

Changing the Paradigm: Advances and Regulatory Challenges Toward the Care Society

7th Meeting of the Network of Female and Male Parliamentary Officials for Gender Equality in ParlAmericas

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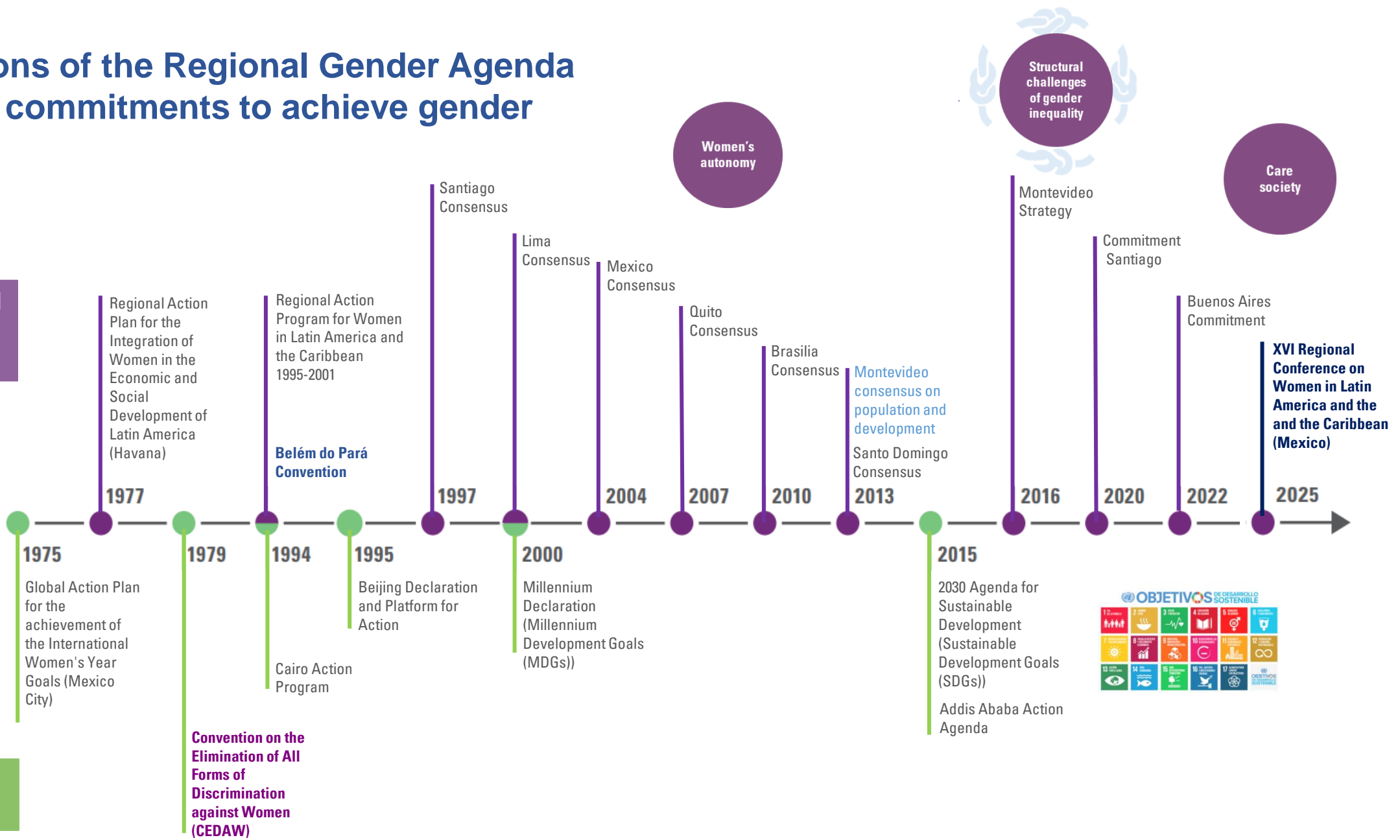
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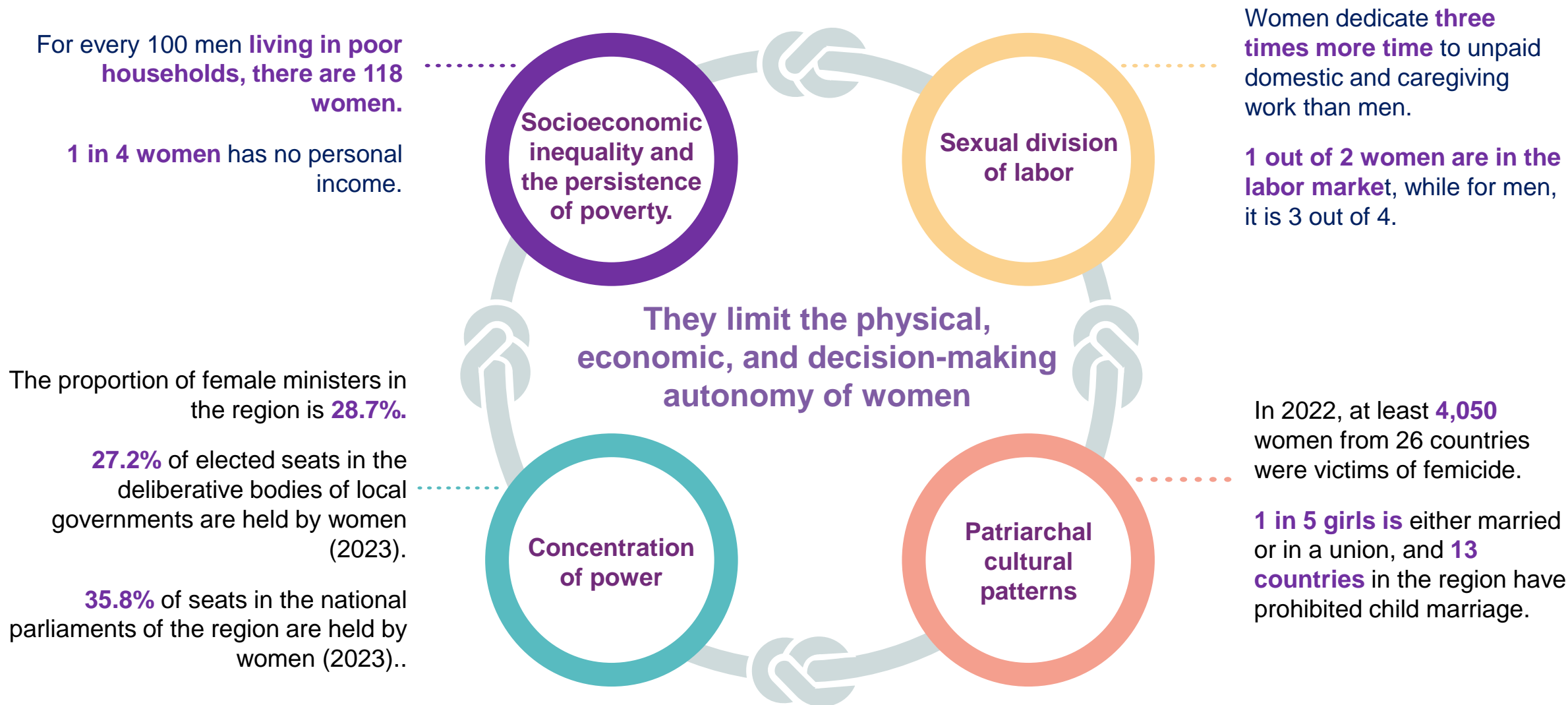
Contributions of the Regional Gender Agenda and global commitments to achieve gender equality

