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# **WOMEN IN POWER**

## **Political Participation and Leadership of Afro-descendant Women**



Beatriz Ramírez, Director of *Instituto Nacional de las Mujeres* (INMUJERES) (National Women's Institute), reporting to the Uruguayan Ministry of Social Development (MIDES, as per its Spanish acronym)

# INTRODUCTION: Racism, a Two-faced Issue



Struggle against all forms of discrimination with a view to achieving inclusion, integration and equality

There are two sides to it:

- Fight against Racism: The concept of *intersectionality* has been recently included (together with other dimensions, such as gender and generations)
- Resistance and Resilience - assertion of identities / cultural aspect (internationalism)

# INTERNATIONAL REGULATIONS: The Process



- Struggles for Emancipation: first generation (i.e., legal and civil) rights
- Universal Declaration of Human Rights (1948): non-discrimination and equality
- International Convention on the Elimination of All Forms of Racial Discrimination (1965): A new paradigm of Power and Rights
- III World Conference against Racism (Durban, 2001): Intersectionality as a new paradigm

# URUGUAY: Institutionalization



- 2005: The ***Ministerio de Desarrollo Social (MIDES) (Social Development Ministry)*** is created by Law No. 17866. Section 6 of the law provides for the inclusion of the *Instituto de la Mujer y la Familia* (Institute for Women and Family Affairs), then reporting to the Ministry of Culture and Education, within the scope of MIDES. The name was changed to ***Instituto Nacional de las Mujeres (INMUJERES) (National Women's Institute)*** by Law No. 17930, Section 377.
- Mission of INMUJERES: To act as the **agency entrusted with leading, promoting, regulating and monitoring the enforcement of the gender policy within the Uruguayan State** in order to secure equal rights and opportunities between men and women and equal participation in the social, cultural, political, and economic arenas

# INMUJERES: Activity Areas



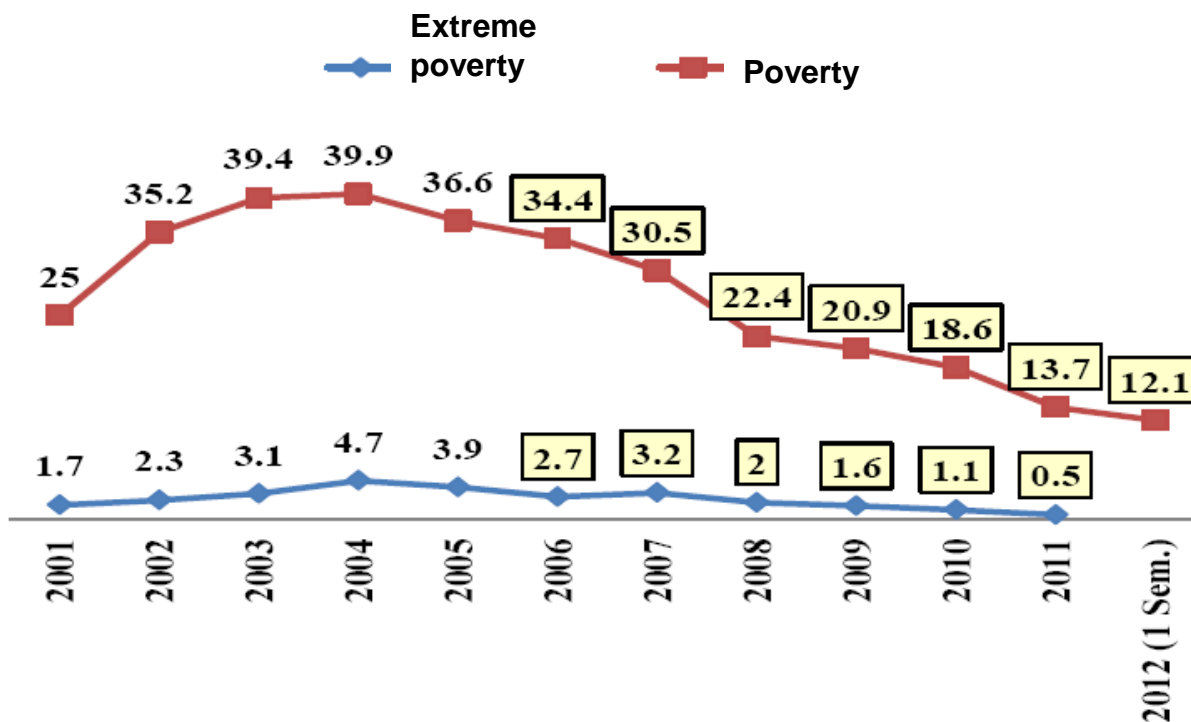
- **Institutional strengthening of the *Instituto Nacional de las Mujeres***
- **Making gender a cross-cutting issue that intersects with the ethnic and racial dimension of public policies, as well as other forms of inequality resulting from hegemonic power structures**
- **Empowering women and promoting their social participation, with a special emphasis on those women groups subject to manifold and aggravated forms of discrimination:** poverty; Afro-descendant women; household workers; women who are deprived of freedom; HIV victims; LGBT, and rural women. The intention is to contribute to restoring their rights and offering remedies for different forms of inequality and discrimination (both past and present) affecting women throughout the Uruguayan territory.
- **Fighting against gender-based violence, by ensuring that human rights, gender, generational, ethnic and racial discrimination, disability and sexual diversity perspectives are included in the public policies designed to fight against it**

