

# Economic Rights Program

*Closing the gaps in the exercise of women's economic rights*

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**OEA | CIM**

## About the Inter-American Commission of Women (CIM)

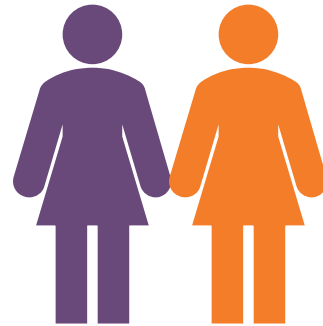
- Created in 1928 as the first intergovernmental organization created to promote women's rights, as a result of the hemispheric alliance of the feminist movement.
- It joined the OAS in 1948 as an “autonomous and decentralized agency”.

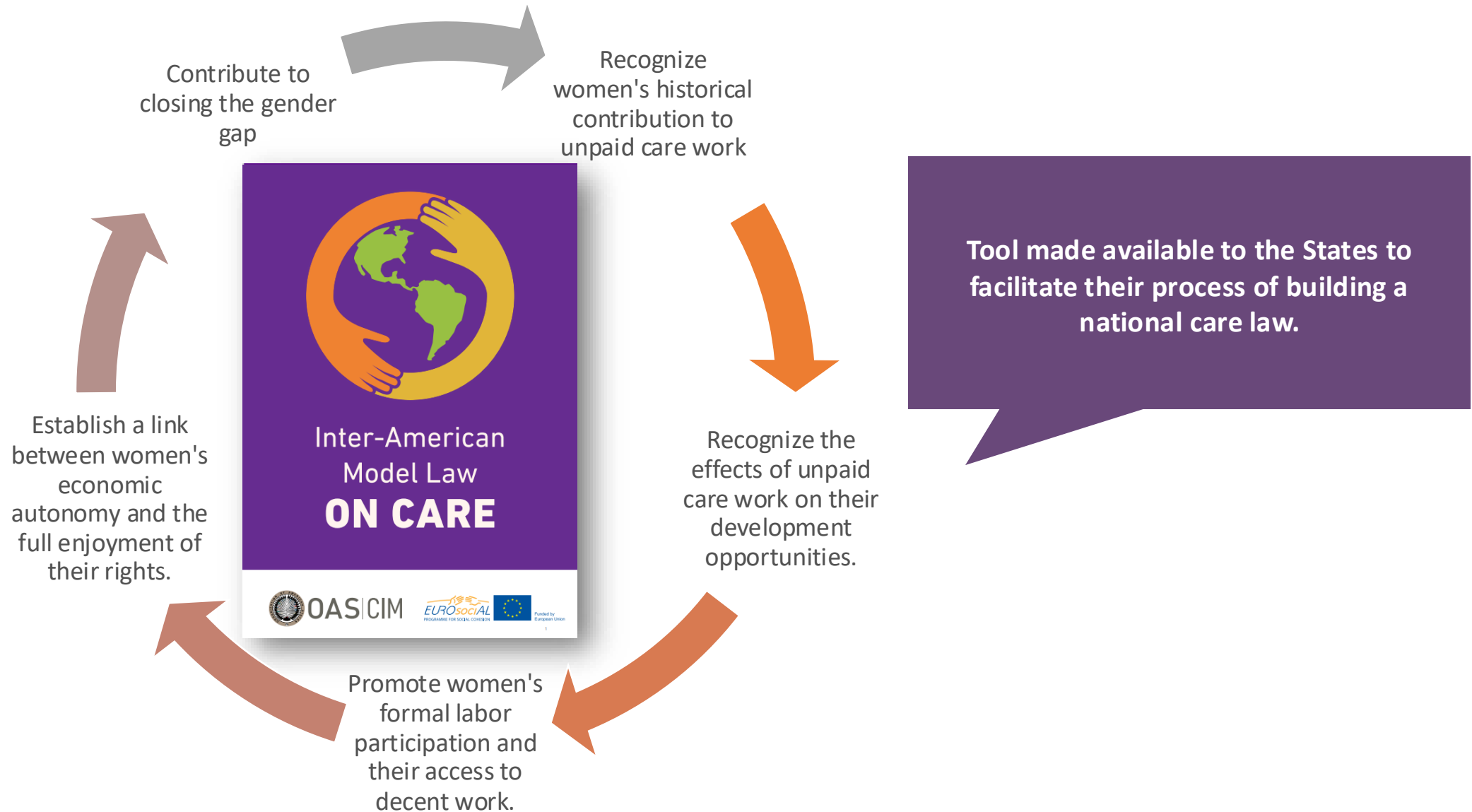


Mission: to support the Member States in the fulfillment of their respective international and inter-American commitments regarding women's human rights and gender equity and equality.

