

Launch of the

# GENDER EQUALITY

BULLETIN

On the occasion of  
**International  
Women's Day**



## Time for care in Latin America and the Caribbean

Towards social and gender co-responsibility

**6 March** | 11 a.m.–12.30 p.m.  
(Chile, GMT-3)

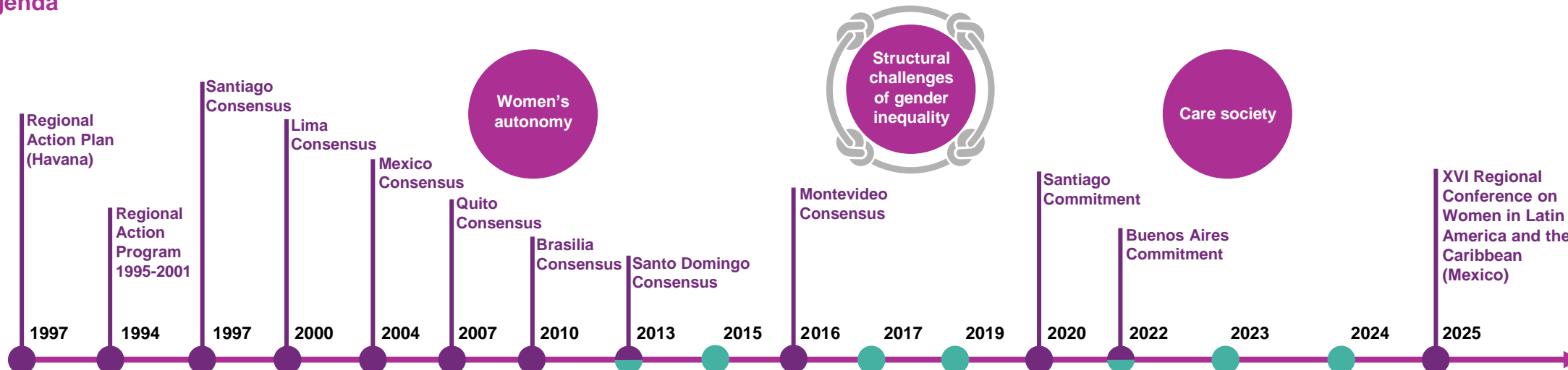
**Link:**  
<https://tinyurl.com/22byjs2t>



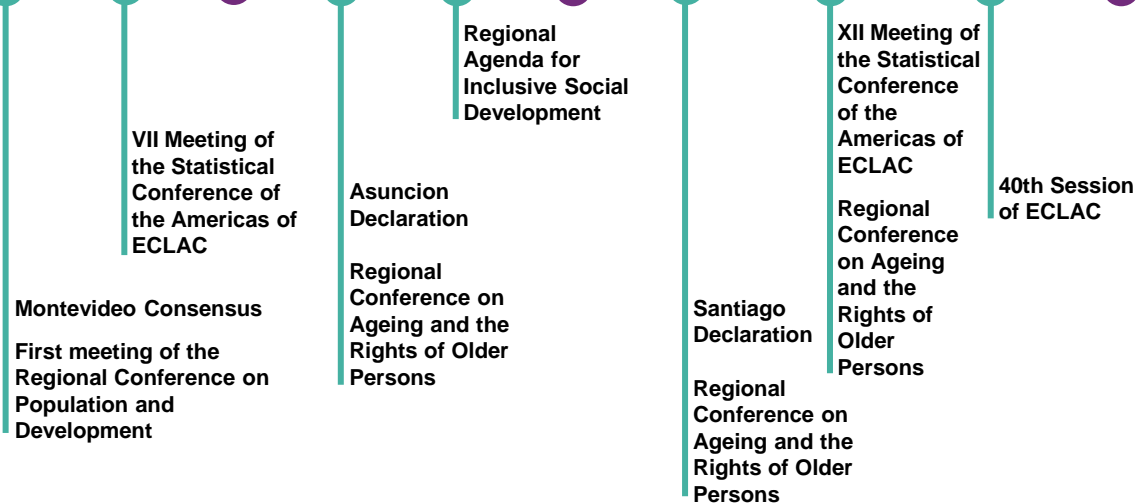
# Care in the Regional Gender Agenda and synergy with other ECLAC subsidiary bodies



