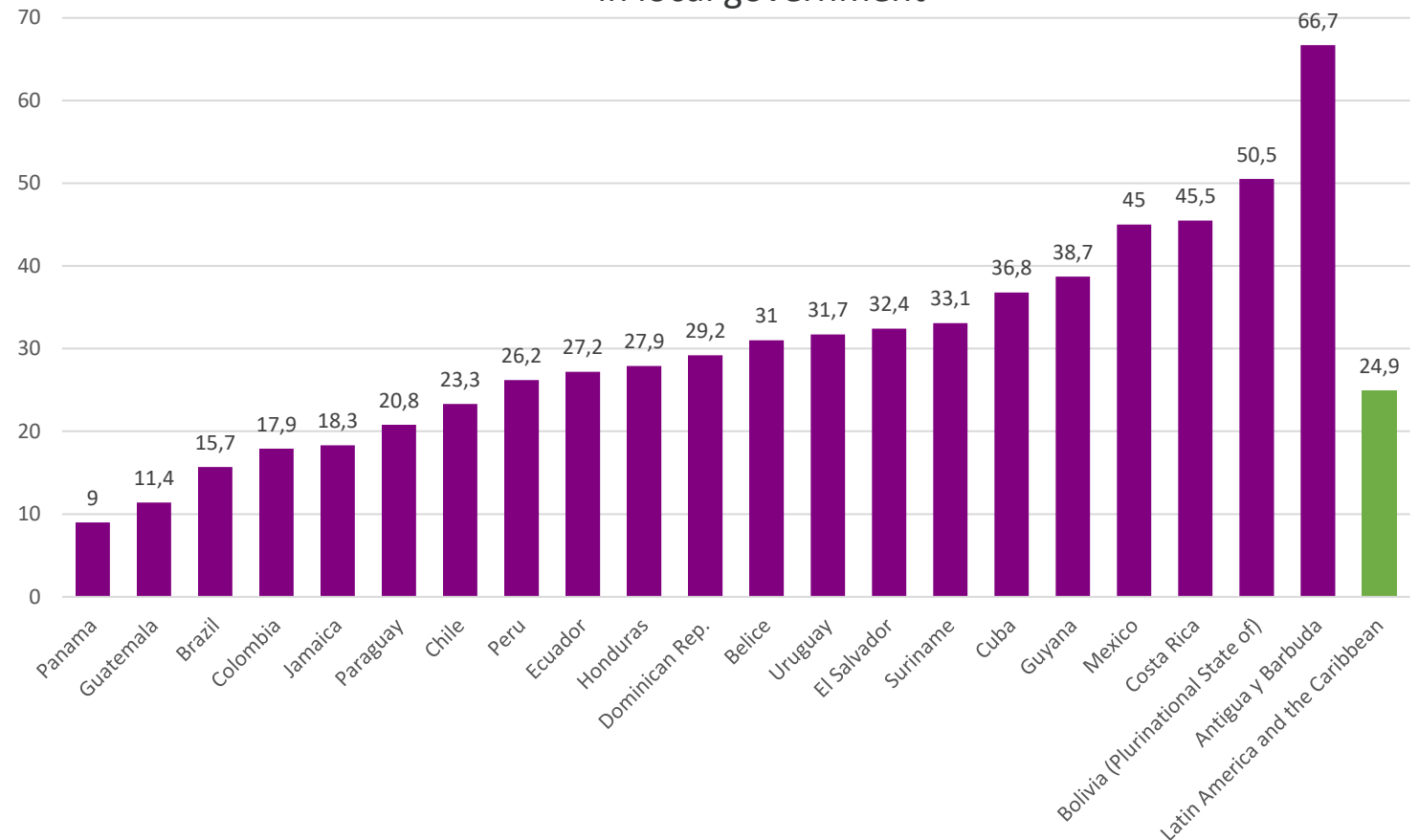
## Concentration of power and hierarchical relations in the public sphere

The persistent concentration of power and hierarchical gender relations consolidate the sexual division of labour.

Although **affirmative action mechanisms and parity laws** have made it possible in some countries to increase women's political participation, the almost exclusive assignment of care responsibilities to women still limits their participation.

Care policies aimed at **recognizing, redistributing and reducing** care work are key mechanisms in the promotion of **parity democracy**.