## CIM Focus of Work

Deepen the analysis of the persistent gaps in the **legal framework regarding women's economic rights** in order to formulate **concrete recommendations for instruments and other tools for States to strengthen the guarantee and protection of these rights**





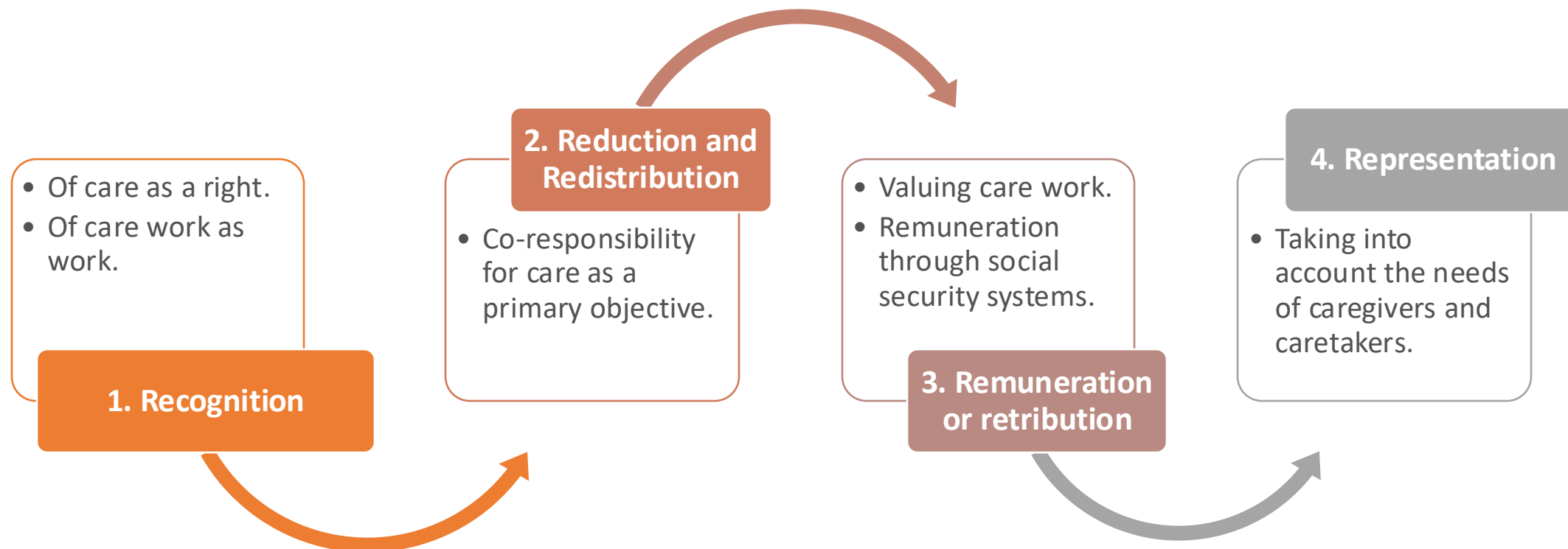
## ¿Why a Model Law on Care?

**The interpretation and application of the norm constitutes the institutional mechanism by which formal equality is materialized into substantive equality.**

- Existing instruments have been insufficient in addressing the realities of women in a comprehensive manner.
- Legal norms are an expression of society at a given historical moment and represent, in democratic and inclusive States, the demands of important sectors of the citizenry, such as women.
- Normative changes such as the permanent and urgent vindication of women's rights at the level of the structures that make up state power and delimit the obligations and competencies of the State vis-à-vis the citizenry.

## 4 components of the Inter-American Model Law on Care (LMIC):

Foundational premise: Resignifying care work, which lays the foundation for a new understanding of social organization and the economy by focusing on life-sustaining processes.



## Structure of the Model Law:

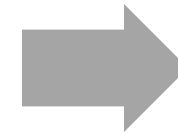
### I. Principles and General Provisions

- They infuse the entire contents of the Model Law and respond to the critical issues mentioned above..



