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**IGUALDAD
DE GÉNERO Y
NO DISCRIMINACIÓN**
en el mundo del trabajo

Gender Equality and Non-Discrimination in Latin America and the Caribbean

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4

Interconnected pillars



Transformative Care
Policies



A World of Work
Free from Violence
and Harassment



Just Transition with
Gender Equality



Inclusion of Women in the Labour
Market on Equal Terms

The importance of care work

- Societies and economies rely on both **paid and unpaid care work** to function and **sustain human, social, and economic development.**
- **Investing in care can improve the working conditions of caregivers, enhance their qualifications, address occupational segregation, and tackle the unequal distribution of unpaid care work.**

- **The 2019 Future of Work Declaration and the Global Call to Action for a People-Centered Recovery, 2021.**
- The United Nations has called to "rethink the care economy." **The Global Accelerator for Employment and Social Protection** focuses on care work for decent employment.
- The General Assembly adopted **October 29** as International Day for Care and Support (in 2023).
- **Buenos Aires Commitment (November 2022)** - Latin America and the Caribbean - ECLAC
- The ILO plays a leadership role, including its long-standing efforts to **promote decent work and the care economy.** A global debate can foster new advances.



Transformative care policies

CIT Resolution on Decent Work and the Care Economy - June 13, 2024

Like all work, **work in the care economy is not a commodity.** Everyone should have the right to provide and receive care, including self-care.

Favorable regulatory environment

- Care leave and services
- Employment, including macroeconomic
- Social protection
- Labour protection, including non-discrimination
- Migration
- Environmental

Analytical framework



Policy recommendations

- Recognize, reduce and redistribute unpaid care work
- Reward by promoting more and decent care work
- Represent care workers and recipients



Transformative care policies

Investment in Transformative Care Policies



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Portal mundial de la OIT

Centro de conocimientos sobre políticas de cuidados

Más de 60 indicadores legales y estadísticos para más de 180 países:

- Licencia de maternidad
- Licencia de paternidad
- Licencia parental
- Lactancia en el trabajo
- Servicios de cuidado infantil
- Servicios de cuidados de larga duración, entre otros ...

Para acceder, escanea el código QR:

Explore y analice las políticas y servicios de cuidados mediante mapas interactivos, cuadros y datos por país.

ilo.org/globalcare

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► Los cuidados en el trabajo: Invertir en licencias y servicios de cuidados para una mayor igualdad en el mundo del trabajo



Decent Work for Care Workers, particularly Paid Domestic Workers

C189 - Domestic Workers Convention, 2011 (No. 189)

18 countries in LAC have ratified the Convention. 5 key areas of the roadmap:

1. Full recognition of rights.
2. Formalization: effective implementation of the law.
3. Strengthening organizations and spaces for social dialogue.
4. Addressing risks, including violence and harassment.
5. Training and certification of skills and their recognition within the national care policy.



Transformative care policies

▶ 2 Ejes de una hoja de ruta

b. Equiparación de derechos:
Reformar el marco legal en países que no han ratificado el C189 (y promover su ratificación). En países que han reformado su normativa de acuerdo con el C189, perfeccionar ejes normativos y administrativos para el pleno reconocimiento de derechos.

d. Organizaciones y espacios de diálogo a ser fortalecidos:
Promover el fortalecimiento de las organizaciones de TDR, los espacios institucionales de diálogo y la creación de organizaciones de empleadores/as de TDR.

a. Formalización:
Avanzar hacia una efectiva implementación de la Ley y aumento de la formalidad a través de estrategia multidimensional.

c. Valorar el TDR:
Reconocer el valor del TDR, fomentar su profesionalización a través de la capacitación y certificación de competencias y su reconocimiento dentro de la política nacional de.

e. Abordar los riesgos que enfrentan las TDR:
Desarrollar una política en materia de salud y seguridad en el trabajo que cubra los riesgos que enfrentan las TDR.