**Latin America and the Caribbean (22 countries):** Proportion of seats held by women in local government

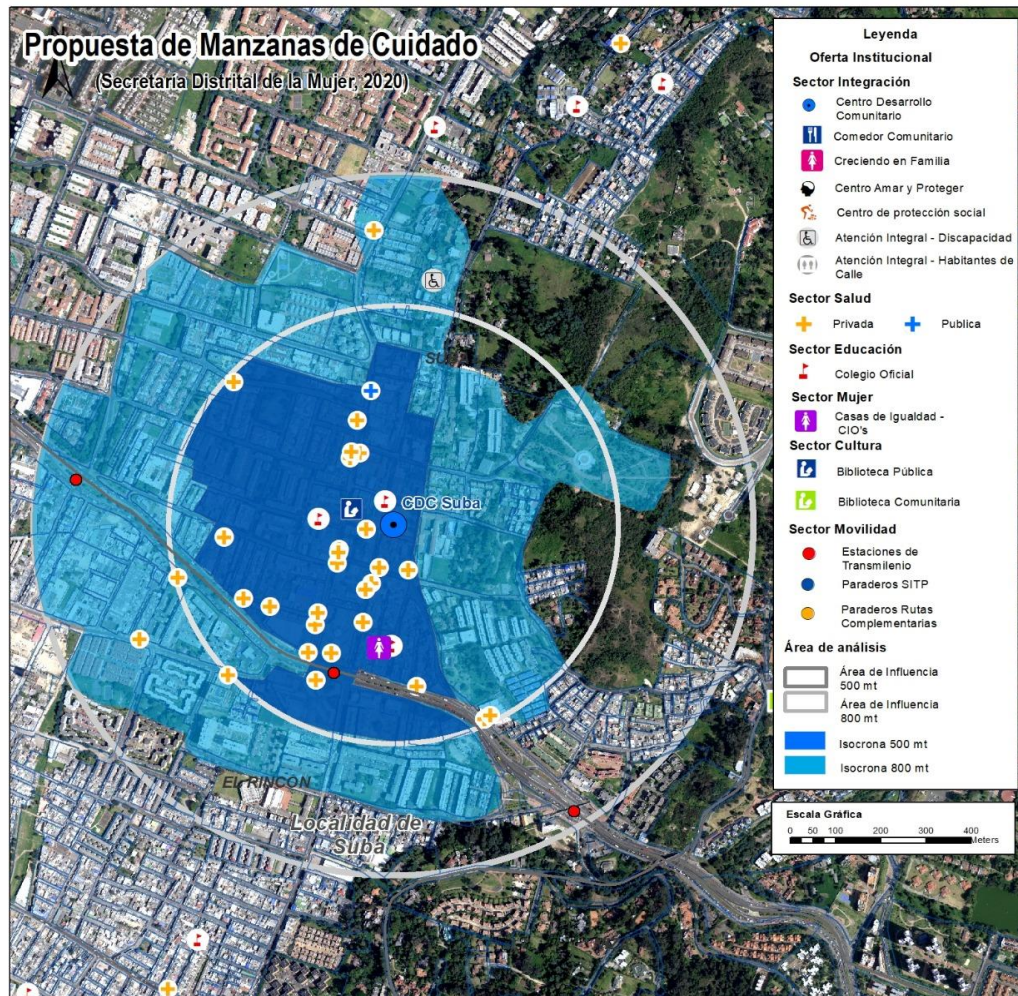


Source: Economic Commission for Latin America and the Caribbean (ECLAC), Gender Equality Observatory for Latin America and the Caribbean.