# URUGUAY: Evolution of Social Indicators

Source: MIDES 2013



## Social Policies and their Impact



# URUGUAY: Evolution of Social Indicators

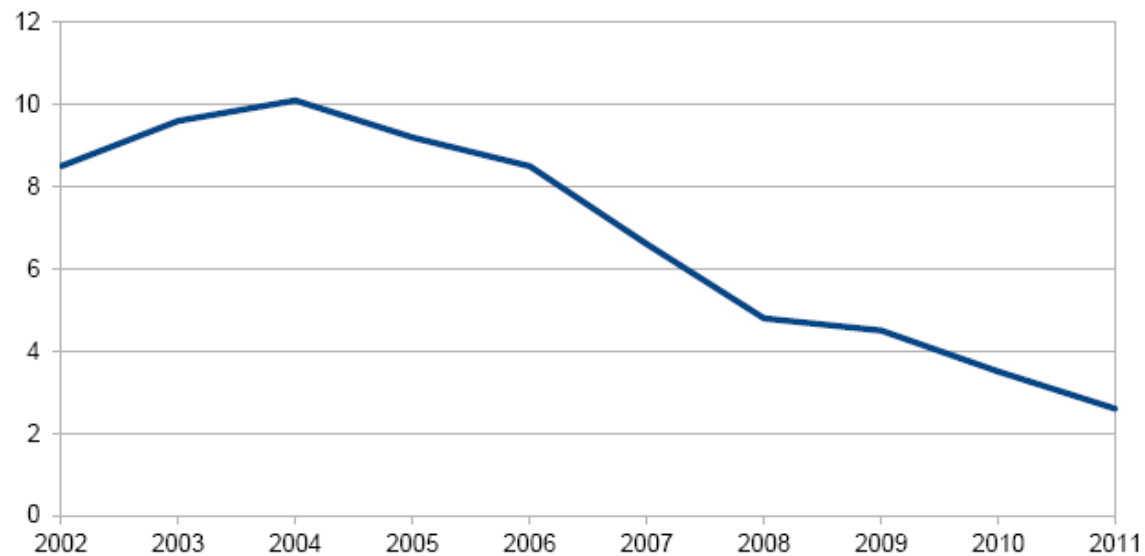
Source: MIDES 2013



## Social Policies and their Impact

### Poverty Gap

— Gap



# URUGUAY: Evolution of Social Indicators

Source: MIDES 2013



## Social Policies and their Impact

### Poverty & Inequality in Uruguay (2004-2012)

	2004	2011	2012
Extremely Poor	4,7	0,5	0,6
No. of People	152327	16431	19718
Poor	39,9	13,7	12,4
No. of People	1293160	450225	407503
Gini Index	.0,452	.0,403	.0,379
Ratio bt. the richest 10% and the poorest 10%	17,1	13,3	11,8
Poverty Gap	10,1	2,5	2,2

Source: INE – Poverty Estimate – Income Method 2012

Data for 2004 correspond to towns with >5000 inhabitants. Data for 2011 and 2012: Countrywide



