

Women's economic autonomy in a sustainable recovery with equality

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WOMEN'S ECONOMIC AUTONOMY IN A SUSTAINABLE RECOVERY WITH EQUALITY

Towards a care society

Multiplier effects of investment in the care economy on the rest of the economy

Employment policies and closing the digital divide

Decent work, with rights, is a driver of emancipation, for women's economic autonomy

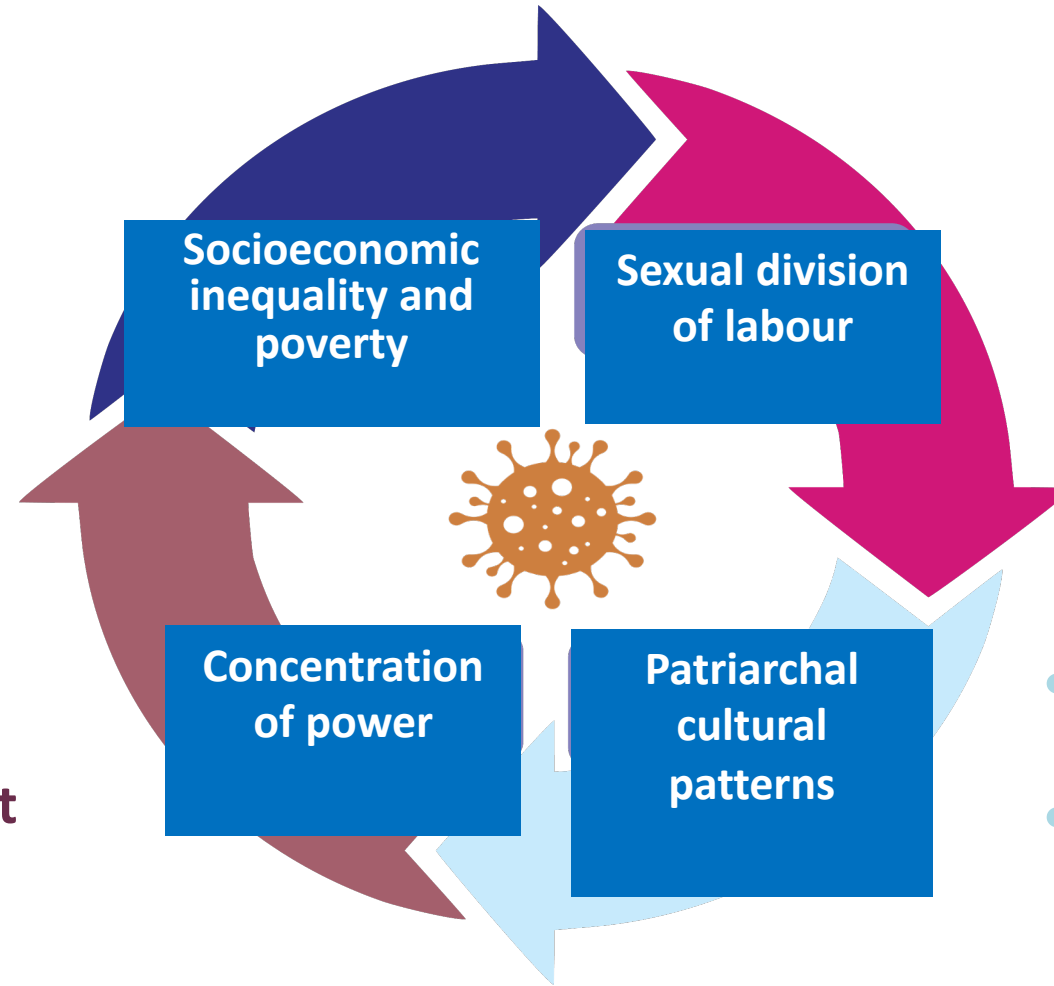


Paradigm shift

Fiscal, employment and industrial policy with a gender perspective as a cross-cutting approach in all political decision-making spaces