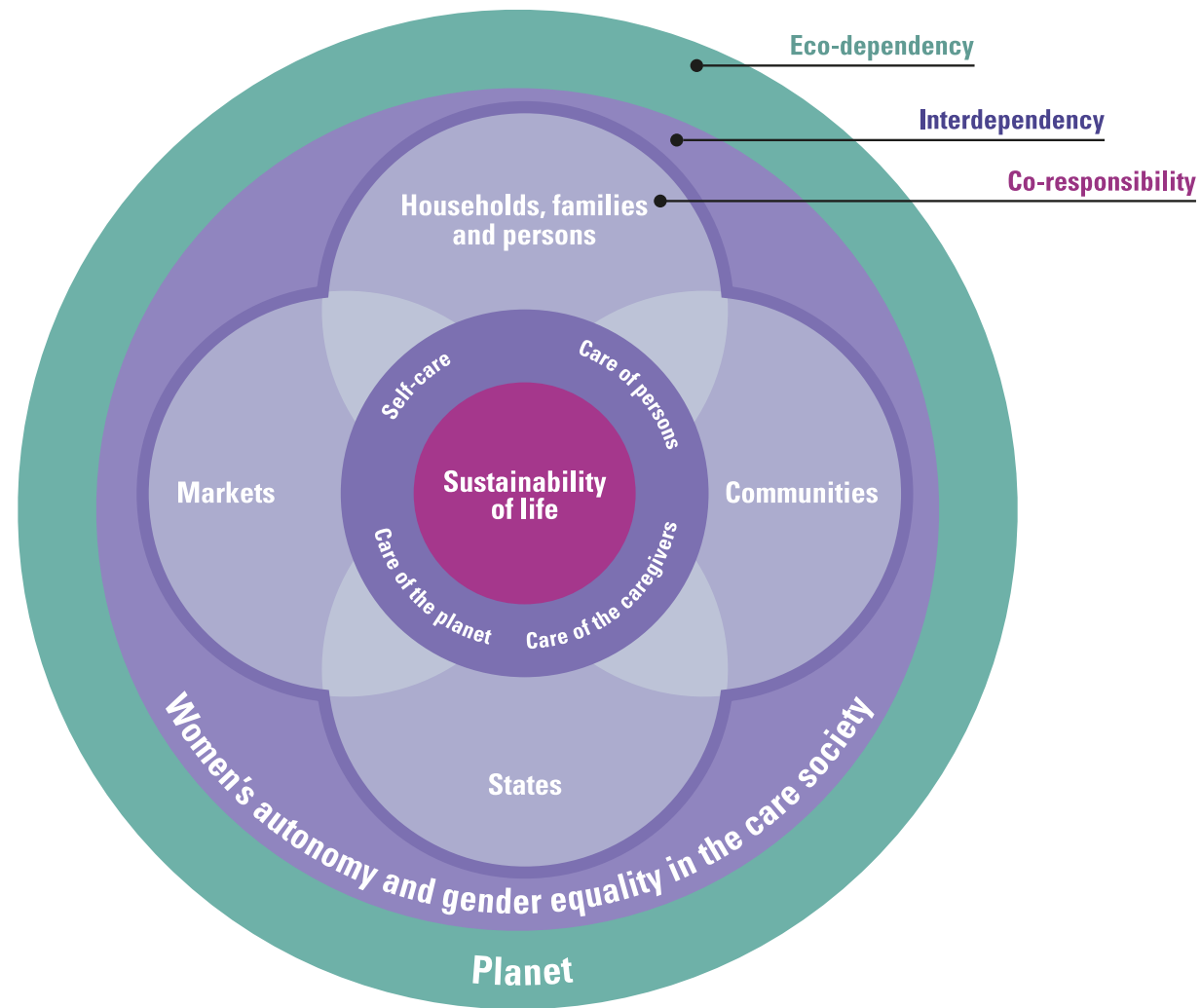
## Commitments of the Regional Gender Agenda



## Other regional commitments



# The care society: Sustainability of life and the planet



Source: ECLAC (2022), The care society: horizon for a sustainable recovery with gender equality.