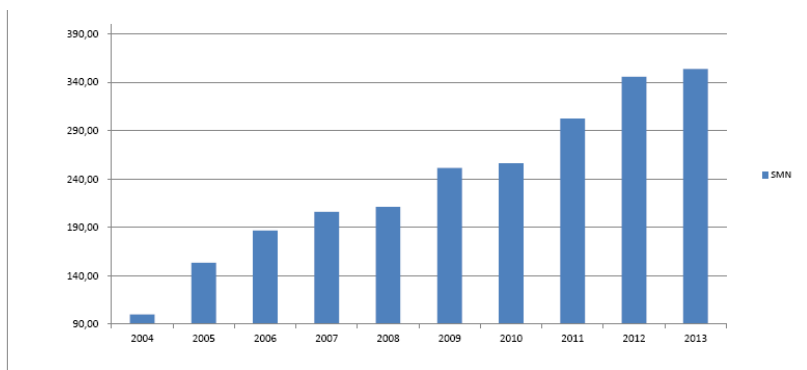
# URUGUAY: Evolution of Social Indicators

Source: MIDES 2013



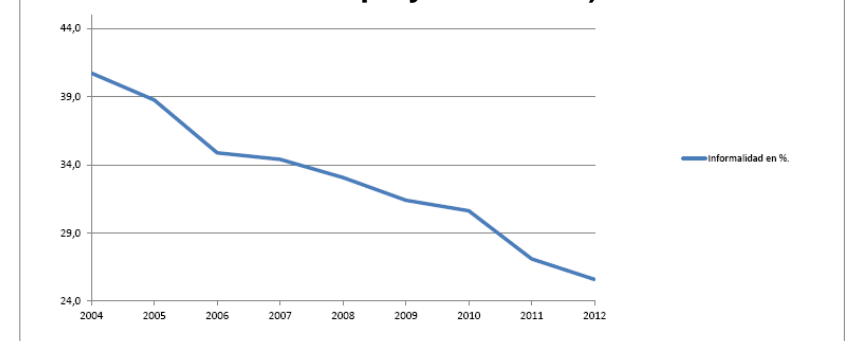
## Social Policies and their Impact

### Minimum National Salary



## Social Policies and their Impact

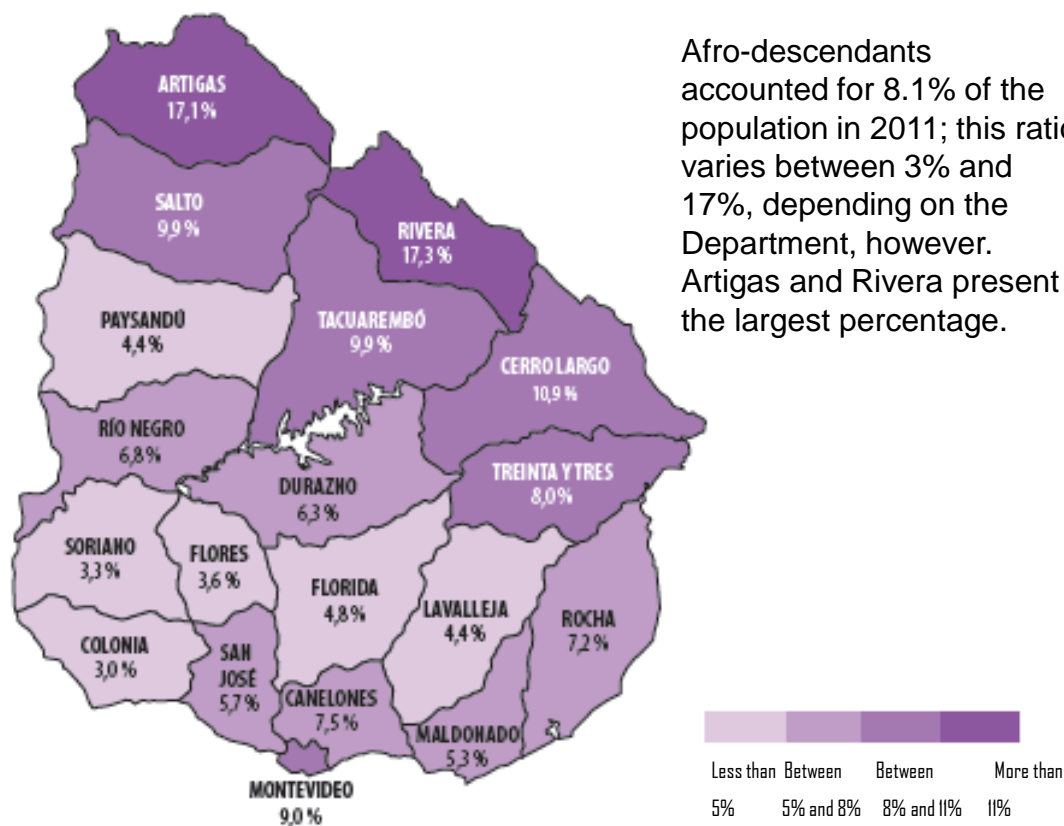
### Informal Labour (as a percentage of employed earners)