COVID-19 EXACERBATING STRUCTURAL CHALLENGES OF GENDER INEQUALITY AND UNDERMINING WOMEN'S AUTONOMY

- Overrepresentation of women in poverty
- Higher unemployment and redundancy
- Informal work
- Financial services access gap and digital gap



- Lower participation in decision-making about pandemic response

- Women concentrated in low-skilled sectors hardest hit by the pandemic
- Women in the majority in first line of response to the pandemic
- Increased burden of care

- Violence perpetuated and exacerbated in lockdowns
- Online and cyber violence

THE PANDEMIC NEGATIVELY AFFECTED THE QUANTITY AND QUALITY OF WOMEN'S EMPLOYMENT AND INCOMES IN THE REGION

Latin America (17 countries): Participation and unemployment rates and number of people living in poverty, by sex
(Percentages and millions)

	2019	2020
Participation rate (%)	62.5	57.2
Women	52.0	46.0
Men	73.6	69.0
Unemployment rate (%)	8.1	10.7
Women	9.6	12.0
Men	7.0	9.7
Unemployment rate (%) with same participation rate as in 2019		18.5
Women		22.2
Men		15.3
People living in poverty (millions)	185	231
Women	95	118
Men	90	113

-6.0 pp

fall in female participation rate

10 years

of progress in women's employment lost

23

million more women fell into poverty

22.2%

Female unemployment rate

Same female participation rate as in 2019

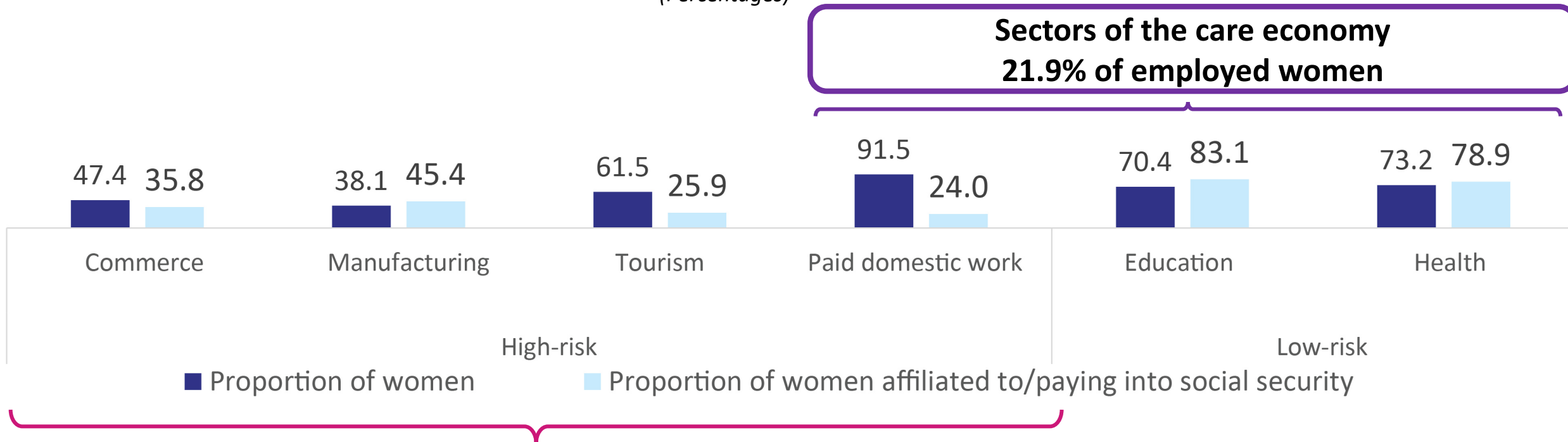
118

million women living in poverty



KEY SECTORS FOR FEMALE EMPLOYMENT DISPROPORTIONATELY AFFECTED BY THE CRISIS

Latin America (17 countries): employment characteristics in selected high- and low-risk sectors with large female workforces, weighted averages, around 2019
(Percentages)