# The current social organization of care generates barriers to women's autonomy

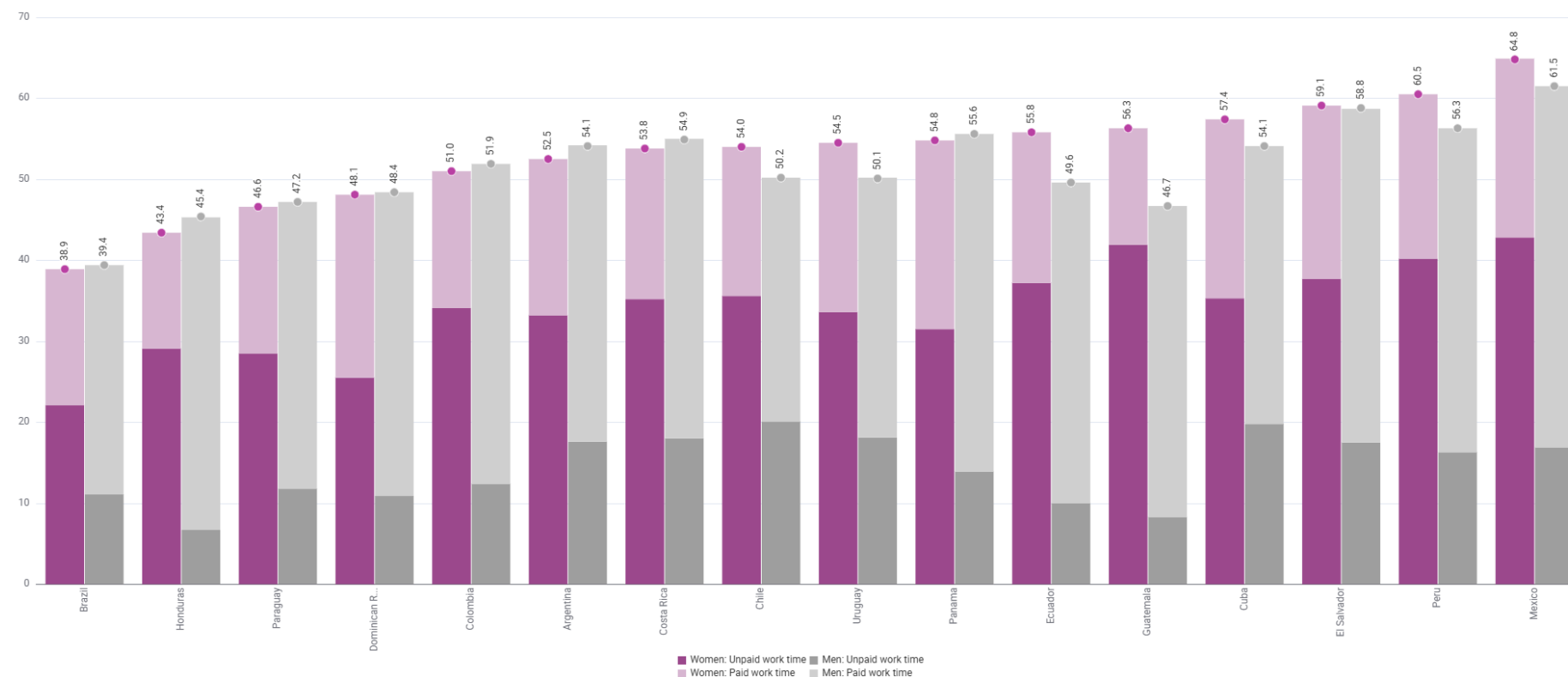


**Gender Equality Observatory**  
for Latin America and the Caribbean

- **The sexual division of labour has a clear trend:** men and women dedicate a similar amount of hours to total work, however, **women dedicate 3 times more** time than men to unpaid work.
- **More than half of women (56.3%)** outside the labour market are engaged exclusively in **unpaid care**.
- Current gender roles and **the lack of public care policies** are an obstacle to women's inclusion in the labor market.

## Total work time

Latin America (16 countries): Total work time of the population aged 15 and over, by type of work and sex, latest year available  
(Average hours per week)



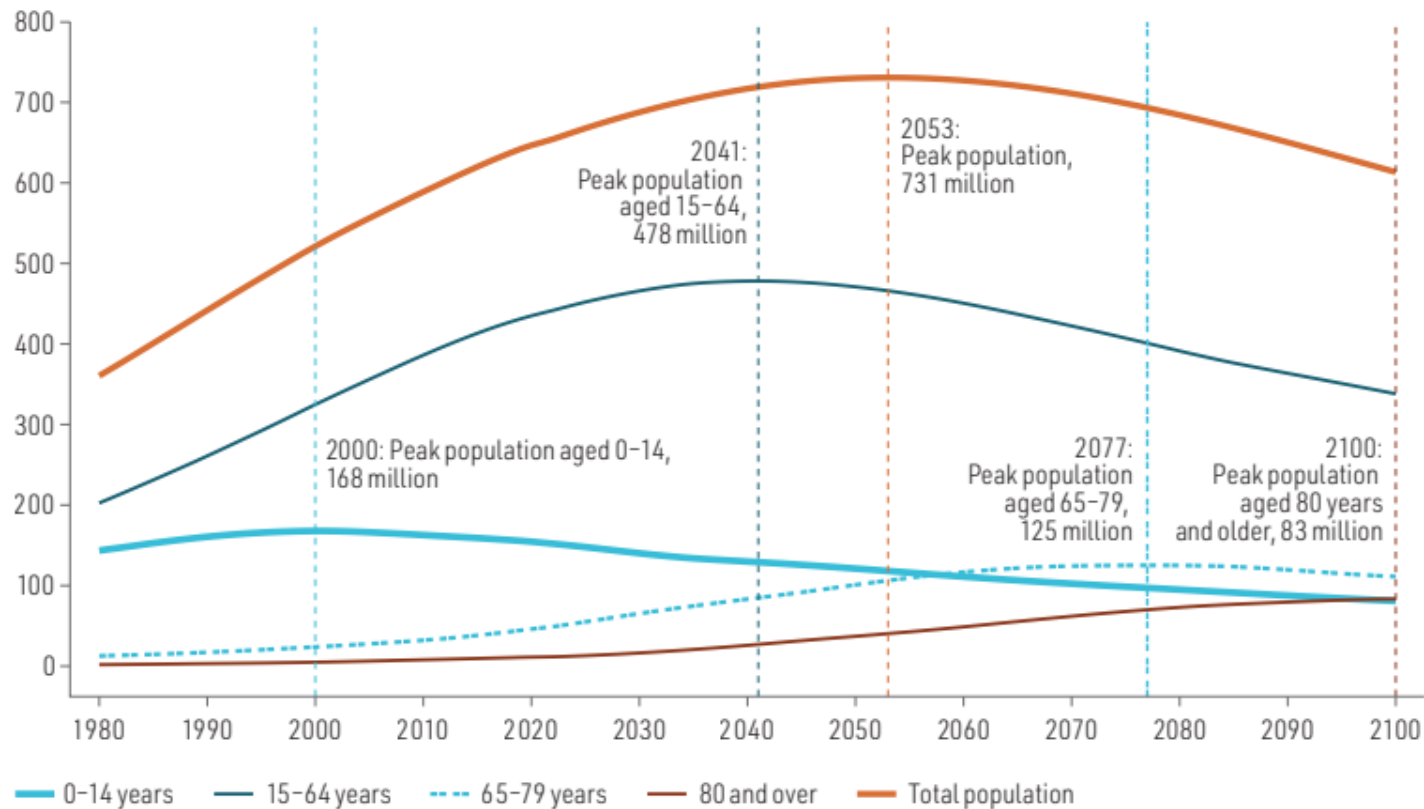
Source: ECLAC, CEPALSTAT, on the basis of Repository of information on time use in Latin America and the Caribbean.