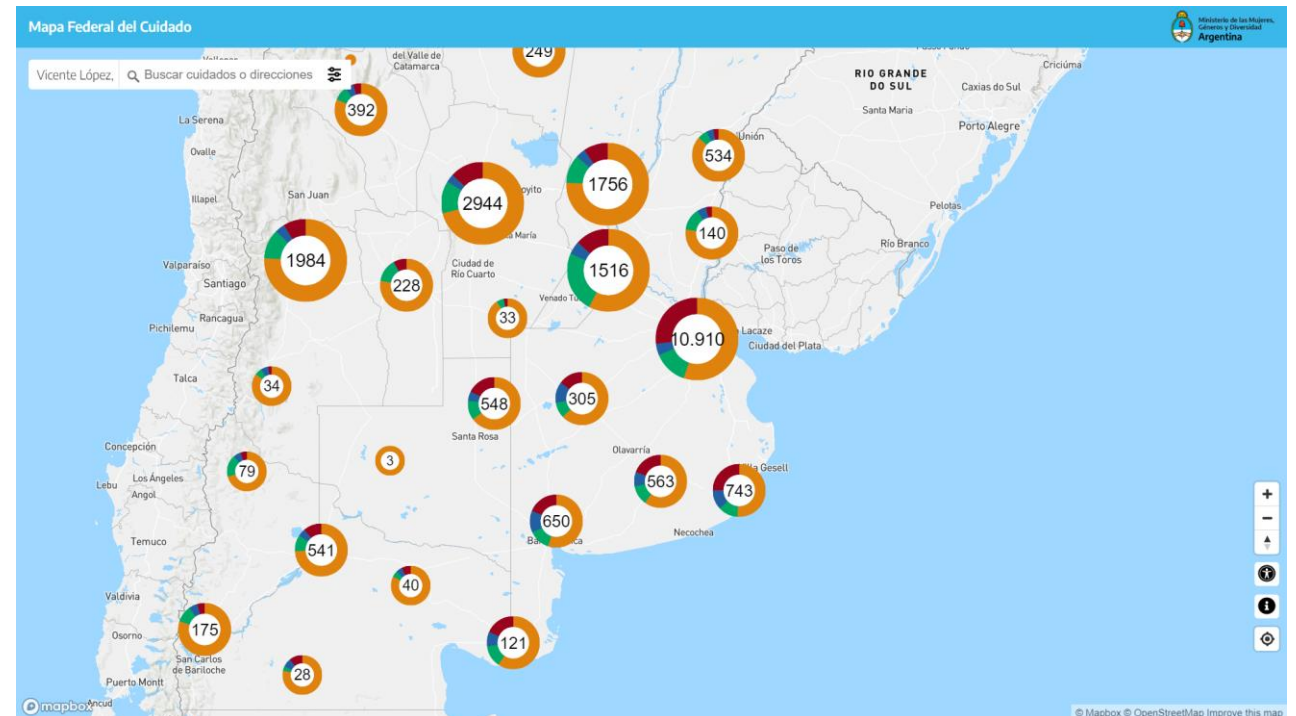


# Care in the territory: mapping and geo-referencing experiences

## Care blocks in the city of Bogota



## Argentina's Federal Care Map





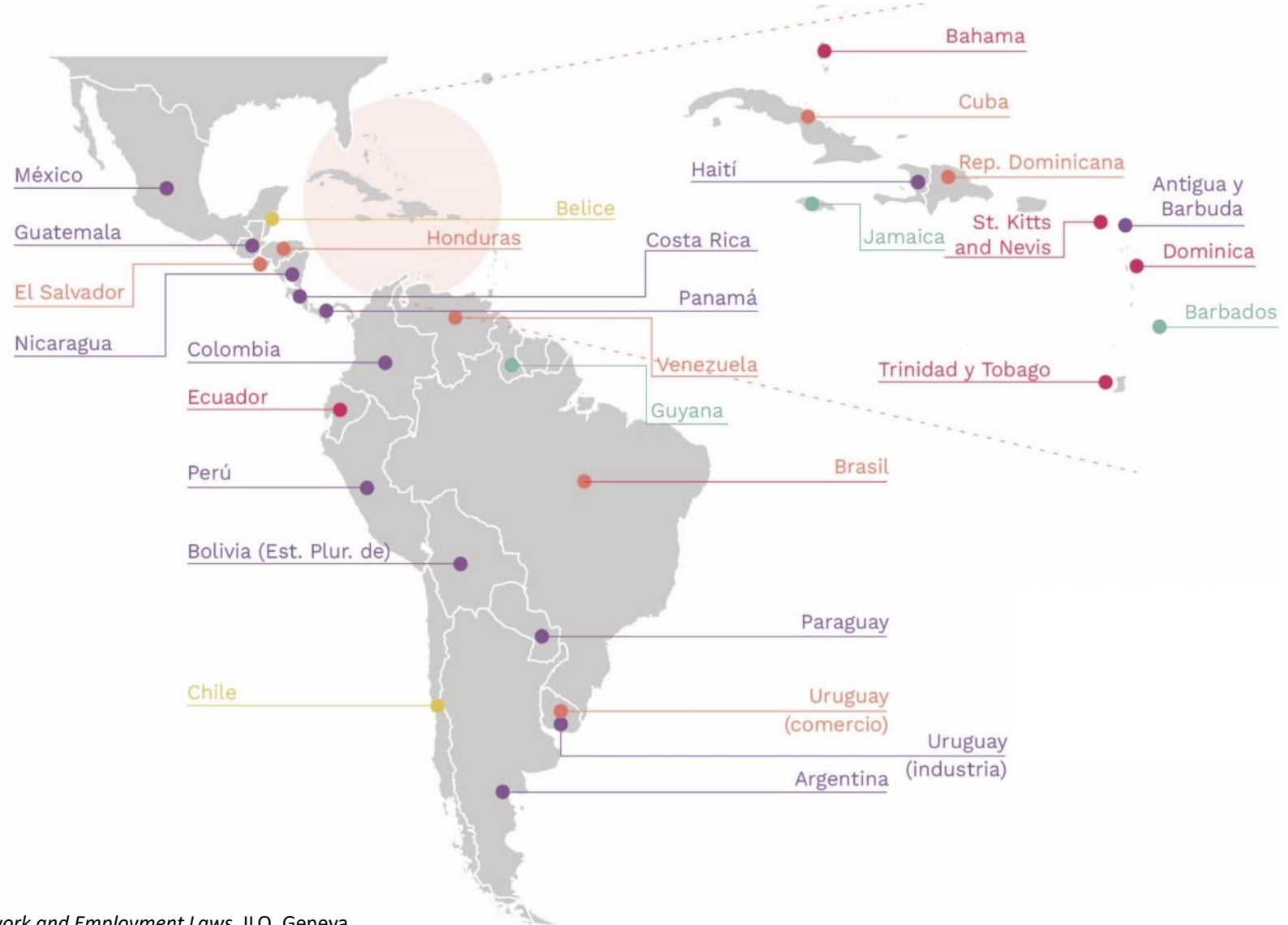
## *Chapter III.*

# **The present and future organization of care**

- a. A model that is sustained by women's time*
- b. Caring for those who care*
- c. Care in the midst of demographic, epidemiological and economic changes*

## Latin America and the Caribbean (29 countries): legal limit on the number of hours of paid work per week

- There is no limit to weekly paid working hours
- 40 hours
- 44 hours
- 45 hours
- 48 hours



Source: Own elaboration based on *Database on conditions of work and Employment Laws*, ILO, Geneva.

# Caring for those who care

**Socioeconomic inequality and persistent poverty in the context of exclusionary growth**

**Sexual division of labor and unjust social organization of care**

**Concentration of power and hierarchical relations in the public sphere**

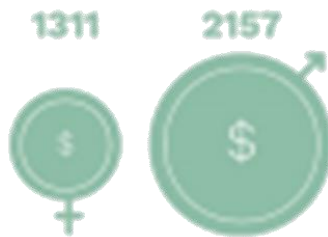
**Patriarchal, discriminatory and violent cultural patterns and prevalence of the culture of privilege**

**Sector**

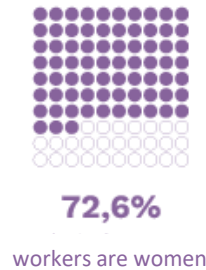


**Health**

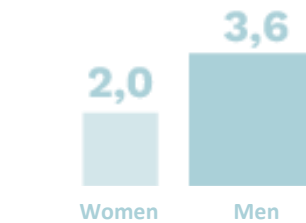
Average monthly salary  
(Dollars) PPP



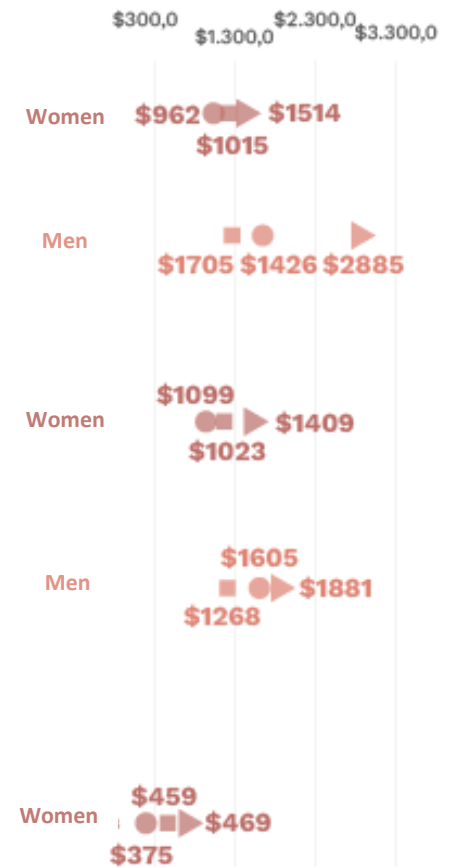
Distribution of people employed in the sector, by sex  
(Percentages)