Latin America and the Caribbean Commitments

Global Commitments



Cascade crises reveal the structural knots to achieve gender equality in the region



In order to advance towards sustainable development with equality, the region needs to implement the **Regional Gender Agenda**, the **2030 Agenda** and overcome structural inequality issues



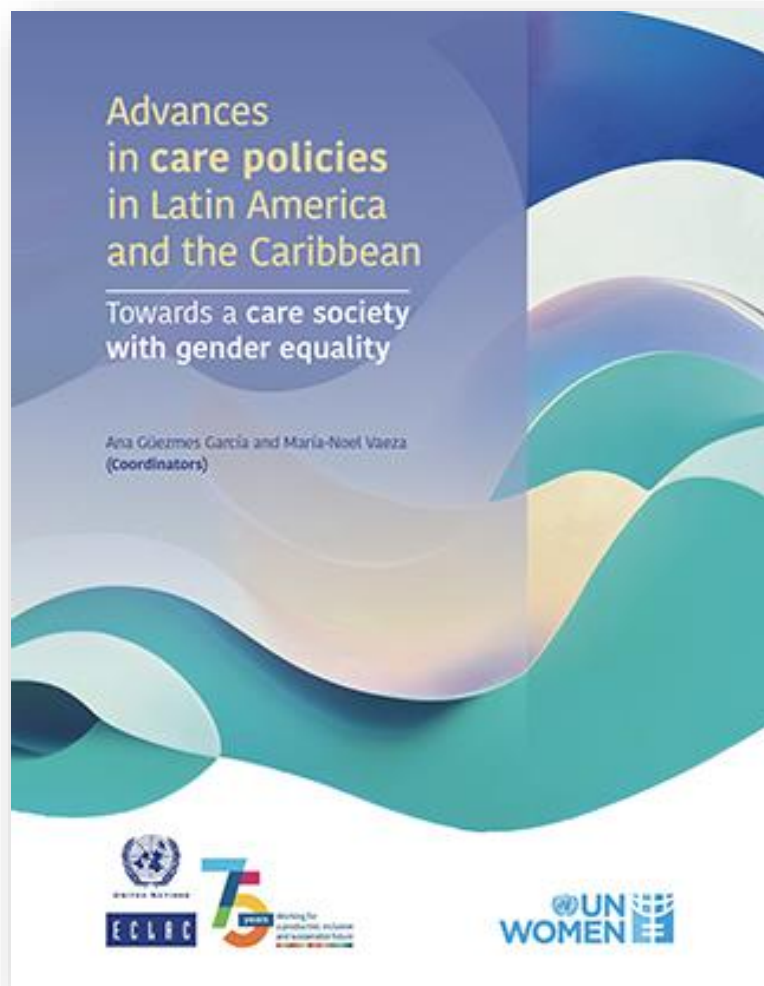
Gender Equality Observatory for Latin America and the Caribbean

<https://oig.cepal.org/en>

The mandate of the 10th Regional Conference on Women in Latin America and the Caribbean in 2007 in Quito makes available to governments gender-strategic information and analytical tools for the formulation and monitoring of gender public policies.

Regional indicators and legislative repositories are a key element for monitoring gender equality and the autonomy of women in the region

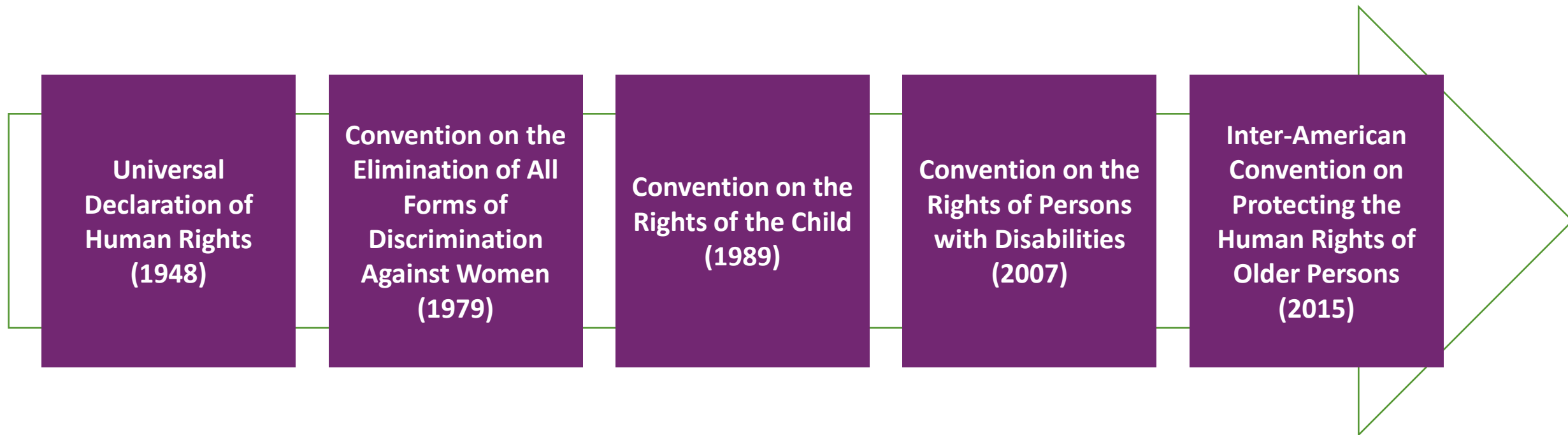
The Observatory has a repository of 430 caregiving regulations



Regulations related to care policies, care services, and time regulation for caregiving.