Source: Gender Equality Observatory (ECLAC) <https://oig.cepal.org/en>

Note: Due to the diversity of methodologies and formats of the TUS, the data cannot be compared between countries.

# Growing demand for care for older persons in addition to unmet child care needs

Latin America and the Caribbean (47 countries and territories):<sup>a</sup> total population at mid-year, by age group, estimated and projected, 1980–2100  
(Millions of persons)



Source: Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of United Nations, *World Population Prospects 2024: Summary of Results*, New York, 2024.

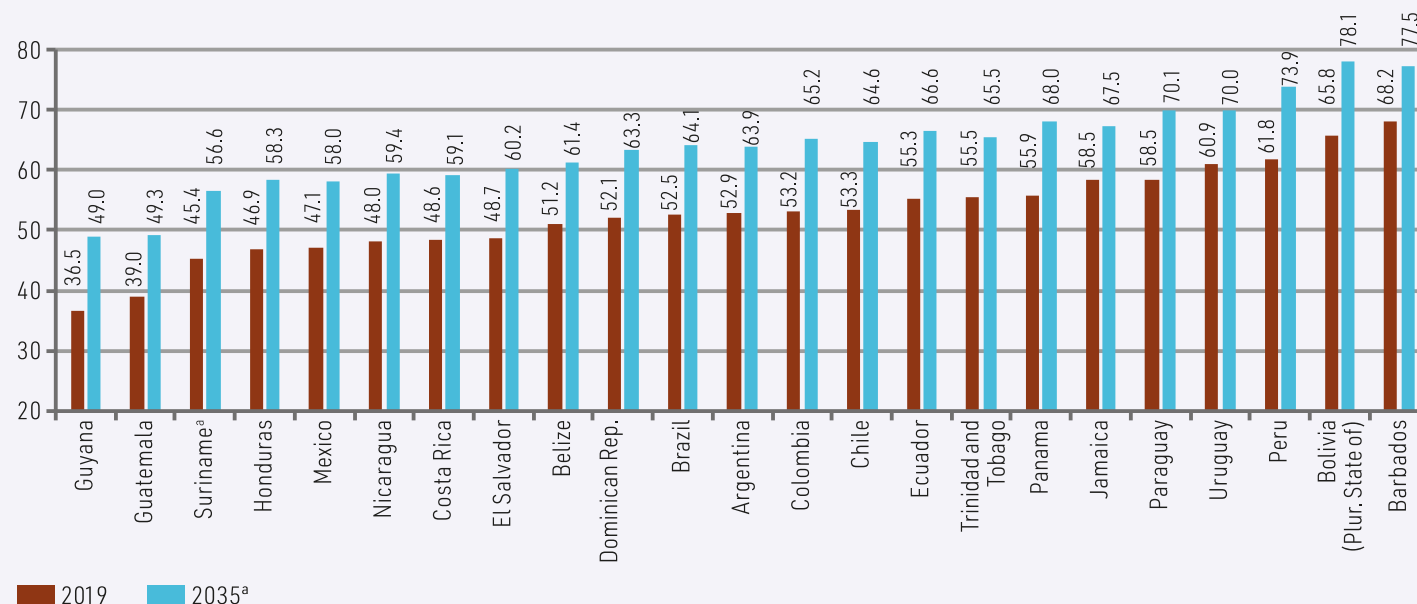
- Children and adolescents are decreasing in number and proportion, but not in priority due to higher poverty rates and deficits in social protection and care services. and care services.
- In the region, over the next 25 years, the **population over 65 years of age will double**, reaching 18.9% of the population in 2050 (138 million).
- This also leads to processes of **aging within aging** that will involve new demands and specificities of care.

# The care sector is emerging as a key driver of the economy:

It promotes economic development through job creation, **increases tax revenues** and contributes to **social inclusion and women's economic autonomy.**

By **2035**, investment in care in the region could generate **32 million direct jobs (81% women)** in universal early childcare and long-term care services and induce an additional 10.5 million jobs.