▶ **Hacer del trabajo doméstico un trabajo decente: Invertir en cuidado. Una agenda común**

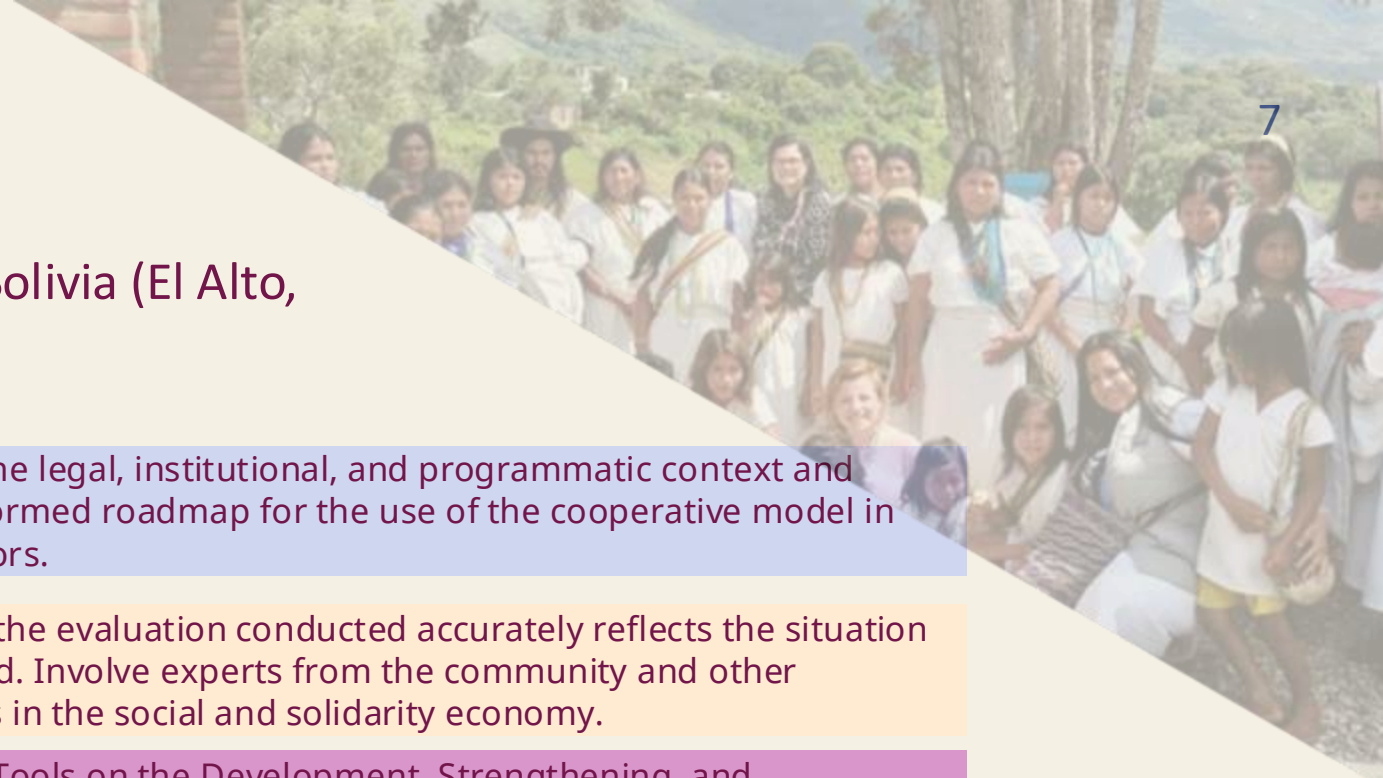
Hoja de ruta y recomendaciones para políticas públicas

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Care Cooperatives

ILO Intervention Model

Colombia (Choco, Cali, S. Nevada & Guajira) Bolivia (El Alto, La Paz) and Honduras (Comayagua)



National evaluation

Schematize the legal, institutional, and programmatic context and create an informed roadmap for the use of the cooperative model in the care sectors.