### II. Recognition and Value of Care

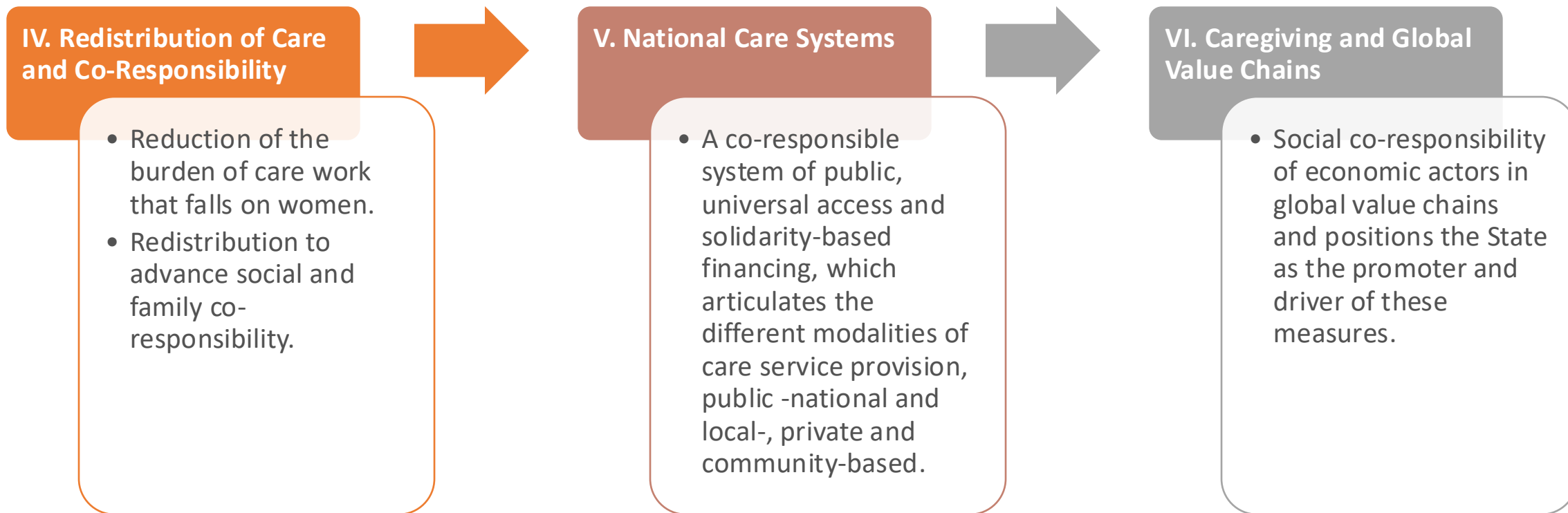
- Establishes the need for recognition of care as work and the universal right to care.



### III. The Right to Care

- The right to care for dependent persons and the right to care for caregivers, and the quality and dignity of this work as work.

## Estructura de la Ley Modelo:

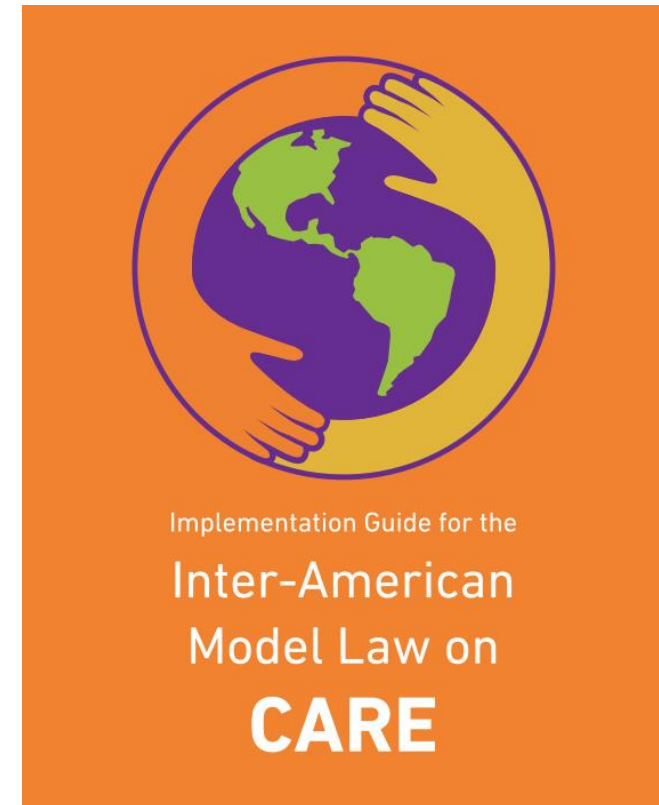




## Implementation Guide of the LMIC:

Includes the highest standards of care and co-responsibility.