Latin America and the Caribbean (23 countries): women's employment rate simulated on the basis of investment in care, 2019 (reference year) and 2035 (Percentages)



Source: Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of International Labour Organization (ILO), ILOSTAT [online database] <https://ilostat.ilo.org/>; ILO Care Policy Investment Simulator [online database] <https://webapps.ilo.org/globalcare/?language=en#simulator>.

Note: The data for Nicaragua and Suriname refer to 2014 and 2016, respectively.

<sup>a</sup> Does not include the effects induced by household consumption and spending.



# International Labour Standards

## Fundamental labour conventions

- **C100** – Convention on **equal remuneration**, 1951 (No.100) – Ratified by **33 countries** in LAC.
- **C111** – Convention on **discrimination** (Employment and Occupation), 1958 (No.111) – Ratified by **33 countries** in LAC.

## Time for care

- **C183** – Convention on **maternity protection** , 2000 (No.183) – Ratified by **8 countries** in LAC.
- **C156** – Convention on **workers with family responsibilities**, 1981 (No. 156) - Ratified by **13 countries** in LAC.

### Ratifications in LAC

Venezuela	Cuba
Peru	Peru
Argentina	Dom. Rep.
Chile	Belize
Guatemala	Panama
Bolivia	El Salvador
Belize	Ant. & Barbuda
El Salvador	Suriname
Paraguay	
Ecuador	
Costa Rica	
Colombia	
Uruguay	

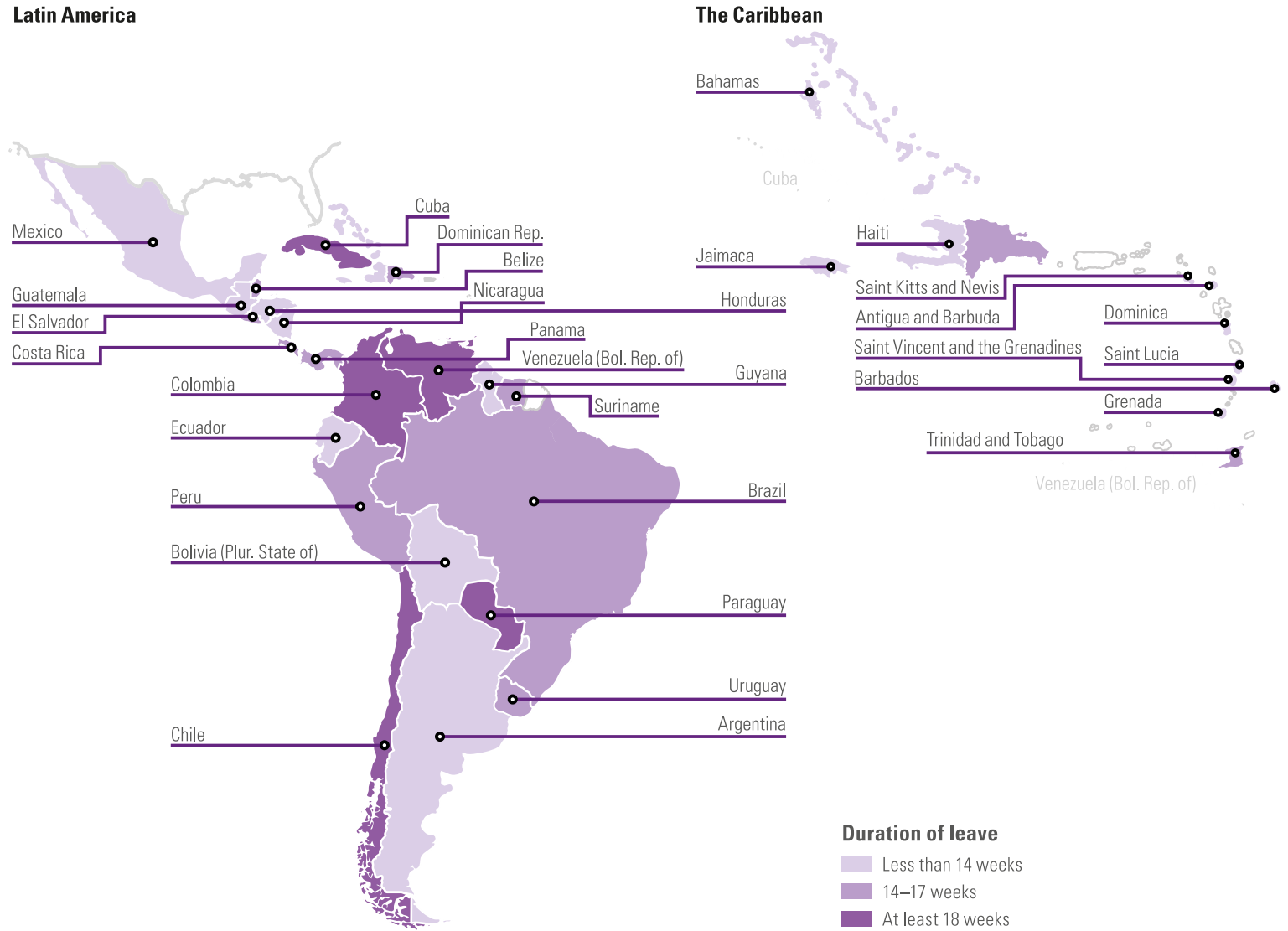
**C.183**

**C.156**

# Maternity leave

It is a woman's right to a period of rest from work in connection with pregnancy, childbirth and the postnatal period and is part of maternity protection. Established in the **ILO Maternity Protection Convention, 2000 (No. 183)**.