- Human Rights Framework
- Constitutional Reforms
- Care Policies and Systems
- Leaves or permits

The right to care within the international human rights framework



Conventional and constitutional treatment of unpaid domestic work (UDW) and the right to care

Recognition of care and its contribution to the economy, gender co-responsibility, and care systems.



Mexico City (2017)



Ecuador (2008)



Dominican Republic (2009)



Plurinational State of Bolivia (2009)



Bolivarian Republic of Venezuela (1999)

Regulations on the value of unpaid domestic work

- Tool for the valuation of unpaid domestic work performed by women.
- Provide inputs for the design, monitoring and evaluation of economic and social equality policies.
- 23 countries in the region have conducted at least one measurement.
- 4 countries have institutionalized this mandate through a law: Argentina, Colombia, México y Perú.

Latin America (10 countries): value of unpaid work in relation to gross domestic product, at various points between 2010 and 2020

(Percentages of GDP)



Source: ECLAC y UN-Women (2022) Advances in care policies in Latin America and the Caribbean: towards a care society with gender equality

Legislation on comprehensive care systems

Comprehensive Care System
Uruguay Law No. 19.553

Advances towards the
implementation of Comprehensive
Care Systems: Argentina, Brasil,
Chile, Colombia, Cuba, Ecuador,
Mexico, Panama, Paraguay, Peru,
and the Dominican Republic

Bills under discussion: Argentina,
Brasil, Ecuador, Mexico, Panama,
Paraguay, and Peru

Leaves or Permits



Less than **14 weeks** of maternity leave

- >> Argentina^a
- Bolivia (Plurinational State of)
- Ecuador
- Guatemala
- Honduras
- Saint Kitts and Nevis
- Saint Vincent and the Grenadines
- Anguilla
- Antigua and Barbuda
- Bahamas
- Barbados
- Dominica
- Grenada
- Guyana
- Haiti
- Jamaica
- Saint Lucia



14–18 weeks of maternity leave

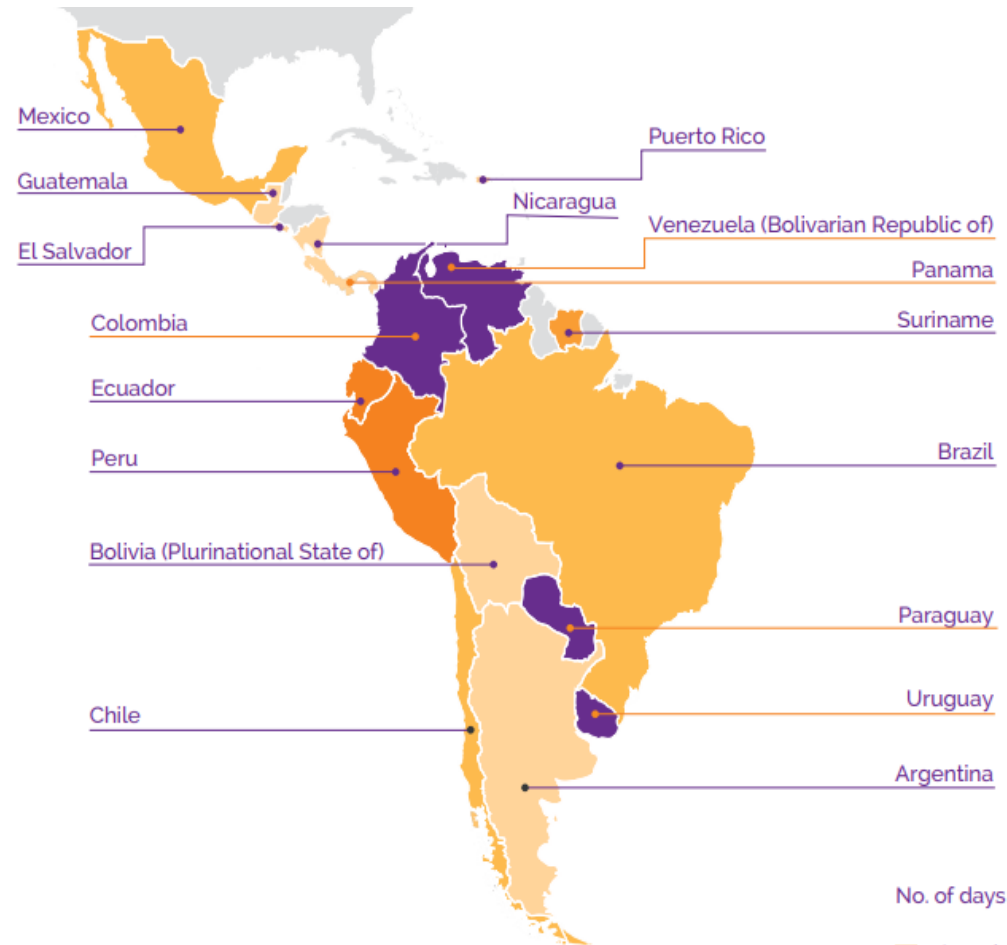
- >> Peru
- Uruguay
- Dominican Republic
- Costa Rica
- El Salvador
- Suriname
- Trinidad and Tobago
- Belize



