



ECONOMIC AUTONOMY AND CARE

Gender Equality Policies

The promotion of women's economic autonomy and the development of care is a thematic line of action for the EUROSociAL+ Gender Area that aims to enhance paid work and reduce women's invisible unpaid work overload. The line represents 17% of the total actions in the Gender Equality Policies area

WHICH AREAS ARE INVOLVED?

This line is divided into two closely associated sub-lines. Access to quality paid jobs to decrease the feminisation of poverty and discrimination, and the development of care systems that promote social co-responsibility for care, for the family, for children, people with disabilities and the elderly, and thus reduce the excessive weight of unpaid work that prevents women from being able to devote themselves to civic, economic and social life on equal terms with men.

Public policy reforms to improve labour inclusion under decent conditions seek to modify the systematic assignment of women to less socially and economically valued jobs or branches of activity, to decrease the wage gap, precarious forms of contracting, instability and part-time work, through formalisation and by promoting diversification and access to economic branches and activities with greater social and economic recognition. Statistics systematically show women's higher rates of education, while paradoxically they suffer higher rates of unemployment and informality.



Therefore, the expansion of social protection systems for adult and young women is sought, along with the progressive structuring of an economy and a system of care based on co-responsibility: both in families, promoting equal participation between men and women, and through universal systems for the provision of professionalised services for the care of children, the elderly or the sick, based on public, private and community investment, with decent and secure jobs for women and men.

EUROSOCIAL+ EXPERIENCES

Eight countries are currently working with EUROSociAL+ on this line of action, in addition to two regional actions. Of thirteen actions in this line, nine are complete and four are currently being implemented.

At the country level, in Colombia and Brazil policies focused on rural women have been supported. These women appear in all the indicators



WHICH SDG DOES IT INVOLVE?



EUROPEAN CONSENSUS

Initiative: Gender equality

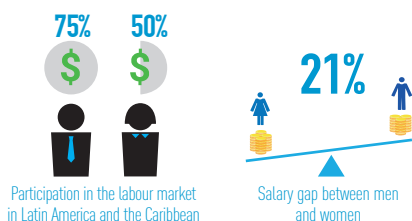
The EU and its Member States will ensure that the gender perspective is systematically incorporated into all policies as a key contribution to the successful achievement of the SDGs. They will accelerate their efforts to achieve gender equality and the empowerment of women.

Consortium led by:



PARTNERSHIPS

- ▶ European Union-Latin America and the Caribbean Foundation (EU-LAC Foundation)
- ▶ UNDP
- ▶ ECLAC
- ▶ UN Women
- ▶ Inter-American Commission of Women (CIM-OEA)



relating to poverty, inequality and inter-sector discrimination. Other countries have turned their actions towards improving their professional equality plans by promoting “equality seals” (Mexico), training on this topic in small companies (Chile), promoting equal pay (Colombia) and the professional reintegration of women who are victims of violence (Argentina). Several countries have prioritised strengthening services for access to paid work from the beginning of the professional life cycle, focusing their efforts on young women (Ciudad Mujer Joven - El Salvador) and promoting their entry into professions linked to technology and science (Uruguay).

Efforts have been concentrated on articulating these actions in close collaboration with the Mechanisms for the Advancement of Women (MAW). In turn, bringing a gender focus to the field of care and social protection policies, which poses several challenges for poor women to stop them from being the main providers of paid and unpaid care, so they can leave the vicious circle of poverty. In this area, the programme

promotes the sharing of best practices in the region, in close collaboration with the Social Policies area.

WITHIN THE FRAMEWORK OF THE COVID-19 CRISIS

An initiative has been opened at the regional level with the OAS Inter-American Commission of Women (CIM), which is the main high-level forum generating hemispheric policies promoting women's rights and gender equality. The general objective is to strengthen the public policies of the states related to the issue of social co-responsibility for care, considering the context relating to Covid-19 (social, economic, tax, social security, labour, etc. policies). To this end, we are supporting the analysis of the gender impact of the measures taken by governments from the moment of lockdown to the first measures for economic reactivation (short and medium term) to prepare recommendations at the regional level for long-term policies that promote equal opportunities in reintegration to work. This regional action also seeks to promote the exchange of experiences, policies and good practices between Europe and Latin America and to articulate actions between the Ministries of Women and the Ministries of Labour in the Americas to strengthen women's participation in the jobs market.