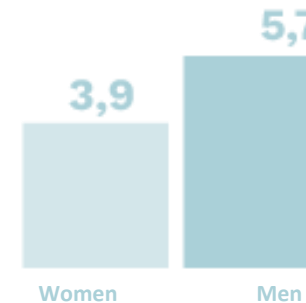
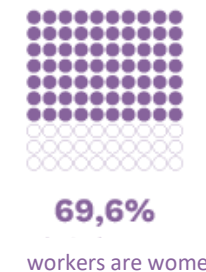
Proportion of people in management positions in the sector  
(Percentages)



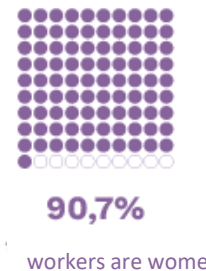
Average monthly salary by ethnicity  
(Dollars PPP)



**Education**



**Paid domestic work**



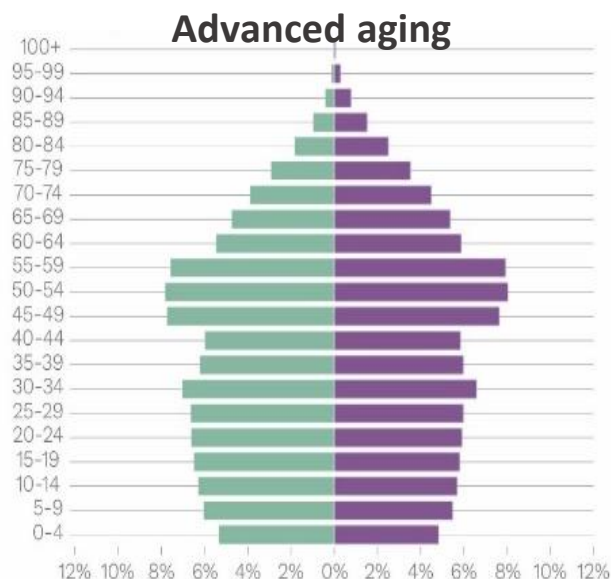
● Afrodescent ■ Indigenous ▲ Non-indigenous and non-afrodescent



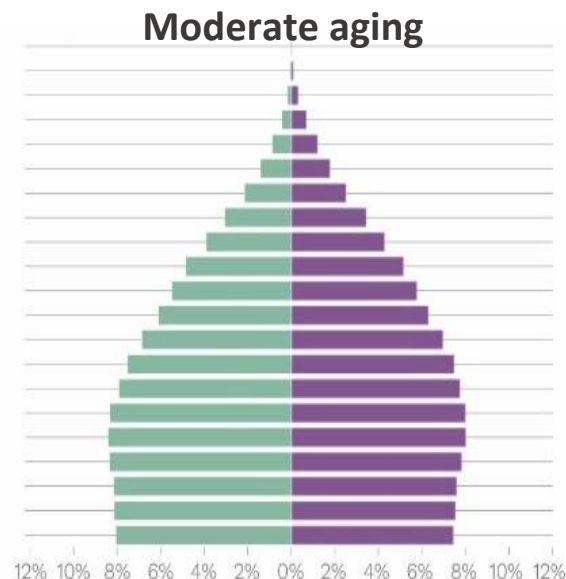
Source: Economic Commission for Latin America and the Caribbean (ECLAC), based on Household Survey Data Bank (BADEHOG)

# Care in the midst of demographic, epidemiological and economic changes

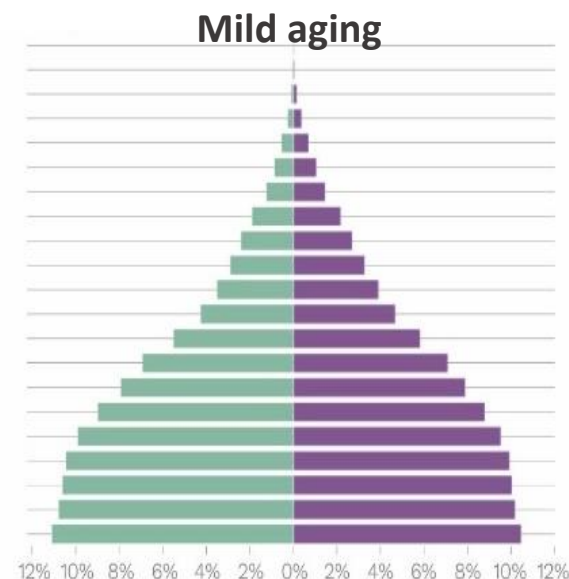
**Latin America and the Caribbean (38 countries):** distribution of the population according to aging stage, age groups and sex (*Thousands of people*)



Aruba, Barbados, Cuba, Curaçao, Guadeloupe, British Virgin Islands, Martinique, Puerto Rico and Uruguay



Antigua and Barbuda, Argentina, Bahamas, Bolivia (Plur. State of), Brazil, Chile, Colombia, Costa Rica, Ecuador, El Salvador, Grenada, Guyana, Jamaica, Mexico, Panama, Peru, Dominican Republic, Saint Lucia, Saint Vincent and the Grenadines, Suriname, Trinidad and Tobago and Venezuela (Bol. Rep. of)