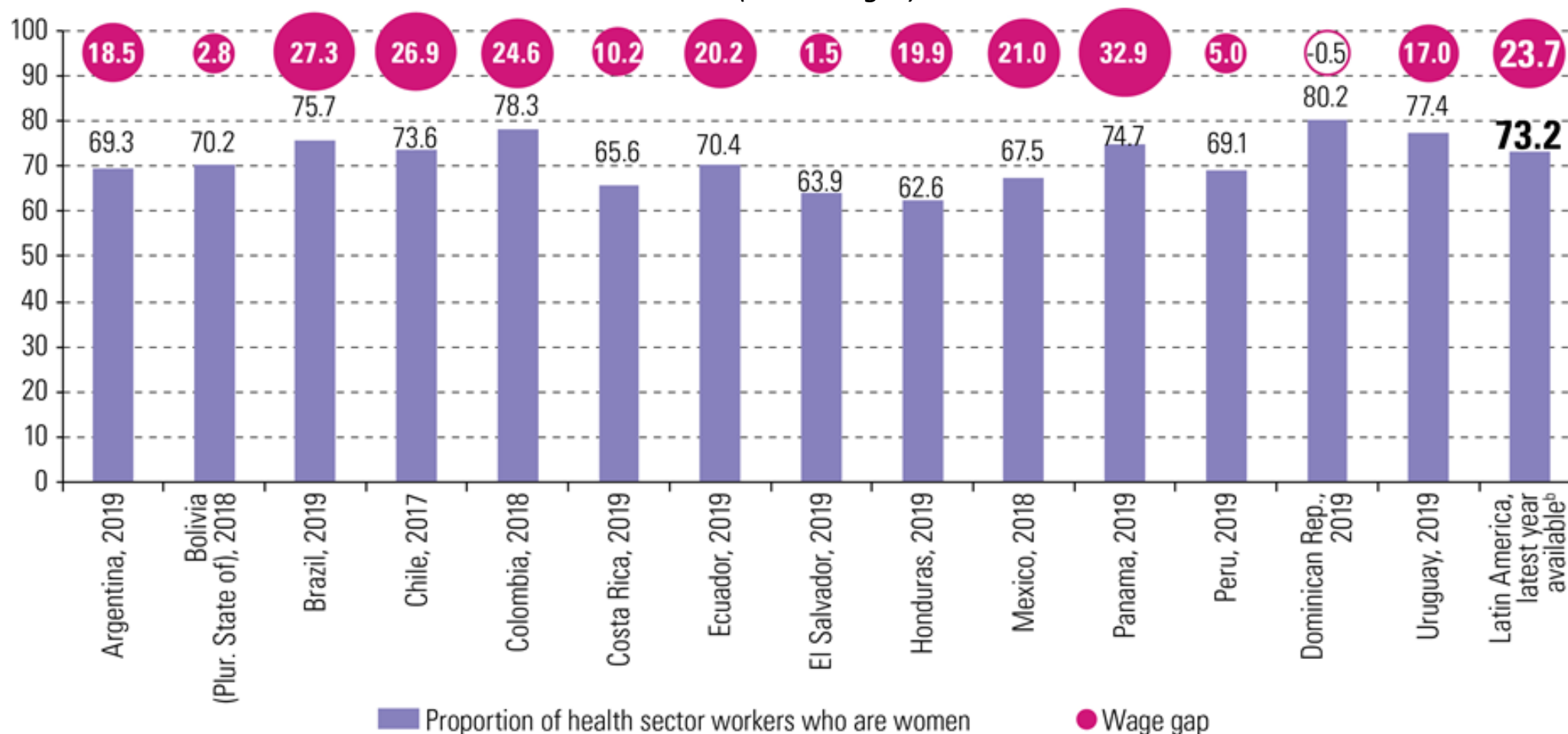
Sectors of the care economy
21.9% of employed women

Sectors with higher risk of loss of employment
56.9% of employed women
High rates of informality, low pay and low skills

WOMEN OVERREPRESENTED IN THE FIRST LINE OF RESPONSE TO THE PANDEMIC: THE GENDER WAGE GAP PERSISTS

Latin America (14 countries): proportions of women in the health-care sector and wage gap between men and women employed in the sector, around 2019

(Percentages)



Source: Economic Commission for Latin America and the Caribbean (CEPAL), on the basis of information from the Household Survey Data Bank (BADEHOG).

