

LINE OF ACTION



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 19% 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

In the line of action Economic Autonomy and Care, we worked on 19 actions, of which 16 were executed in ten countries and 3 at the regional level.

At the country level, in Colombia and Brazil policies focused on rural women have been supported. These women appear in all the indicators relating to poverty, inequality and inter-sector



WHICH SDG DOES IT INVOLVE?



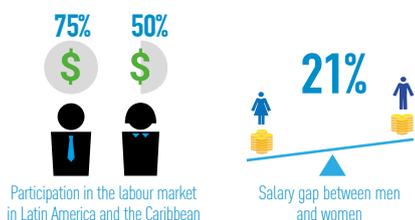
EUROPEAN CONSENSUS

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.

PARTNERSHIPS

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



discrimination. Other countries have turned their actions towards improving their professional equality plans by promoting “equality seals” (Mexico and Dominican Republic), 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

Work has been done 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 promoted 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 implemented 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 supported 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.

At the regional level

- ▶ We accompany 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.

Publications

EUROSociAL LIBRARY



- ▶ Inter-American Model Law on Care
- ▶ Compilation of good inter-institutional practices in care, punishment and prevention of gender violence in the COVID19
- ▶ European experiences of inclusion of girls and young people in S&T / STEM
- ▶ Lessons from European conciliation measures, with a gender perspective
- ▶ Multidimensional Index for Salary Equity in Colombia
- ▶ COVID-19 in Women’s Lives: The Global Care Emergency
- ▶ 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

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:

- ▶ Bringing domestic workers in Peru into the formal employment market
- ▶ 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)