Belize, Guatemala, French Guyana, Haiti, Honduras, Nicaragua and Paraguay

Men Women

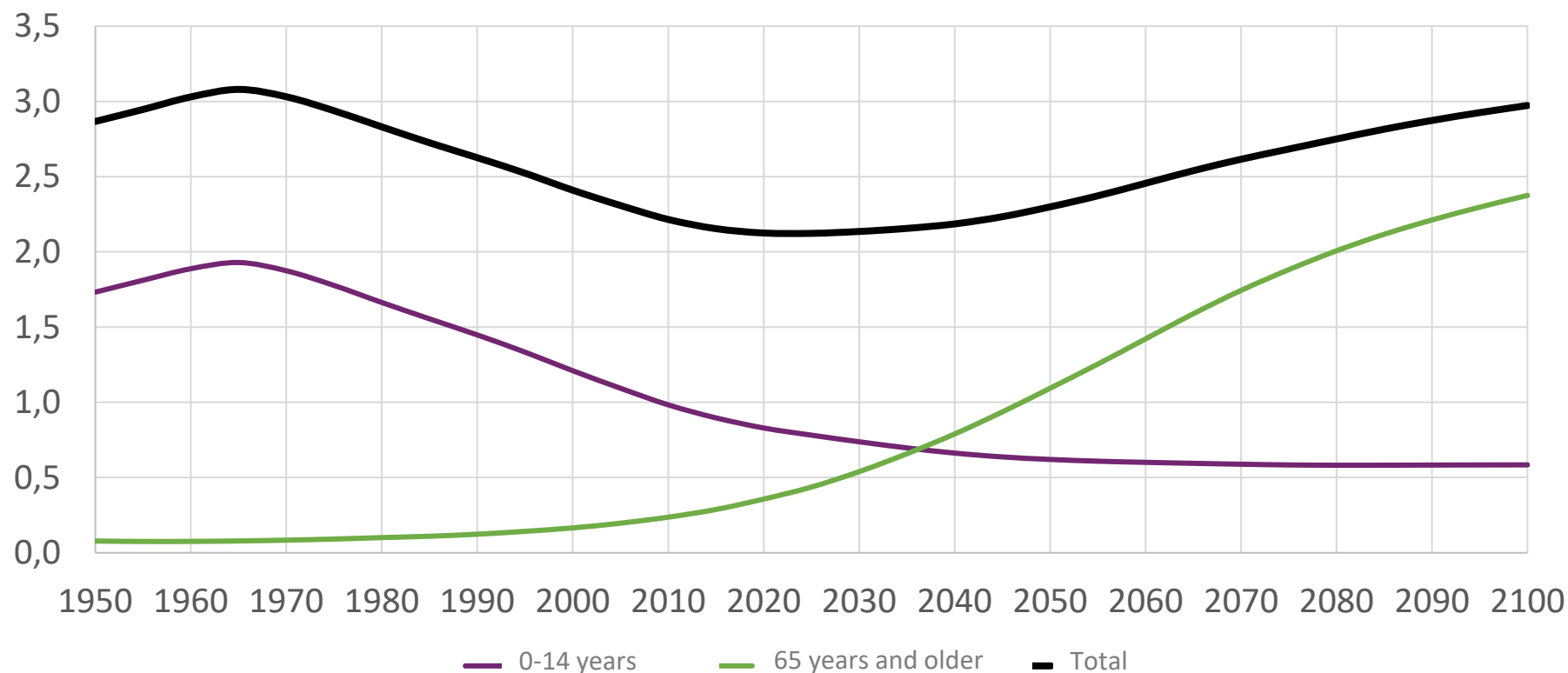
In most countries in the region there are already **combined demands for care**, having to simultaneously care for children and the elderly

Countries are challenged to implement **care policies that do not continue to overburden women**

Source: Economic Commission for Latin America and the Caribbean (ECLAC), based on United Nations, World Population Prospects 2019 [online database] <https://population.un.org/wpp/>.

## Demographic and epidemiological transitions, as well as changes in the economic development model, generate changes in the demand for care

**Latin America and the Caribbean (38 countries):** Ratio of care units over population aged 15 to 64 years old



**All countries in the region are moving towards older societies and the demand for care will increase**

Source: Statistical Databases and Publications - CEPALSTAT, last accessed on May 31, 2022. For the calculation of care units, the Durán scale (2014) and the population estimates of the United Nations, World Population Prospects 2019 were used [ online database ] <https://population.un.org/wpp/>

## *Chapter IV.*

# **Macroeconomic and global challenges for the care society**

- a. International trade, production structure and women's economic autonomy for a transformative recovery with equality and sustainability*
- b. Fiscal policy as a tool for promoting a recovery with equality and sustainability*



# Challenge for the care society: diversification of production and trade in sectors with more and better employment opportunities for women