# URUGUAY: Features of the Afro-descendant Population



Afro-descendant population, by Department (as a %) (2011)



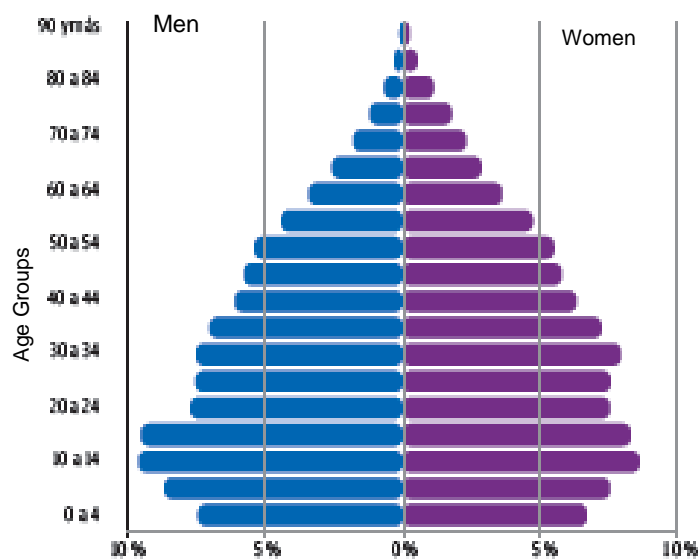
Source: Gender Information System  
INMUJERES – MIDES, based on the  
2011 Census, INE