18 weeks or more of maternity leave

- >> Cuba
- Chile
- Uruguay
- Colombia
- Paraguay
- Brazil
- Venezuela (Bolivarian Republic of)

Paternity leave in Latin America and the Caribbean



No. of days of leave per country

- 2 to 5 days
- 5 days
- 8 days
- 10 days
- 13 to 15 days

* Costa Rica: 1 month

Parental leave

Chile, Colombia, Uruguay and Cuba

Challenges

Meeting the minimum standards of the ILO on maternity leave. Integrating the diversity of families and situations, such as informal work, basic and higher education students, among others.

Expanding paternity leave, making it mandatory, non-transferable, paid, and inclusive of the labor market.

Promoting parental leave that can be used following maternity or paternity leave.

Ensuring rights for older adults in dependent situations.

Providing maternity or paternity leave for LGBTQ+ individuals.

Challenges

Ensuring that all individuals have the **right to receive care, to provide care, and to self-care**, promoting the autonomy of women.

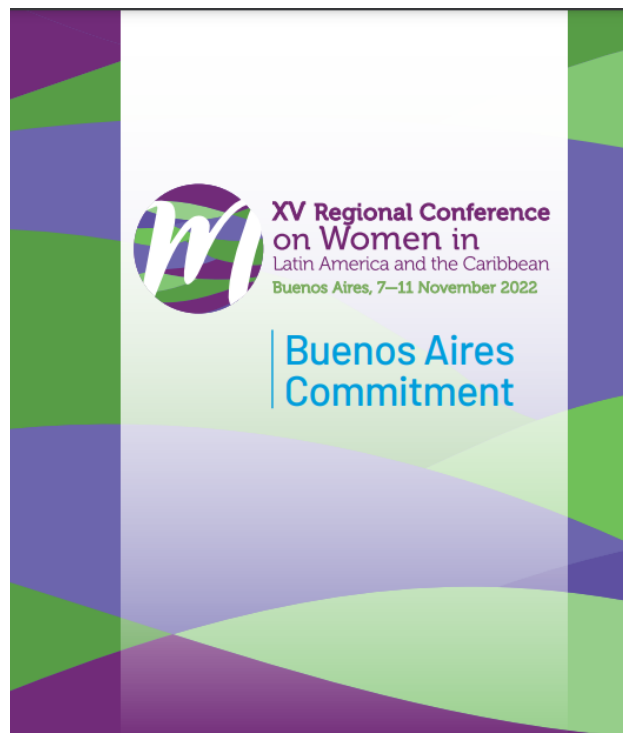
Designing **comprehensive care systems** that include universal access, service quality, intersectoral coordination of policies, financial sustainability, social and gender co-responsibility.

Promoting **normative frameworks** that support the governance of the comprehensive care system.