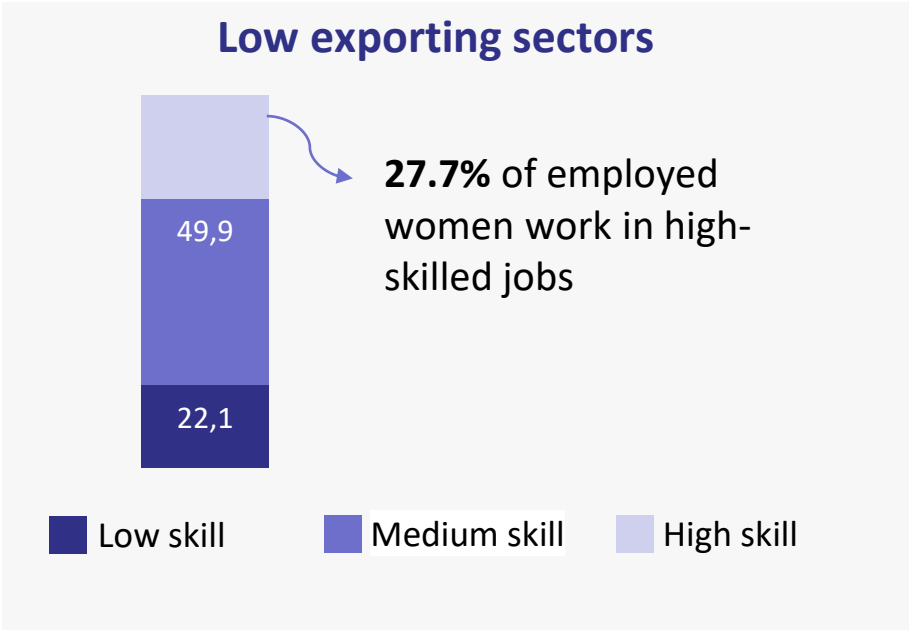
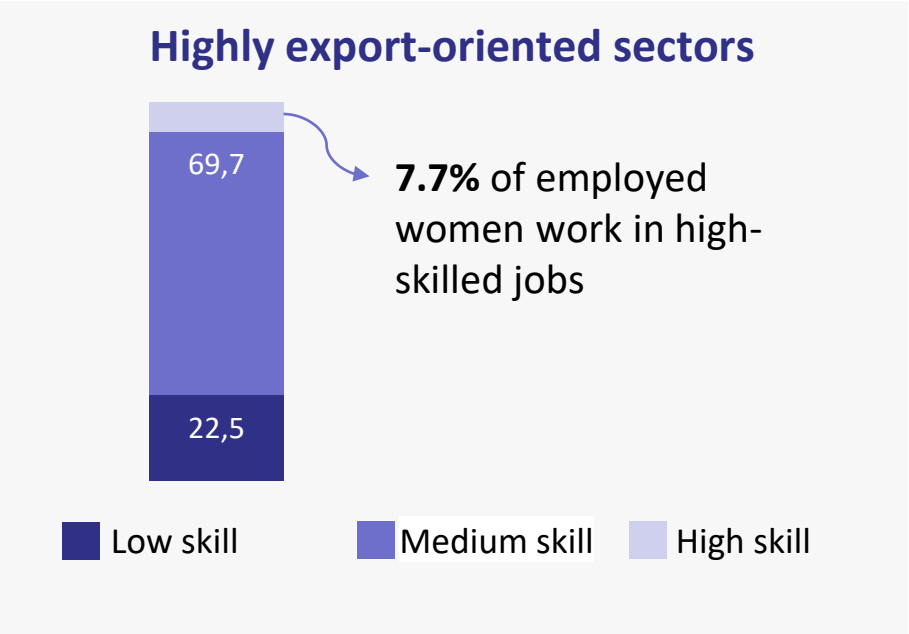


**1 out of every 10**  
women is employed  
in export-related jobs



**2 out of 10** women  
are employed in  
export-related jobs

**Latin America (13 countries):** skill levels in highly exporting sectors and low exporting sectors, weighted average, circa 2020

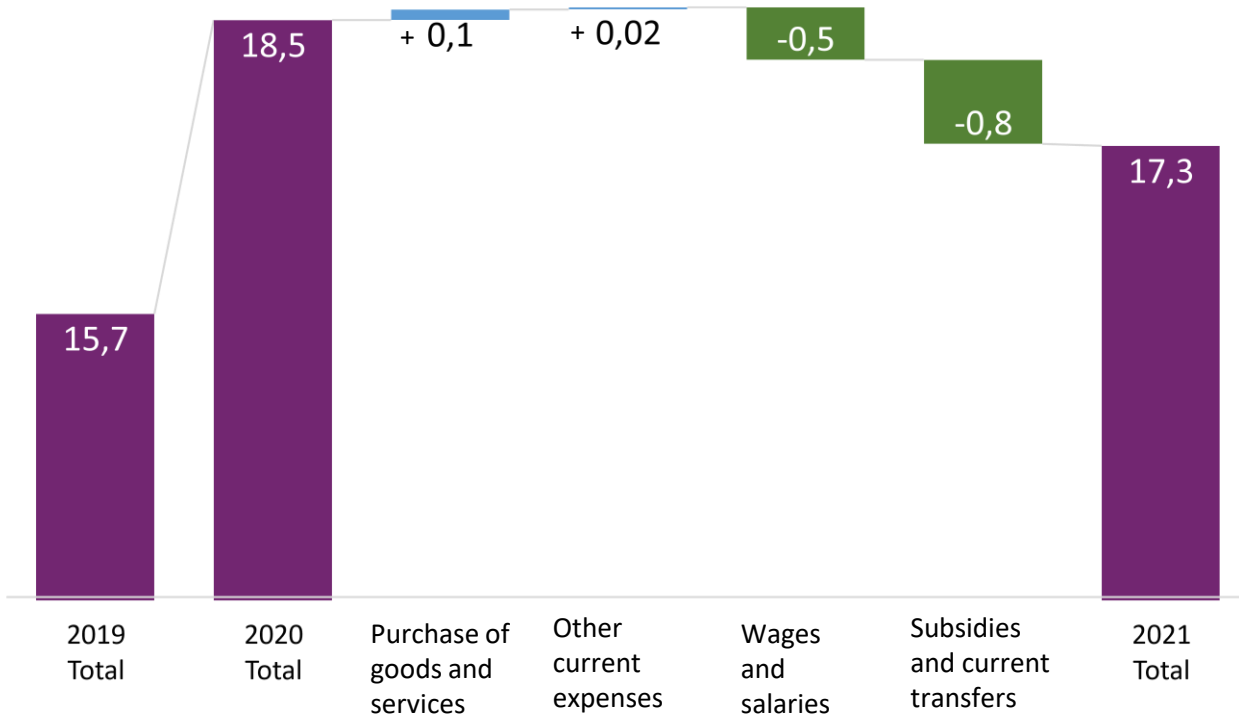


Source: Economic Commission for Latin America and the Caribbean (ECLAC), based on Household Survey Data Bank (BADEHOG) and country input-output matrices for 2018.