CONTRACTION IN TOURISM DOING CONSIDERABLE HARM IN THE CARIBBEAN: 1 IN 10 WOMEN WERE EMPLOYED IN THIS SECTOR

The Caribbean (5 countries): proportions of employment in the tourism sector, by sex, latest year available
(Percentages)



Source: Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of International Labour Organization (ILO), ILOSTAT [online database]
<https://ilostat.ilo.org/data/>.

PAID DOMESTIC WORK: SECTOR HIT HARD BY LOSS OF EMPLOYMENT AND IMPOSSIBILITY OF WORKING REMOTELY

Latin America (6 countries): Variation in paid domestic employment, around the second quarter (2020 vs. 2019)
(Percentages)



76% of paid female domestic workers without social security coverage.

In 2019, 13 million paid domestic workers, of which **91.5%** were women.

Source: Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of official data sources.

EXAMPLES OF INITIATIVES TAKEN BY GOVERNMENTS TO ADDRESS COVID-19 IN RELATION TO INCOME, EMPLOYMENT AND CARE

Support for women in micro, small and médium-sized enterprises

Expansion or
creation of new lines
of financing to
reactivated and
strengthen women-
run businesses.
(Chile, Colombia,
Costa Rica)

Permits to leave the home to provide care

Exceptions to the
restriction of
movement for
persons carrying
out care work
(Argentina,
Colombia, El
Salvador, Peru)

Paid domestic workers

Access to emergency
cash transfers
(Argentina) and
credit (Mexico) and
campaigns on labour
rights in the time of
COVID-19
(Ecuador, Costa Rica)

Income support in sectors in which women work

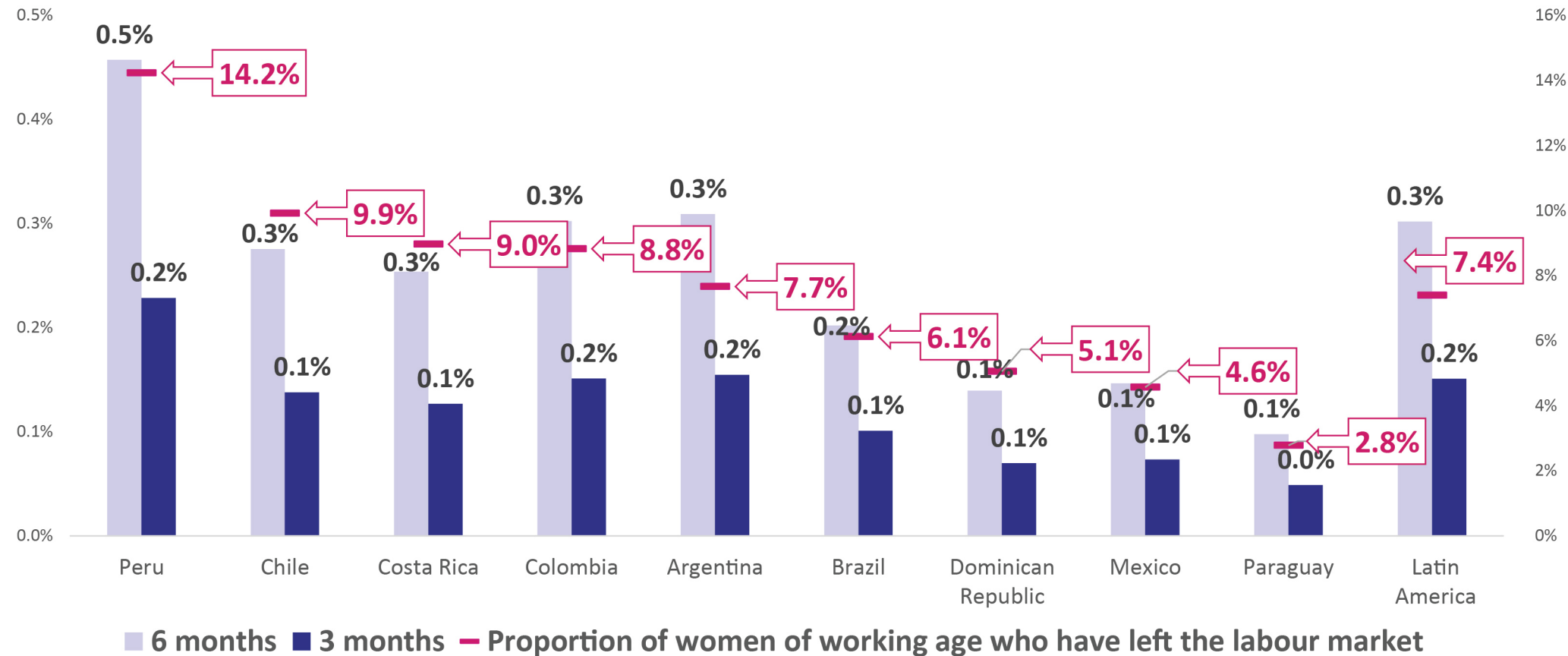
Temporary
transfers to
tourism sector
workers
(Grenada,
Jamaica)