In Costa Rica, we are implementing mitigation actions for women public employees who are teleworking and a form of work that can be copied in the general public sector. To do this, we are supporting the Institutional Commission for Social Co-responsibility for Care to prepare a proposal for an institutional organisation for the National Institute for Women (INAMU), to exchange good Latin American and European teleworking practices from a gender perspective towards short-term, medium and long term

actions and also to prepare inputs for sustained action with other institutions of the Costa Rican public administration.

OTHER ACTIONS BY COUNTRY

- ▶ BRAZIL: support has been given to the Ministry of Agriculture, Livestock and Supply in strengthening public policies on gender and sustainability in Brazilian co-operatives.
- ▶ CHILE: We are contributing to disseminating good employment practices in relation to Gender Equality in SMEs together with the Ministry of Women and Gender Equity.
- ▶ COLOMBIA: We have worked to formulate a methodological instrument to make the equal pay law operational in the Ministry of Labour and we have revised the Fund for the Promotion of Rural Women to improve its operational model within the Ministry of Agriculture and Rural Development.
- ▶ EL SALVADOR: We have provided a technical service to update and strengthen the economic autonomy services in the Social Inclusion Secretariat's Young Women's City programme. We have also worked on the implementation of the Equality Plan in Public Educational Centres (Equality Stamp) with the Ministry of Education.
- ▶ MEXICO: We evaluated Mexican Standard NMX-R-025-SCFI-2015 on Workplace Equality and Non-Discrimination from the National Women's Institute.
- ▶ PARAGUAY: We have also supported the drawing up of indicators with a gender perspective for people management and development in the Secretariat of Social Action.
- ▶ URUGUAY: We are contributing to preparing the accessibility plan for girls and adolescents to science and technology training with the National Public Education Administration.

Regional

- ▶ We are accompanying the Inter-American Commission of Women (CIM) in formulating practical recommendations for the creation of a legal instrument that ensures the full exercise of women's economic rights and their economic empowerment and autonomy.
- ▶ With the European Union-Latin America and the Caribbean Foundation (EU-LAC Foundation) we have organised a contest and awarded 10 relevant experiences on the inclusion of young women in the working world.

EUROsociAL TV

EUROsociAL CHANNEL ON YOUTUBE

A series on innovation in the labour inclusion of women, made by the Gender Equality and Social Policies areas of EUROsociAL+, together with the EU-LAC Foundation:

- ▶ BECOMTECH (France)
- ▶ ESCOLA DE VOCÊ (Brazil)
- ▶ ALMATERRA (Italy)
- ▶ Red HABITAT (Bolivia)
- ▶ CALOTO (Colombia)
- ▶ ALAS DE MARIPOSA (Mexico)
- ▶ FEDERACIÓN MUJERES JÓVENES (Spain)
- ▶ CEPRODIH (Uruguay)
- ▶ CREA (Mexico)
- ▶ FEDERACIÓN ENTRE MUJERES (Nicaragua)

Publications

EUROsociAL LIBRARY

- ▶ Support for the preparation of the Accessibility Plan for girls and adolescents for training in science and technology
- ▶ The Colombian labour market: the gender gap in remuneration for work
- ▶ Mexican Standard NMX-R-025-SCFI-2015 on Labour Equality and Non-Discrimination
- ▶ Coopergénero - gender and cooperativism programme
- ▶ Good practices and innovations for the inclusion of women in the labour market in Latin America, (co-edited by EU-LAC Foundation and EUROsociAL+)
- ▶ Rapporteur for the 2nd meeting of the EUROsociAL+ Programme: Trust and Social Cohesion