# URUGUAY: Features of the Afro-descendant Population

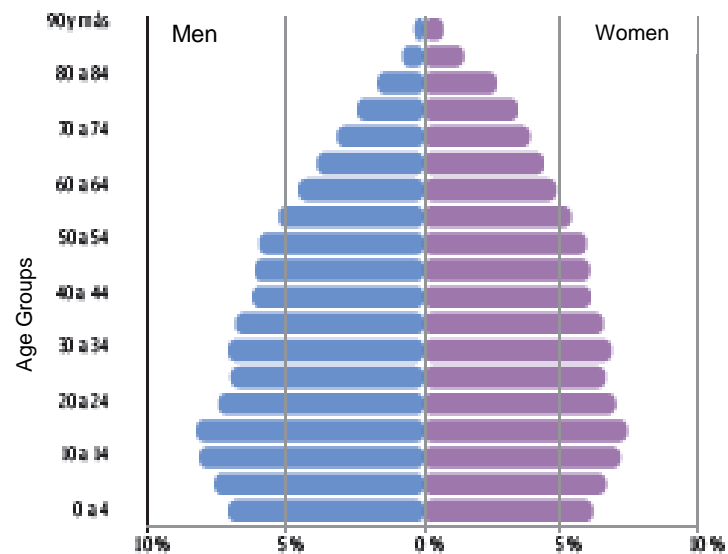


## Main Sociodemographic Features

Afro-descendant Population Pyramid  
Country total, 2011



Non Afro-descendant Population Pyramid  
Country total, 2011



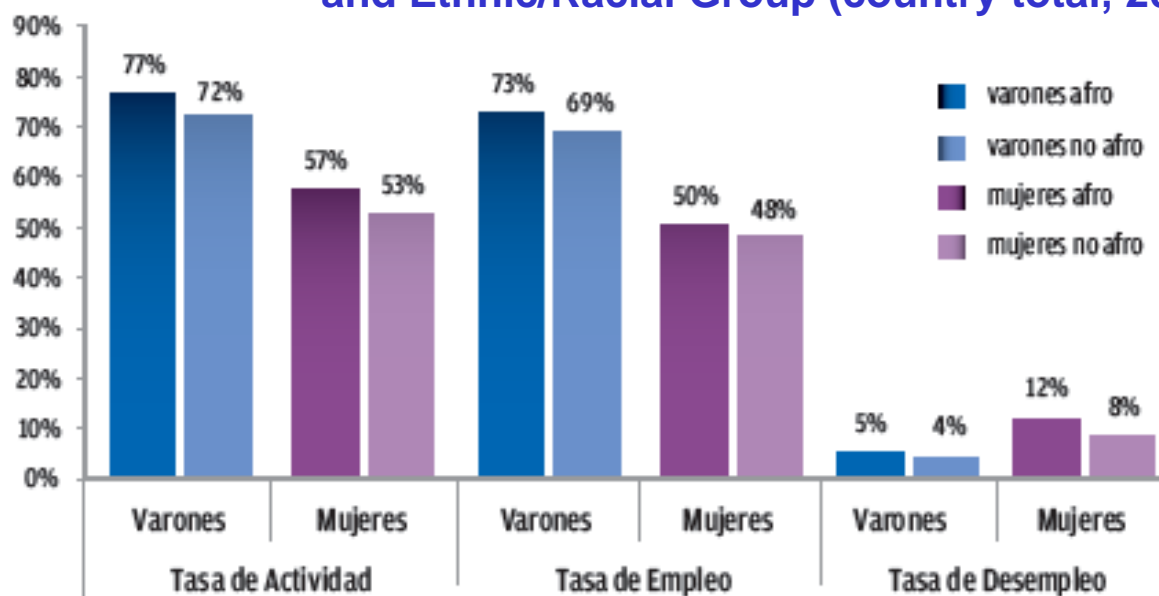
Source: Gender Information System INMUJERES – MIDES, based on the 2011 Census, INE

# URUGUAY: Pending Issues Afro-descendant Women



## Labour Market:

### Activity, Employment and Unemployment Rate, by Gender and Ethnic/Racial Group (country total, 2011)



Fuente: Sistema de Información de Género, Inmujeres-MIDES, en base al Censo 2011, INE.

# URUGUAY: Pending Issues Afro-descendant Women



## Labour Market:

**Cuadro 12. Distribución de las personas ocupadas según tipo de ocupación y sexo en población afrodescendiente y no afrodescendiente**

Tipo de ocupación	Mujeres			Varones		
	Afro	No afro	Total	Afro	No afro	Total
<b>Miembros del Poder Ejecutivo y otros organismos del Estado</b>	3,5	5,8	5,6	1,9	6,8	6,3
<b>Profesionales</b>	6,2	14,1	13,3	2,0	6,3	5,8
<b>Técnicos y profesionales de nivel medio</b>	4,1	6,2	6,0	3,9	7,0	6,7
<b>Empleados/as de oficina</b>	9,9	18,5	17,7	5,1	8,6	8,2
<b>Trabajadores de los servicios y vendedores de comercios</b>	24,2	21,2	21,5	10,2	8,3	8,5
<b>Agricultores y trabajadores calificados agropecuarios y pesqueros</b>	0,5	2,4	2,2	7,2	8,5	8,4
<b>Oficiales, operarios y artesanos de artes mecánicas y de otros oficios</b>	5,1	4,8	4,8	24,2	20,8	21,1
<b>Operarios de instalaciones y máquinas y montadores</b>	4,4	2,5	2,7	9,8	11,8	11,6
<b>Trabajadores no calificados</b>	41,9	24,5	26,1	33,8	20,8	22,1
<b>Fuerzas armadas</b>	0,2	0,1	0,1	1,9	1,1	1,1
<b>Total</b>	100,0	100,0	100,0	100,0	100,0	100,0

Fuente: Sistema de Información de Género de Inmujeres en base a ECH-INE 2008.