Source: Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of data available in the COVID-19 Observatory in Latin America and the Caribbean, economic and social impact.



PROVIDE AN EMERGENCY BASIC INCOME TO WOMEN WHO HAVE LEFT THE LABOUR FORCE BECAUSE OF COVID-19

Latin America (10 countries): cost of transfers equivalent to one poverty line to women who have left the labour force, for 3 or 6 months
(Percentages of GDP)



14 million

Women of working age left their jobs because of COVID-19
(in 9 countries of the region)

Source: Economic Commission for Latin America and the Caribbean (ECLAC), on the basis of official figures.



INCLUSIVE DIGITAL TRANSFORMATION: CONNECTING 40 MILLION HOUSEHOLDS

Women with less income face two obstacles: a lack of economic autonomy and Internet access gaps

14.3%

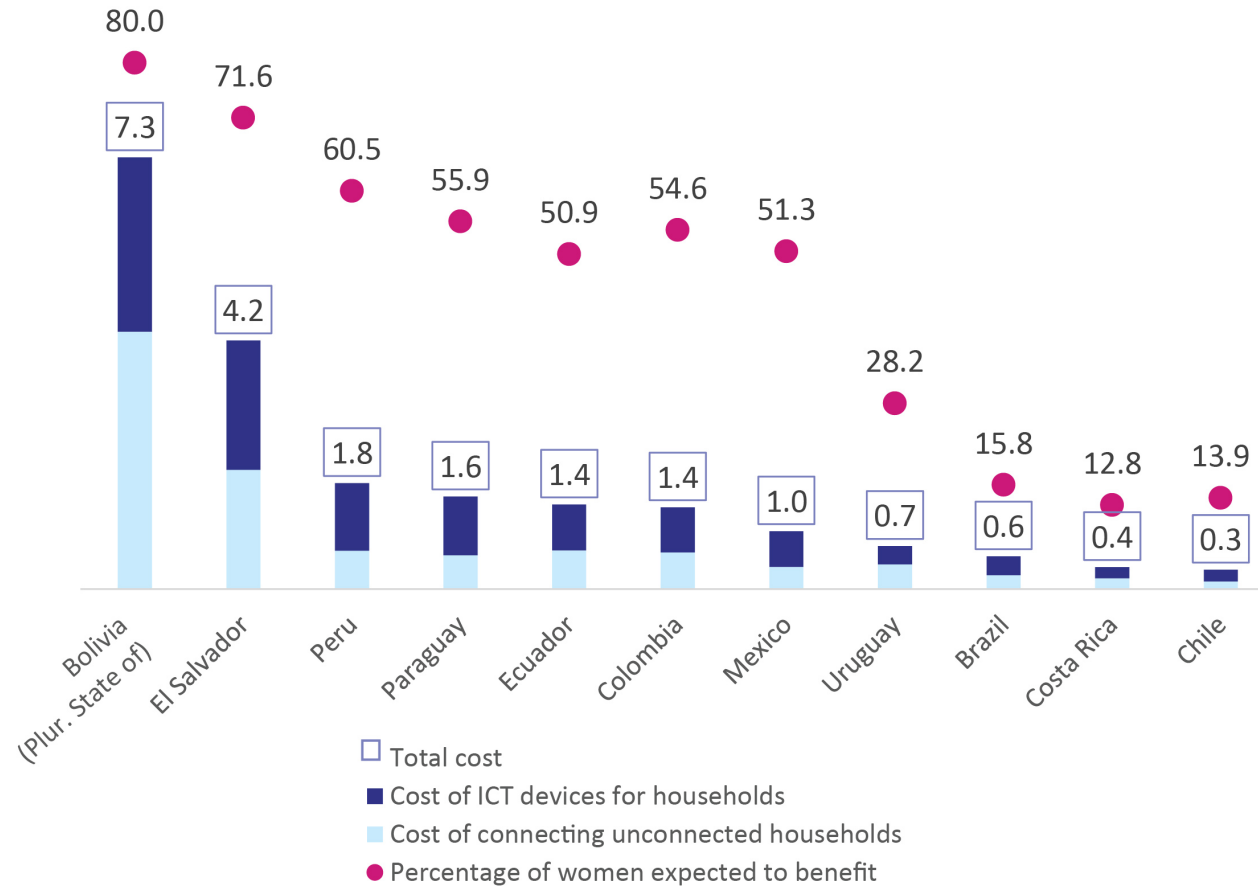
of household income in the first quintile, cost of mobile broadband connectivity