# The challenge of promoting fiscal policy as an instrument to foster recovery with equality and sustainability

## Decrease in subsidies and transfers

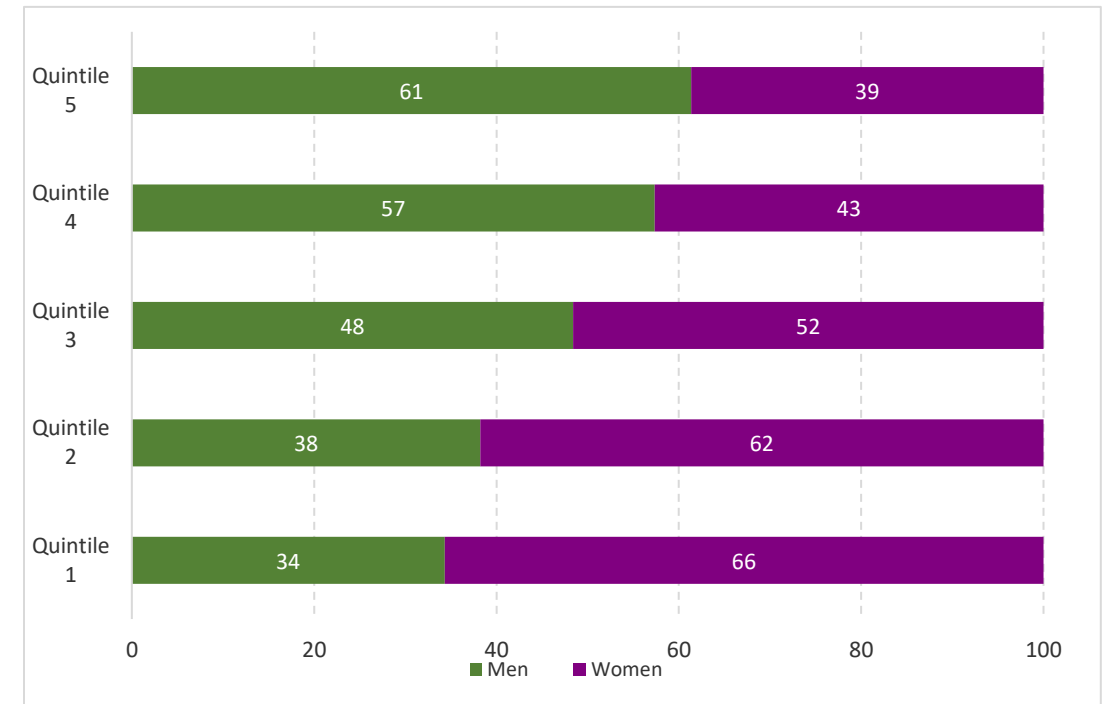
**Latin America (16 countries):** central government primary current spending, total and variation by component, 2019-2021  
(in percentages and percentage points of GDP)



Source: Economic Commission for Latin America and the Caribbean (ECLAC), Fiscal Panorama of Latin America and the Caribbean, 2022 (LC/PUB.2022/7-P), Santiago, 2022.

## 7 out of 10 people in quintile 1 are women

**Latin America (13 countries):** Distribution of the population over 15 years of age by sex, by personal income quintile, around 2020  
(in percentages)



Source: Economic Commission for Latin America and the Caribbean (ECLAC), based on Household Survey Data Bank (BADEHOG).

