

POST 2015 **GENDER EQUALITY** **IN THE FUTURE WE WANT**



*Inter-agency Group on Gender Equality and
Women's Empowerment for Latin America and the Caribbean*

**Inequality and Gender
in Latin America and
the Caribbean**

**Population Dynamics
and Gender**

Education and Gender

**Employment, growth
and gender equality**

**Democratic Governance
and Gender Equality**

**Disaster Risk
Reduction and Gender**

Health and Gender

Employment, growth and gender equality

UNDP

A. REGIONAL TRENDS

The majority of the countries in Latin America and the Caribbean are facing a paradigm shift expressed in a growing family diversity and the transformation of the gender roles within it. The latter is associated with the massive incorporation of women into the labor market. Between 1990 and 2008, the average female participation rate in Latin America grew more than 10 percentage points, ending the decade at 53%.


These changes have led some countries in the region to respond to the new social needs through public policies oriented towards reconciling home and work lives within a framework of social co-responsibility. Social protection public policies that include the organization of care, laws regarding leaves of absence, as well as proposals for measuring time poverty are important advances from the last decades together with the adoption of legal frameworks oriented towards recognizing and guaranteeing greater gender equality, in terms of labor and social rights.

Women's contribution of productive and domestic work, as well as that of caregivers, to the generation of wealth in the countries, to the wellbeing and the reduction of poverty, has been widely demonstrated. However, the macroeconomic policies implemented as an answer to the crisis and globalization process in the region have, in most countries, reinforced a structure of highly informal national production, with low productivity and small scale, limiting the multiplier effect on wellbeing and growth. Likewise, and despite a higher level of education, women have been able to gain more access to employment but of lesser quality in terms of a decent job, meaning remuneration, social protection, stability and the exercise of their labor rights. Additionally, their burden in terms of work is greater than that of men since they take on a double workload of paid and unpaid labor. This burden of family responsibilities is the basis for the discrimination and disadvantages that they experience in the labor market.

Although some advances have been made from a gender equality perspective, the public policies and measures that have been implemented to date continue to be very segmented and limited and don't guarantee productive growth that will generate quality and socially protected jobs for the entire population.



B. MAIN CHALLENGES



•There are still gender gaps in the labor market: high levels of labor segregation, both horizontal (at the occupational sector level) and vertical (in regards to job position), as well as salary discrimination. It is estimated that the income gap between men and women of the same age and with the same education level reaches 17%. This is the result of weak integration of employment policies with a gender-based approach into the public agenda.

•In 2011, the unemployment rate for women was 8%, greater than that of men at 5%, and the participation rate for women was 49%, still below that of the men at 71% (ILO, 2011). The most pronounced employment gap is among young people (15-25); young women have an unemployment rate of 17% compared to 11% for young men (BID, 2012).

•The prevalence of women in the informal sector and in underemployed or unemployed situations equates to an underutilization of half of a country's potential workforce and indicates an inefficient allocation of resources and a loss of human capital.

•Only 15% of women and 25% of men aged 15-65 are affiliated with social security, aggravating the precariousness of a population living in poverty. The heightened informality of the region demands a separation of social protection from the labor market in order to guarantee more inclusive social security systems (United Nations, 2010).

C. IN 2015

There are three years left until the deadline for achieving the Millennium Development Goals. It is everyone's responsibility, but especially that of those in decision-making positions, to put into effect initiatives that make a substantive difference. If we take the necessary measures to face the challenges related to gender equality, employment, and growth, we can imagine a future where...

1

The entire economically active population (men and women) have the resources and the potential to access a decent job within a framework of equal rights and gender equality, favoring inclusive and sustainable economic growth.

2

The national social protection floors guarantee coverage of the basic social needs of wellbeing and income security for men and women. This right is guaranteed independently of people's work situation.

3

Public policies have made care a central component, and those oriented towards reconciling work and family have contributed to the reduction of socioeconomic inequality, promotion of gender equality, and poverty reduction.

4

Social policies on employment and the eradication of poverty implemented by the countries not only monitor and fight gender inequality, but have also changed the current structural factors that strengthen these inequalities in the work, private, and public spheres of Latin American society.

D. RESOURCES

Convention on the elimination of all forms of discrimination against women (CEDAW)
<http://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>

Universal Declaration of Human Rights
<http://www.un.org/en/documents/udhr/>

Beijing Declaration and Platform for Action (1995)
<http://www.un.org/womenwatch/daw/beijing/platform/>

Brasilia Consensus
http://www.eclac.cl/mujer/noticias/paginas/6/40236/ConsensoBrasilia_ING.pdf

Consenso de Quito,
<http://www.eclac.cl/publicaciones/xml/9/29489/dsc1e.pdf>

Quito Consensus
<http://www.eclac.cl/publicaciones/xml/5/29555/dsc1i.pdf>

Gender equality and decent work - Agreements and key recommendations for gender equality - (ILO, 2012)
http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_088023.pdf

Work and Family: towards new forms of reconciliation with social co-responsibility (ILO, UNDP 2009)
http://www.ilo.org/travail/whatwedo/publications/WCMS_TRAVAIL_PUB_55/lang--en/index.htm

Social Protection Floors Recommendation, 2012 (No. 202)
<http://www.socialsecurityextension.org/gimi/gess/RessShowRessource.do?ressourceId=31088>