Map 1  
Latin America and the Caribbean: maternity leave



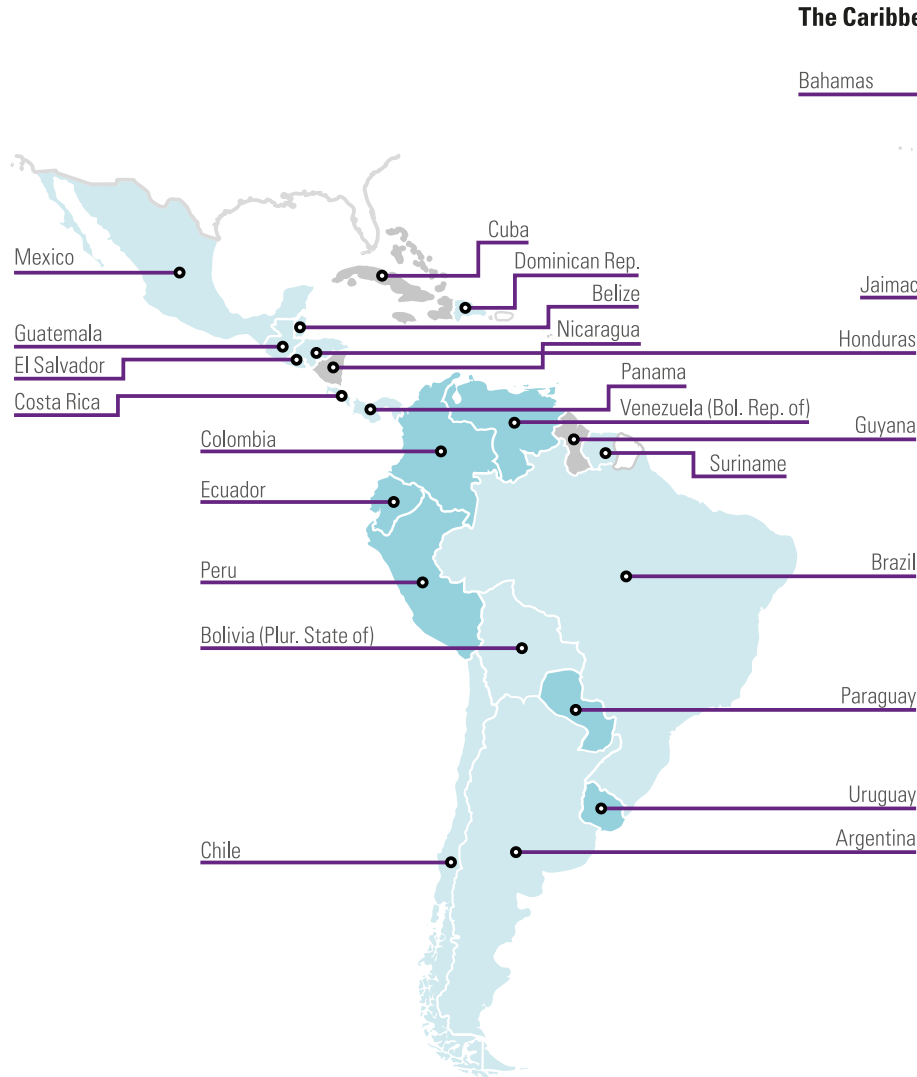


# Paternity leave

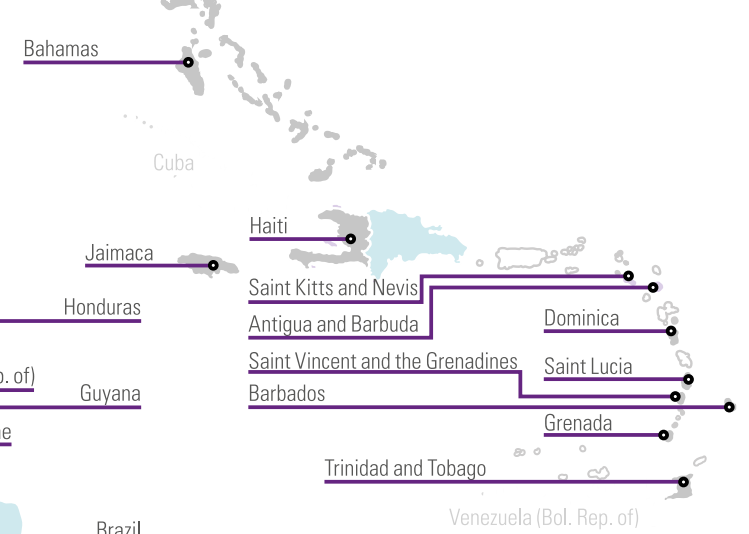
It is a right of the parents, or of the parent's partner, to take leave around the time of the birth of a child.