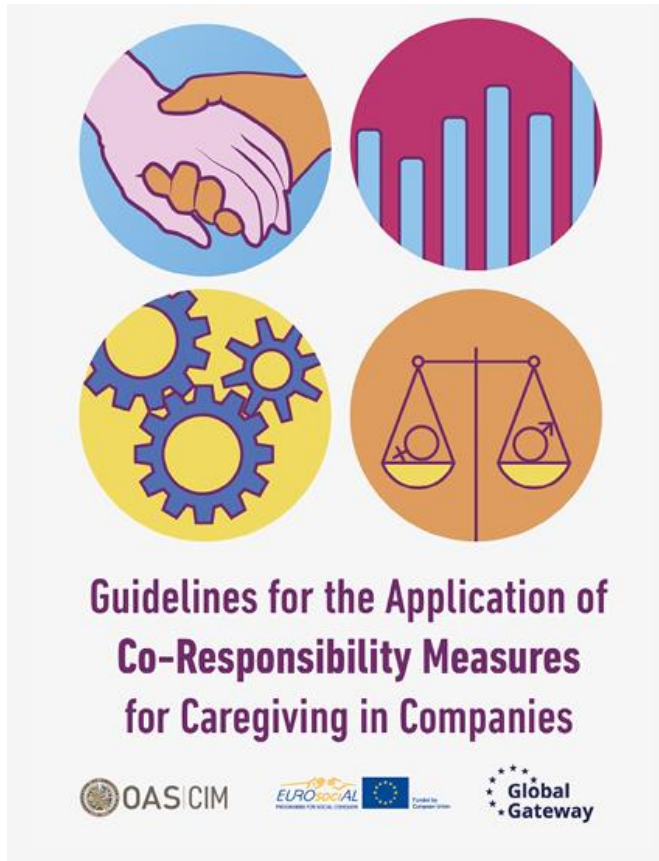
- Practices in the region - review of the standards and experiences of countries that are already making progress.
- Reference for countries seeking to initiate progress in the area of care, establishing minimum bases in terms of regulatory and policy changes.
- Illustrates advances and experiences of European countries.



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## Focus on corresponsability of care



### Objectives:

- To provide the business sector with a tool to facilitate the implementation of co-responsibility for care and reconciliation of work, family and personal life.
- To provide concrete recommendations to help create the necessary conditions to develop an organizational culture where social co-responsibility of care actions are more likely to work in the long term.
- It offers examples of measures being implemented in companies in the region (multinational, national and local)