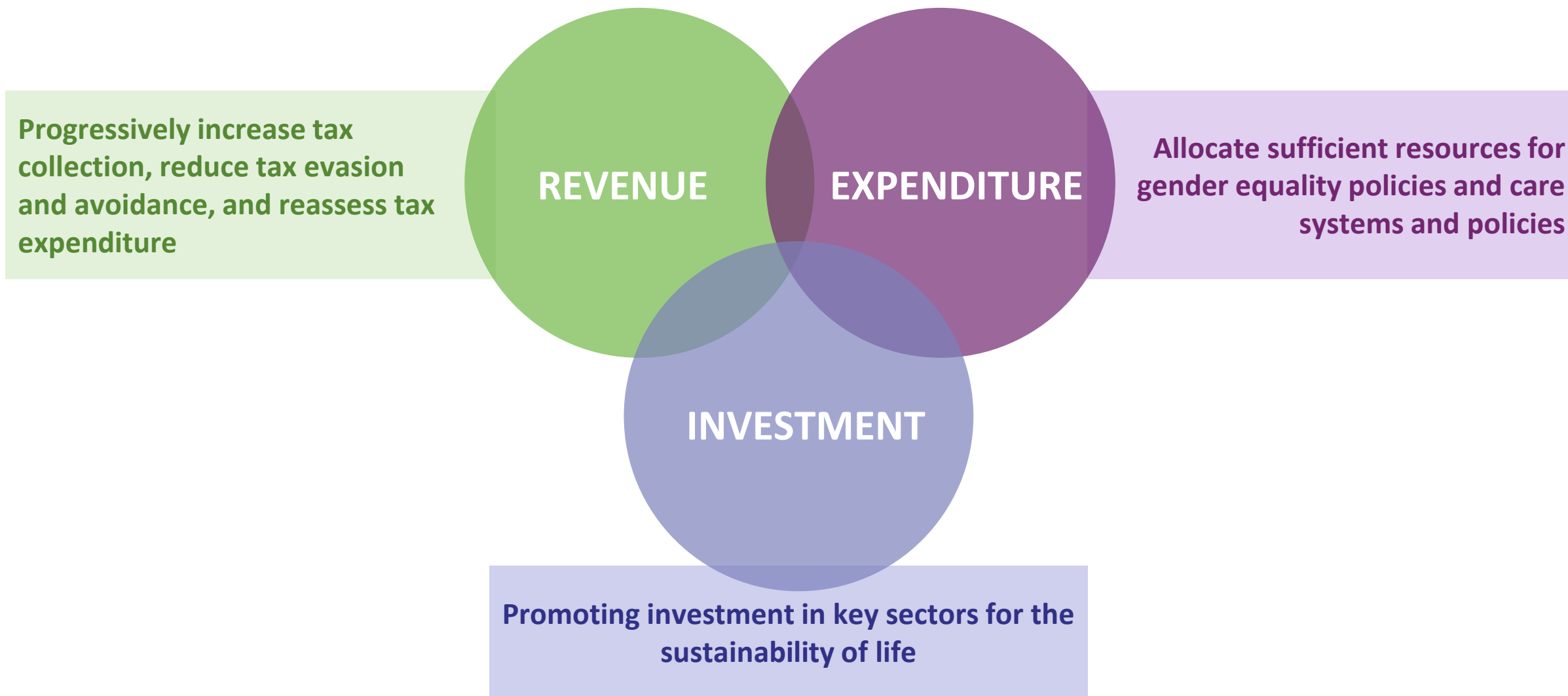
Note: Personal income includes: labour income, capital income, retirement and pension income, other personal transfers.

*Chapter V.*  
**A change of era:  
the State for the care society**

## Towards the care society

- ECLAC has called for accelerating the pace towards economic, environmental and gender justice, and moving towards a care society that:
  - ✓ Prioritizes the **sustainability of life and the planet**
  - ✓ guarantees **the rights of persons** in need of care, as well as the rights of persons providing such care and also considers self-care and inter-care
  - ✓ Counteracts the precarization of jobs related to the care sector and makes visible the **multiplier effects** of the care economy in terms of well-being and as a dynamic sector for a transformative recovery with equality
- The care society emphasizes the political dimension of daily life; it promotes the **availability of time, resources and services** necessary for the sustainability of life
- The **role of the State** is decisive in the process of building the care society and guaranteeing the right to care

## New fiscal covenant to promote gender equality as a central element to advance towards the care society



**In order to advance towards the care society, affirmative actions are required in the areas of taxation, employment, productive, economic and social policies that protect women's rights, prevent setbacks and address gender inequalities in the short, medium and long term**



Promote a transformative economic recovery with employment for women in strategic sectors



Investing in the care economy as a dynamic sector and moving towards a care society



Ensuring the closing of the digital divide and consolidating inclusive digital transformation



Move towards a new fiscal covenant with gender equality that expands revenue, equalizes opportunities and opens spaces for participation.

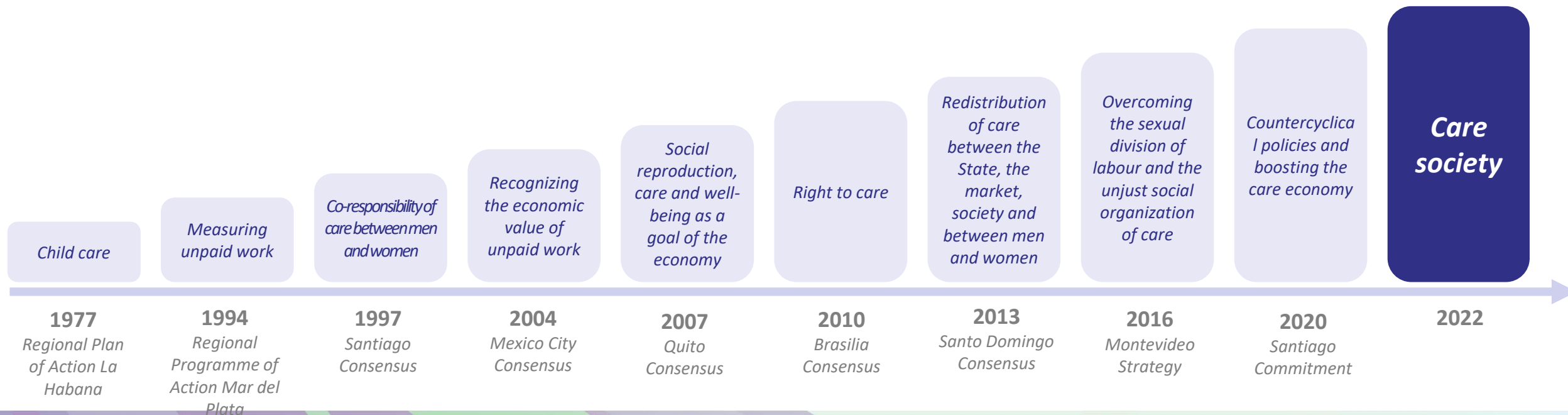


# The transformative potential of the care society

## Care society

*Caring for those who need it, for those who provide care, guaranteeing the possibility of self-care and care for the planet*

- New style of development based on equality and sustainability
- Equal distribution of power, resources and time between women and men
- Multiplier effects of investing in care:
  - ✓ *Increases economic efficiency*: productivity, employment and revenues
  - ✓ *Improved well-being*: present and future capabilities





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