39.1%

of women in the first quintile do not have their own income

Latin America (11 countries): cost of digital basket and proportion of women who would benefit

(Percentages of GDP and percentages of women)



Provide a basic digital basket

Boost skills to use these technologies and remove socioeconomic barriers

Benefits 4 in 10 women in the region



THE CARE ECONOMY AS A STRATEGY FOR A TRANSFORMATIVE RECOVERY

Prioritize vaccination of the care economy sectors: health, teaching and paid domestic work

Acknowledging that they are a pillar of care and of the recovery

Measures to protect and retain paid domestic work

Guaranteeing access to unemployment subsidies and emergency cash transfers

Comprehensive care systems

Interlinking time-use, resource, benefit and service policies

Fostering co-responsibility of men and women, and of the State, the market and families

40 million

13 million

36.5%

62 million

People employed in the health, teaching and paid domestic work sectors

78% women

Women in paid domestic work

Of women in households with children aged under 5 are excluded from the labour force by their care burdens

Children aged under 5

TO SUM UP

The COVID-19 crisis is exacerbating structural obstacles of gender inequality

Socioeconomic inequality

Without assistance, around 118 million women will find themselves living in poverty, 23 million more than in 2019

Patriarchal cultural patterns

One in two employed women work in high-risk sectors: commerce, tourism and manufacturing

Concentration of power

Huge outflow of women from the labour force, reversing 10 years of progress on their labour force participation

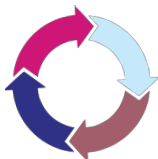
Sexual division of labour

Job losses in paid domestic work of more than 40% in some countries

Women are on the front line: 73.2% of employed persons in the health sector

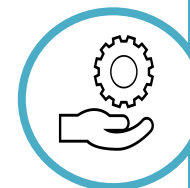
Women's unpaid care burden has grown

Women with less income face a lack of economic autonomy and Internet access gaps

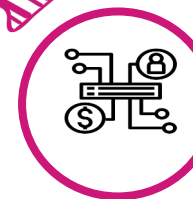


Transformative recovery

Economic recovery with employment in sectors that are drivers of growth for women



Invest in the care economy as a driver and transition to a care society



Ensure universal inclusion of women in use of ICT



A new fiscal pact that incorporates gender equality, bolsters income, ensures equal opportunities and creates spaces for participation in formal labour



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