# URUGUAY: Pending Issues

## Afro-descendant Women



### Education:

**% Distribution of People >24 by Gender and Ethnic/Racial Group (broken down by literacy level) (country total, 2011)**

	Afro		No afro	
	Varones	Mujeres	Varones	Mujeres
Sin instrucción	1,8	2,0	1,1	1,4
Primaria (común o especial)	45,2	42,1	34,5	33,9
Ciclo básico	26,2	23,3	22,7	18,0
Bachillerato	13,7	16,3	19,0	20,4
Enseñanza Técnica; Formación profesional	6,2	4,3	6,1	3,8
Terciario no universitario	2,3	5,3	3,6	8,7
Universidad y Posgrado	4,6	6,8	12,9	13,9
<b>Total</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>	<b>100,0</b>

Fuente: Sistema de Información de Género, Inmujeres-MIDES, en base al Censo 2011, INE

# URUGUAY: Pending Issues Afro-descendant Women



## Education:

**Cuadro 5. Máximo nivel educativo alcanzado por personas de 20 años o más en población afrodescendiente y no afrodescendiente**

Nivel Educativo	Población Afro	Población No Afro
Sin instrucción o Primaria	47,1	37,7
Ciclo básico incompleto	15,6	10,9
Ciclo básico completo	11,3	10,2
Segundo ciclo	18,7	23,9
Terciaria y Universitaria	7,4	17,4
<b>TOTAL</b>	<b>100,0</b>	<b>100,0</b>

Fuente: Sistema de Información de Género de Inmujeres en base a ECH-INE 2008.

**Cuadro 7. Asistencia a establecimientos de enseñanza según tramos de edad en población afrodescendiente y no afrodescendiente**

Edades	Población Afro	Población No Afro
<b>0 a 3</b>	11,9	13,8
<b>4 a 5</b>	85,0	89,3
<b>6 a 12</b>	99,0	98,8
<b>13 a 17</b>	77,4	82,7
<b>18 a 24</b>	25,2	40,8

Fuente: Sistema de Información de Género de Inmujeres en base a ECH-INE 2008.

# URUGUAY: Pending Issues Afro-descendant Women



## Income & Poverty:

**Cuadro 13. Proporción de personas viviendo en hogares indigentes y pobres según sexo en población afrodescendiente (Línea de Pobreza 2002)**

	Mujeres			Varones		
	Afro	No afro	Total	Afro	No afro	Total
<b>Indigentes</b>	3,9	1,3	1,5	3,3	1,3	1,5
<b>Pobres</b>	40,6	17,9	20,2	38,6	18,2	20,4

Fuente: Sistema de Información de Género de Inmujeres en base a ECH-INE 2008.

**Cuadro 16. Brecha de ingresos entre afrodescendientes y no afrodescendientes por hora de trabajo según tipo de ocupación**

<b>Miembros del Poder Ejecutivo y otros organismos del Estado</b>	55,7
<b>Profesionales, científicos e intelectuales</b>	82,5
<b>Técnicos y profesionales de nivel medio</b>	82,7
<b>Empleados/as de oficina</b>	83,5
<b>Trabajadores de los servicios y vendedores de comercios y mercados</b>	84,2
<b>Agricultores y trabajadores calificados agropecuarios y pesqueros</b>	67,0
<b>Oficiales, operarios y artesanos de artes mecánicas y de otros oficios</b>	95,4
<b>Operarios de instalaciones y máquinas y montadores</b>	80,2
<b>Trabajadores no calificados</b>	91,9
<b>Fuerzas armadas</b>	68,0
<b>Total</b>	71,5

Fuente: Sistema de Información de Género de Inmujeres en base a ECH-INE 2008.



# URUGUAY: Pending Issues Afro-descendant Women



## Income & Poverty:

**Cuadro 17. Brecha de ingresos entre afrodescendientes y no afrodescendientes por hora de trabajo según nivel educativo alcanzado**

Nivel educativo	Brecha de ingresos por hora en ocupación principal
Sin instrucción o Primaria	88,0
Ciclo básico incompleto	87,8
Ciclo básico completo	91,1
Segundo ciclo	76,9
Terciaria y Universitaria	78,4
Total	71,5

Fuente: Sistema de Información de Género de Inmujeres en base a ECH-INE 2008.

**Cuadro 18. Ingreso medio por hora de trabajo y brecha en población afrodescendiente y no afrodescendiente según nivel educativo**

Nivel educativo	Mujeres			Varones		
	Ingreso medio por hora en ocupación principal		Brecha de ingresos por hora entre Afro y no Afro	Ingreso medio por hora en ocupación principal		Brecha de ingresos por hora entre Afro y no Afro
	Afro	No afro		Afro	No afro	
Sin instrucción o Primaria	29,4	31,6	92,9	33,1	38,5	85,9
Ciclo básico incompleto	33,3	34,1	97,7	36,8	44,1	83,6
Ciclo básico completo	34,6	36,2	95,5	47,1	51,1	92,2
Segundo ciclo	39,1	50,5	77,4	51,3	66,8	76,9
Terciaria y Universitaria	68,9	84,8	81,3	88,1	113,2	77,9
Total	38,0	52,4	72,5	41,5	58,8	70,6

Fuente: Sistema de Información de Género de Inmujeres en base a ECH-INE 2008.