- Map 2 Latin America and the Caribbean: paternity leave

## Latin America



## The Caribbean



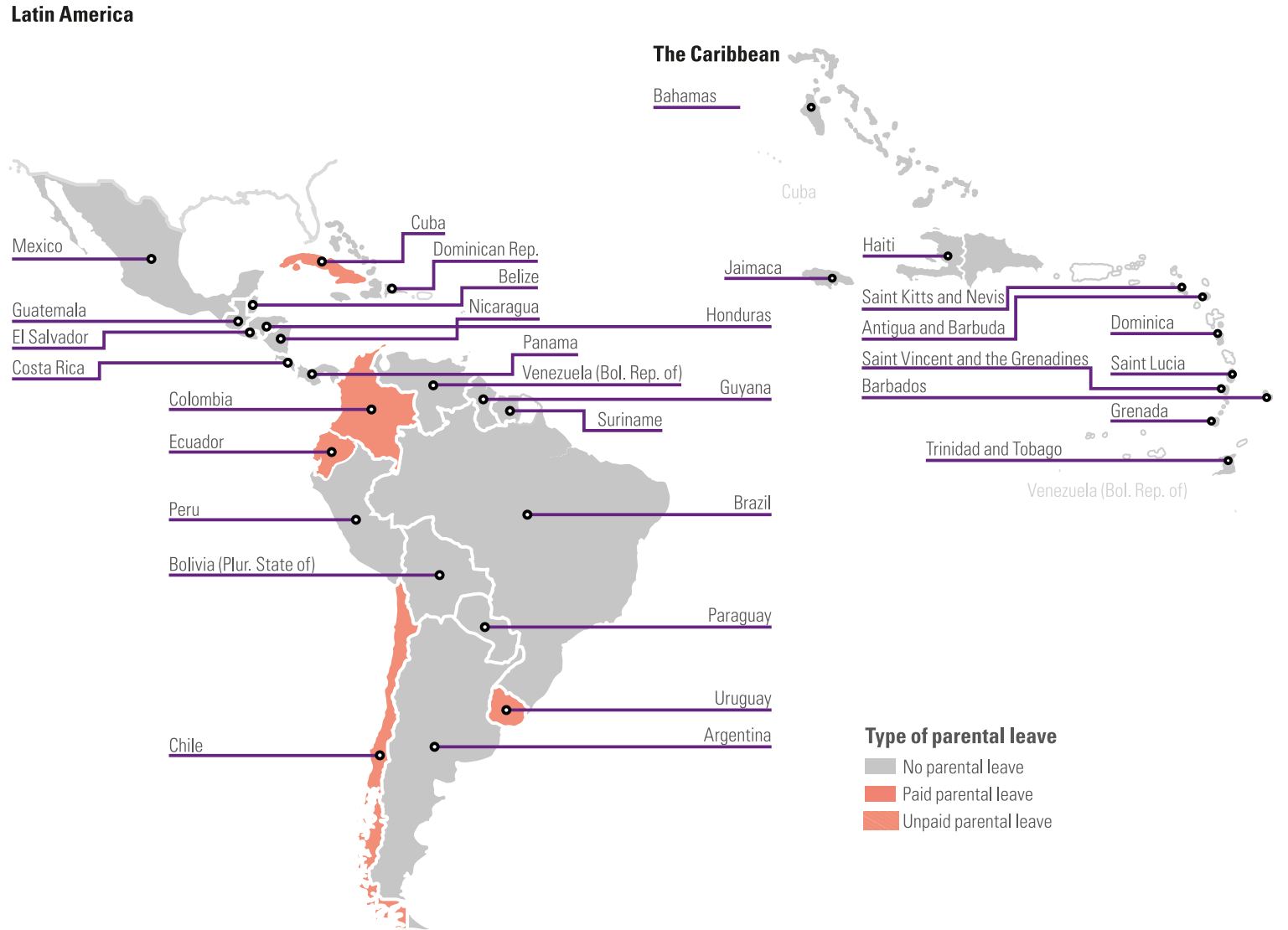
### Duration of leave

- No paid leave
- 1-9 days
- 10-15 days

# Parental leave

A longer period of leave taken to care for a child beyond maternity and/or paternity leave and usually available to one or both parents.