# Focus on corresponsability of care



## 10 Principles towards building more equitable and inclusive work environments aligned with the needs of employees

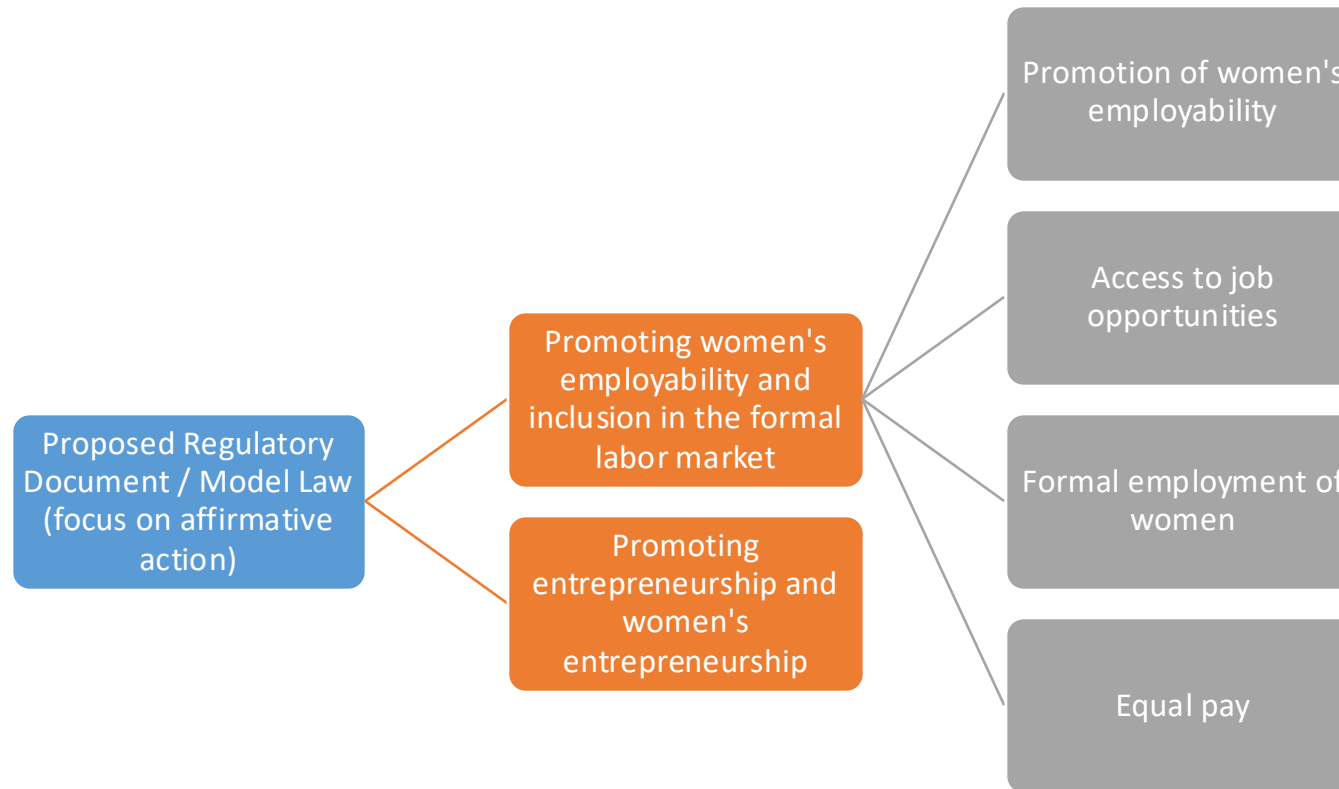
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|---|--|--|---|
| Corporate Culture of Equality and Respect | Care for Well-Being and Sustainable Growth                   | Leadership Committed to Co-Responsibility for Caregiving | Promotion of Women's Representation in Leadership Positions |
| Closing Gender Gaps                       | Flexible and Equitable Policies Supporting Co-Responsibility | Immersion and Continuous Learning                        | Recognition of Economic Value                               |
|   | Strategic Partnerships                                       | Measurement and Accountability                           |   |

## Financial Inclusion of Women



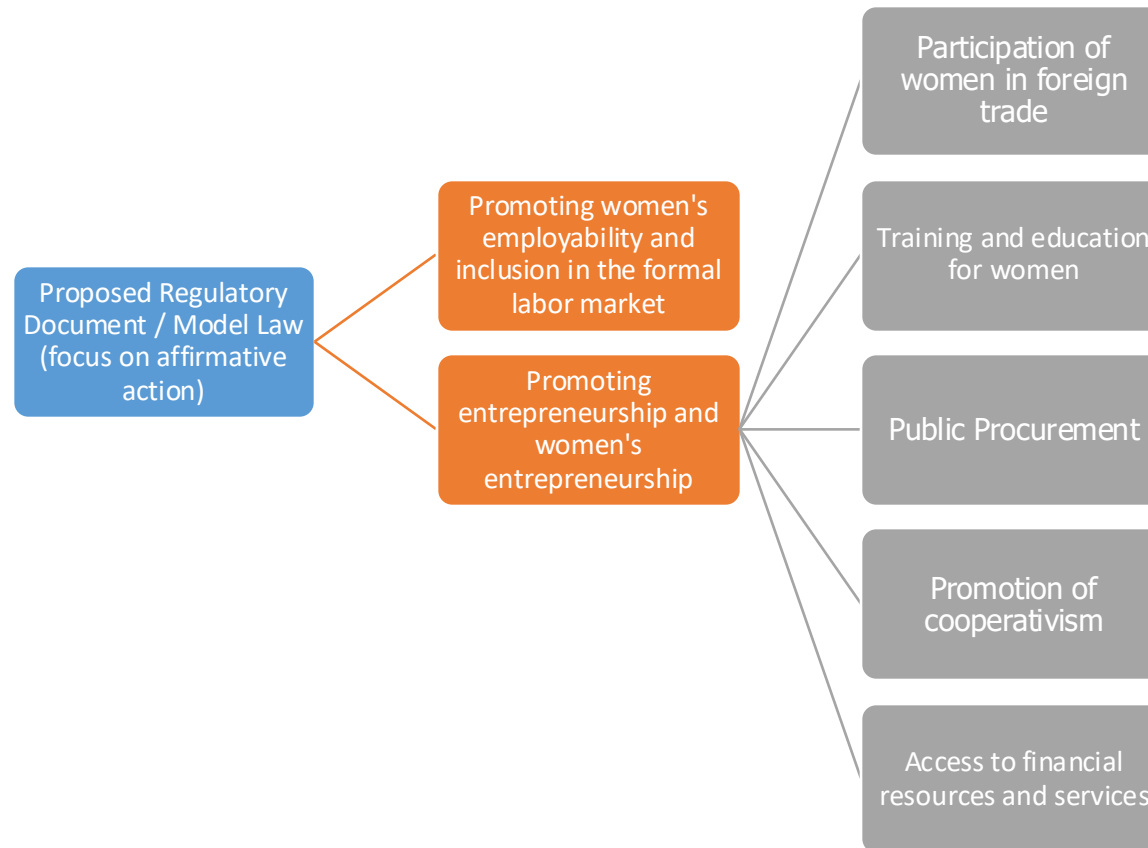
- Research, dialogue and drafting process for an inter-American model law on women's financial inclusion.
- Propose legislative and regulatory changes that seek to close gender gaps in the different dimensions of financial inclusion.
- Completion: First quarter of 2025
- Topics addressed: gender mainstreaming in the ENIF and ENEF, gender statistics, financial education with a gender perspective, algorithmic discrimination, responsible finance, etc.