# Promoting Ethnic/Racial and Gender Equality



- **Mechanisms for Racial Equality** (at a Departmental and central level within the Uruguayan State)
- **Law No. 17817 on the fight against racism, xenophobia and discrimination**
- **Law No. 18059 (*Ley Nacional del Candombe, la cultura Afrouruguaya y la Equidad Racial*) (National Law on Candombe , the Afro-Uruguayan Culture and Racial Equality)**
- **Law No. 18104, on equal rights and opportunities for men and women**
- ***Departamento de las Mujeres Afrodescendientes*** (dealing with Afro-descendant women issues) within INMUJERES: making the ethnic/racial and gender dimension a crosscutting issue; empowerment, training and awareness-raising actions, among others
- **Developing indicators** (Gender Information System within INMUJERES)
- **Diploma on Ethnic/Racial and Gender Issues** (together with UDELAR)
- **Affirmative Actions:** e.g., quotas for young Afro-descendant people in the Law on Youth Employment
- **Law on Affirmative Actions for the Afro-descendant Population** (pending discussion and approval)
- **African Affairs Embassy**

## **TRANSLATION**

### **Slide 12**

**Activity, Employment and Unemployment Rate, by Gender and Ethnical/Racial Group (Country Total, 2011)**

**References:**

Afro-descendant men – Non Afro-descendant men – Afro-descendant women – Non Afro-descendant women

**Bar Headings:**

Men – Women – Men – Women – Men – Women

Activity Rate – Employment Rate - Unemployment Rate

Source: Gender Information System – INMUJERES-MIDES, based on 2011 Census, INE.

**TRANSLATION**  
**Slide 13**

Table 12. Afro-descendant/Non Afro-descendant Employed Population Distribution, broken down by occupation and gender						
Job Type	Women			Men		
	Afro-descendant	Non Afro-descendant	Total	Afro-descendant	Non Afro-descendant	Total
Executive Power officers and other civil servants	3.5	5.8	5.6	1.9	6.8	6.3
Professionals	6.2	14.1	13.3	2.0	6.3	5.8
Professionals and technicians (College level)	4.1	6.2	60	3.9	7.0	6.7
Service providers and salespersons	9.9	18.5	17.7	5.1	8.6	8.2
Blue-collar workers	24.2	21.2	21.5	10.2	8.3	8.5
Farmers and skilled workers (farming and fisheries)	0.5	2.4	2.2	7.2	8.5	8.4
Officers, workers and craftsmen (mechanics and other trades)	5.1	4.8	4.8	24.2	20.8	21.1
Machinery operators/assemblers	4.4	2.5	2.7	9.8	11.8	11.6
Non-skilled workers	41.9	24.5	26.1	33.8	20.8	22.1
Armed forces	0.2	0.1	0.1	1.9	1.1	1.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0

Source: INMUJERES – Gender Information system, based on ECH-INE 2008.

**TRANSLATION**  
**Slide 14**

% Distribution of People >24 by Gender and Ethnical/Racial Group (broken down by literacy level) (Country Total, 2011)				
	Afro-descendant		Non Afro-descendant	
	Men	Women	Men	Women
<b>Illiterate</b>	1.8	2.0	1.1	1.4
<b>Primary School (Ordinary or Special)</b>	45.2	42.1	34.5	33.9
<b>Basic High School education</b>	26.2	23.3	22.7	18.0
<b>Full High School Education (Bachillerato)</b>	13.7	16.3	19.0	20.4
<b>Technical Education:</b>				
<b>Professional Training</b>	6.2	4.3	6.1	3.8
<b>College (non-University)</b>	2.3	5.3	3.6	8.7
<b>University – Post-graduate</b>	4.6	6.8	12.9	13.9
<b>Total</b>	100.0	100.0	100.0	100.0

Source: Gender Information System – INMUJERES-MIDES, based on 2011 Census, INE.