Map 3  
Latin America and the Caribbean: parental leave

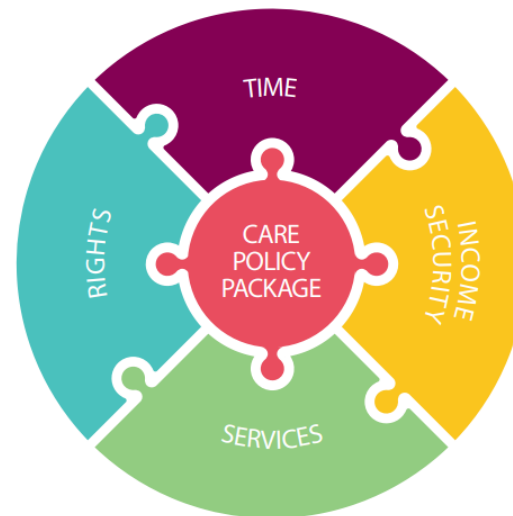


# Resolution of the International Labour Conference (ILC, 2024)

First international tripartite agreement highlighting the essential connections between the **care economy, gender equality, decent work, sustainable development, and social justice.**

Recognizes:

*Just as labour is not a commodity, **labour in the care economy is not a commodity.** All people should be able to provide and receive care, including self-care.*



The achievement of decent work includes the adoption and effective implementation of **well-designed leave policies (paternity, parental, and long-term care) and care services.**

The **5Rs** framework to develop strategies to promote decent work in the care economy

Recognize

Redistribute

Reduce

Reward

Representation

# The ILO Global Care Policy Portal

 International Labour Organization | ILO Global Care Policy Portal

[About](#) [Home](#) [ILO Care Policy Investment Simulator](#) [E-library](#)

The ILO Global Care Policy portal is a knowledge hub to disseminate data and resources on care leave policies and services to advance the ILO transformative agenda for gender equality and non-discrimination. The portal presents over 60 legal and statistical indicators on maternity protection, paternity leave, parental leave and other care leave and non-discrimination policies, as well as childcare and long-term care services in more than 180 countries. It uses international labour standards as benchmarks and builds on ILO policy research since 1994.

The portal also offers a Care Policy Investment Simulator, a user-friendly online tool aimed to support Member States and other partners to make simulations on how to close care policy gaps and reap the multiple benefits of investing in the care economy.

Topic:  Year:  Region / Countries and territories:  Key Indicators:



**Duration of maternity leave (weeks)**

- 18 weeks or more
- 14-17 weeks
- 12-13 weeks
- Less than 12 weeks
- No statutory maternity leave

Amount of maternity leave cash benefits (% of previous earnings) [+]

Source of funding of maternity leave cash benefits [+]

Presence of maternity leave scheme aligned with the provisions of Convention No. 183 [+]

Scope - Provision of maternity cash benefits for self-employed workers [+]

Scope - Provision of maternity leave for adoptive parents [+]

Scope - Provision of maternity leave for domestic workers [+]

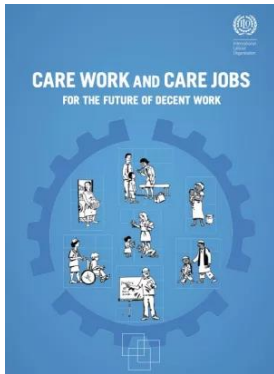
Scope - Provision of maternity cash benefits for domestic workers [+]

Length of protection against dismissal related to maternity leave [+]

Employer must prove dismissal is [+]

Source: ILO Global Care Policy Portal <https://webapps.ilo.org/globalcare/?language=en#home>

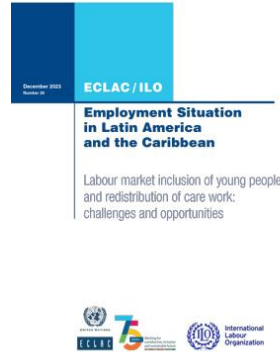
# We invite you to explore other documents



[Care work and care jobs for the future of decent work - ILO](#)



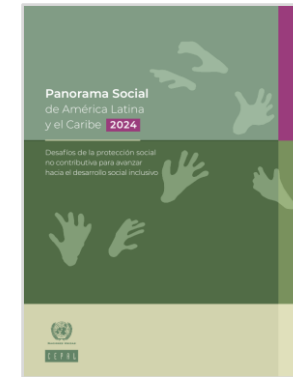
[Las personas trabajadoras de América Latina con responsabilidades de cuidados. Una mirada regional al C.156 - OIT](#)



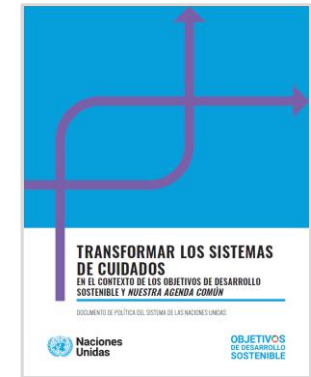
[Employment Situation in Latin America and the Caribbean. Labour market inclusion of young people and redistribution of care work: challenges and opportunities – ECLAC/ILO](#)



[The care society: A horizon for sustainable recovery with gender equality - ECLAC](#)



[Social Panorama of Latin America and the Caribbean, 2024: the challenges of non-contributory social protection in advancing towards inclusive social development - ECLAC](#)



[Transforming Care Systems in the Context of the Sustainable Development Goals and Our Common Agenda - UN System Policy Paper](#)



[Los cuidados en el trabajo: Invertir en licencias y servicios de cuidados para una mayor igualdad en el mundo del trabajo. Informe regional complementario para América Latina y el Caribe](#)



[El trabajo doméstico remunerado en América Latina y el Caribe a diez años del C.189 - OIT](#)

## Thank you!