Implementing mechanisms to ensure the periodicity of **time-use surveys** and facilitate data comparability and the construction of time series in the region.

XV Regional Conference on Women in Latin America and the Caribbean:

The Buenos Aires Commitment addresses the challenges faced by the region in the following commitments:



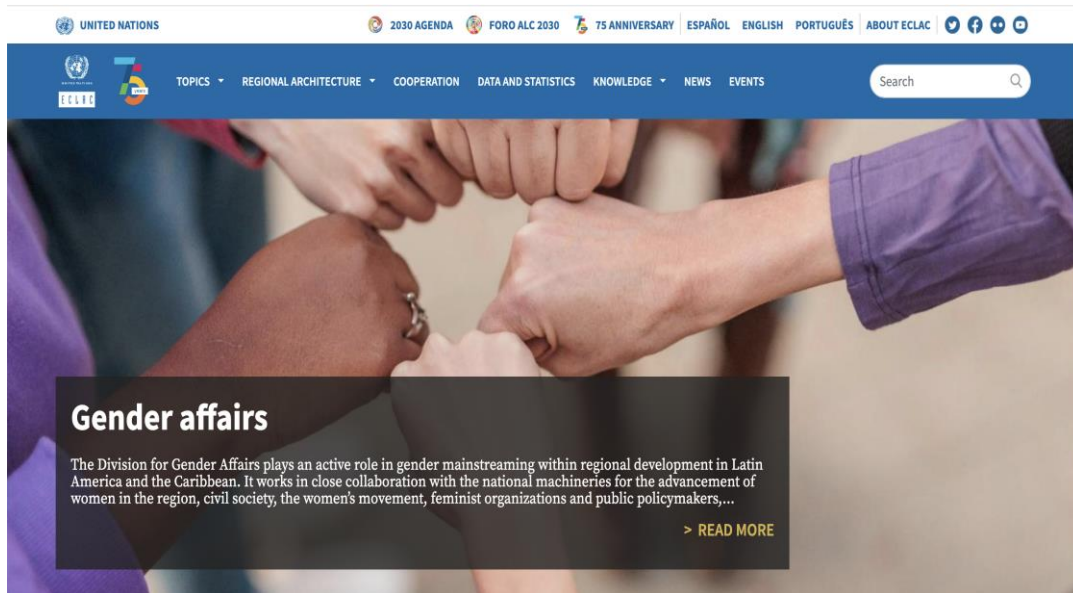
- **Promote measures to overcome the gendered division of labor** and a fair social organization of care within the framework of a new development style that promotes gender equality in the economic, social, and environmental dimensions of sustainable development.
- **Recognize care as a right for individuals to provide care, receive care, and exercise self-care** based on the principles of equality, universality, and social and gender co-responsibility, which should be shared by individuals from all sectors of society, families, communities, businesses, and the government.
- **Adopt normative frameworks that guarantee the right to care through comprehensive care policies** and systems from the perspectives of gender, intersectionality, interculturality, and human rights. These frameworks should include policies on time, resources, benefits, and universal and quality public services in the territory.
- **Encourage the accounting of the multiplier effects of the care economy** in terms of women's diverse workforce participation, well-being, redistribution, and economic growth, as well as the macroeconomic impact of such a care economy.



Gender Affairs Division dissemination platforms

ECLAC website

<https://www.cepal.org/en/topics/gender-affairs>



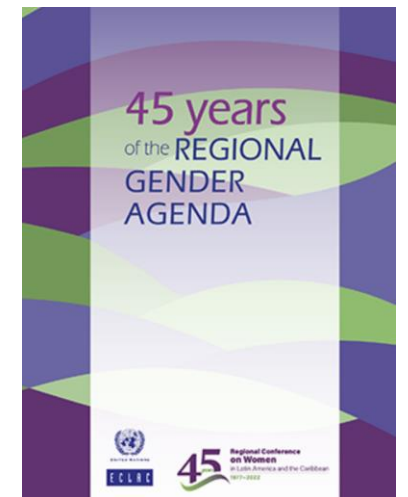
Gender Equality Observatory website

<https://oig.cepal.org/en>



Library Guide for the Regional Gender Agenda

<https://www.cepal.org/en/subsidiary-bodies/regional-conference-women-latin-america-and-caribbean/regional-gender-agenda>



Thank you



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