## Women's labor insertion / Entrepreneurship

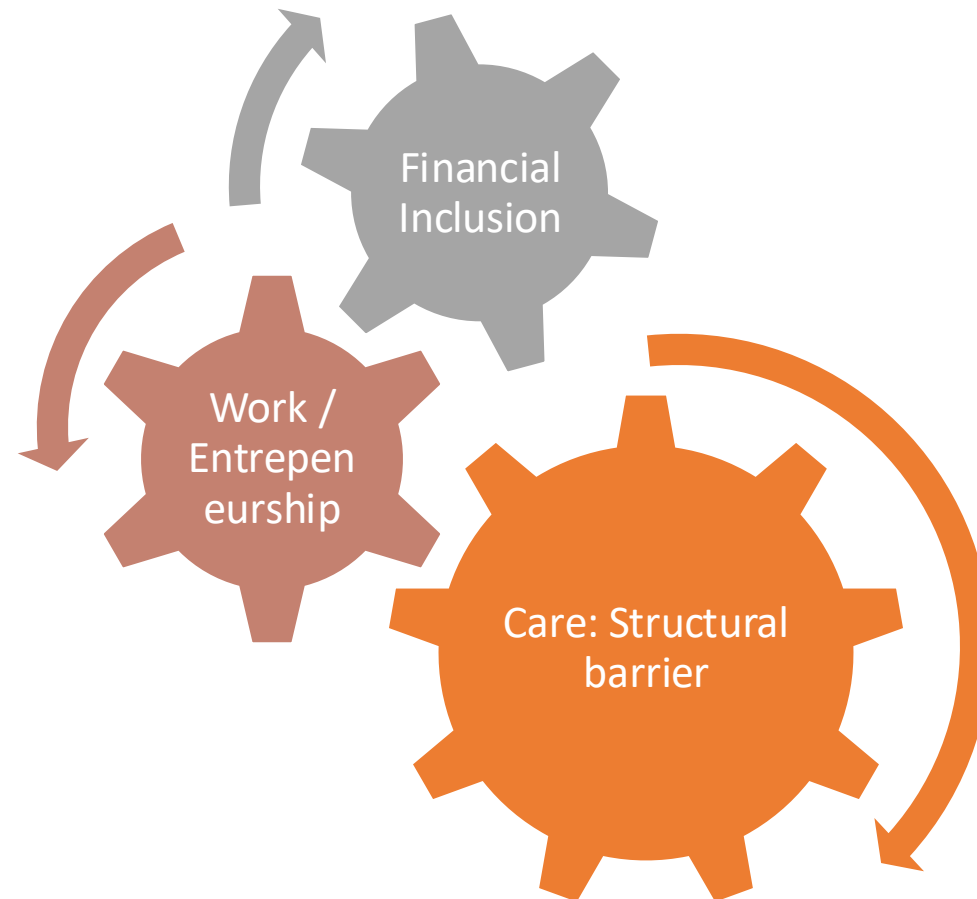


**Strengthening the institutional framework of the States**

## Inserción laboral de las mujeres / Emprendedurismo



# Regulatory proposals for States: Closing gaps in the exercise of women's economic rights







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