**TRANSLATION**  
**Slide 15**

<b>Table 5. Highest Literacy Level in the &gt;20 Afro-descendant and Non Afro-descendant Population</b>		
<b>Literacy Level</b>	<b>Afro-descendant Population</b>	<b>Non Afro-descendant Population</b>
<b>Illiterate / Primary level education</b>	47.1	37.7
<b>Basic high-school education I(incomplete)</b>	15.6	10.9
<b>Basic high-school education (finished)</b>	11.3	10.2
<b>Secondary school</b>	18.7	23.9
<b>College and university level</b>	7.4	17.4
<b>Total</b>	100.0	100.0

Source: INMUJERES – Gender Information system, based on ECH-INE 2008

<b>Table 7. Attendance to Education Institutions, by age group (Afro-descendant and Non Afro-descendant Population)</b>		
<b>Ages</b>	<b>Afro-descendant Population</b>	<b>Non Afro-descendant Population</b>
<b>0 to 3</b>	11.9	13.8
<b>4 to 5</b>	85.0	89.3
<b>6 to 12</b>	99.0	98.8
<b>13 to 17</b>	77.4	82.7
<b>18 to 24</b>	25.2	40.8

Source: INMUJERES – Gender Information system, based on ECH-INE 2008

**TRANSLATION**  
**Slide 16**

**Table 13. Extremely Poor and Poor People, broken down by gender (Afro-descendant and Non Afro-descendant Population (Poverty Line for 2002))**

	Women			Men		
	Afro-descendant Population	Non Afro-descendant Population	Total	Afro-descendant Population	Non Afro-descendant Population	Total
<b>Extremely Poor</b>	3.9	1.3	1.5	3.3	1.3	1.5
<b>Poor</b>	40.6	17.9	20.2	38.6	18.2	20.4

Source: INMUJERES – Gender Information system, based on ECH-INE 2008

**Table 16. Income Gap between Afro-descendants and Non Afro-descendants (per hour, broken down by occupation)**

<b>Executive Power and other Civil Servants</b>	55.7
<b>Professionals, scientists, intellectuals</b>	82.5
<b>Technicians and Professionals</b>	82.7
<b>Blue-collar workers</b>	83.5
<b>Service providers and salespersons</b>	84.2
<b>Farmers and skilled workers (farming and fisheries)</b>	67.0
<b>Officers, workers and craftsmen (mechanics and other trades)</b>	95.4
<b>Machinery operators/assemblers</b>	80.2
<b>Non-skilled workers</b>	91.9
<b>Armed forces</b>	68.0
<b>Total</b>	71.5

Source: INMUJERES – Gender Information system, based on ECH-INE 2008

## TRANSLATION

### Slide 17

Table 17. Income Gap among Afro-descendants and Non Afro-descendants (per hour of work, broken down by literacy level)	
Literacy Level	Income Gap (per hour of work (main occupation)
Illiterate / Primary level education	88.0
Basic high-school education I(incomplete)	87.8
Basic high-school education (finished)	91.1
Secondary school	76.9
College and university level	78.4
<b>Total</b>	<b>71.5</b>

Source: INMUJERES – Gender Information system, based on ECH-INE 2008

Table 18. Average Income per hour of work, and income gap in the Afro-descendant/non Afro-descendant population, broken down by literacy level						
Literacy level	Women			Men		
	Average Income per hour (main job)		Income gap per hour between Afro-descendants/ Non Afro-descendants	Average Income per hour (main job)		Income gap per hour between Afro-descendants/ Non Afro-descendants
	Afro-descendant	Non Afro-descendant		Afro-descendant	Non Afro-descendant	
Illiterate / Primary level education	29.4	31.6	92.9	33.1	38.5	85.9
Basic high-school education I(incomplete)	33.3	34.1	97.7	36.8	44.1	83.6
Basic high-school education (finished)	34.6	36.2	95.5	47.1	51.1	92.2
Secondary school	39.1	50.5	77.4	51.3	66.8	76.9
College and university level	68.9	84.8	81.3	88.1	113.2	77.9
<b>Total</b>	<b>38.0</b>	<b>51.4</b>	<b>72.5</b>	<b>41.5</b>	<b>58.8</b>	<b>70.6</b>

Source: INMUJERES – Gender Information system, based on ECH-INE 2008