Validation workshop

Determine if the evaluation conducted accurately reflects the situation on the ground. Involve experts from the community and other organizations in the social and solidarity economy.

Pilot tests

ILO Training Tools on the Development, Strengthening, and Management of Cooperatives (Think.coop, Start.coop, and Manage.coop) adapted to the care sector and the context and families of beneficiaries.

Development

Groups will be selected. Initial funding will be provided for implementation, along with the necessary technical guidance and advisory services (legal, management, marketing, etc.).

Integration

Best practices and lessons learned will be documented through internal evaluations conducted both at the national and global levels.



A World of Work Free from Violence and Harassment – C.190



C190 - Convention on Violence and Harassment, 2019 (No. 190)

C. 190 and R. 206 are the first international standards to prevent, remedy, and eliminate violence and harassment in the world of work, including gender-based violence and harassment.

11 countries in LAC have ratified the Convention.



A World of Work Free from Violence and Harassment – C.190

- ▶ **Ratification of C.190** – Analysis of Gaps and Legislative Shortcomings in Countries.
- ▶ **Guidelines and Protocols on Harassment and Violence in the World of Work** for Ministries of Labour, Trade Unions, and Employers' Organizations.
- ▶ **Strengthening Tripartite Capacities – Labour Inspection.**
- ▶ **Data Collection** – First Global Survey 2022.
- ▶ **Ratification Campaigns** in Countries and Implementation Roadmaps.



Climate Change Highlights Gender Inequalities

Just Transition with Gender Equality



The Just Transition was recognized in **the Paris Agreement (2015)** as part of global efforts to tackle climate change, highlighting the need to consider **the impact on workers and communities affected by the transition to more sustainable economies.**

The just transition seeks

- To ensure that economic transformation processes towards a green and sustainable economy are inclusive.
- To ensure that costs and benefits are distributed equitably.
- To protect the rights of workers.
- To promote the creation of green jobs and the productivity of companies, with decent work.
- To advance towards higher levels of social justice and gender equality in its intersectional dimensions.





Just Transition with Gender
Equality

For the ILO, the care of the planet and the care of people are deeply interconnected.

- Studies on climate change, green jobs, gender, and inclusion are interconnected.
- Development of public policy frameworks that integrate a **gender perspective** for a Just Transition.
- **Social dialogue** with a gender and environmental perspective.
- **Care as a core element of the Just Transition:** Care is essential for achieving environmental and social sustainability.
- **Comprehensive transformation with a territorial approach:** adapting to local contexts, aiming for equality and conditions that enable progress towards higher levels of social equity – respecting indigenous peoples in accordance with C.169.



A Just Transition uses **social dialogue** as a key tool.



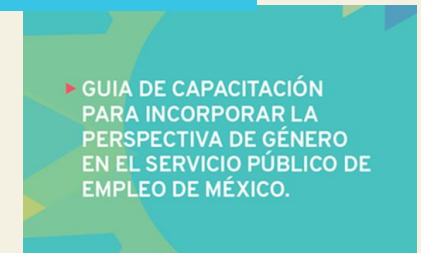
Inclusion of women in the labour market on equal terms.

- **Strengthening Employment Services, particularly Labor Inspection, with a gender perspective.**
- **Specific attention to Occupational Safety and Health (OSH) with a gender perspective.**
- **Reducing the gender pay gap - EPIC Initiative (ILO-UN Women-OECD) Methodology for Tripartite Gender Equality in Pay.**
- **Women in Digital Platforms (ILO-UN Women-SEGIB).**
- **Study on Different Retirement Ages (ILO-OISS-UN Women).**
- **Supporting tripartite constituents in developing inclusive policies - LGBTI.**



C100 - Equal Remuneration Convention, 1951 (No. 100)

C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)





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Thank you

