



# OECD Project Towards Better Sharing of Paid and Unpaid Work in Latin American countries

## Motivations

***A strong set of policy reforms are needed to promote gender equality and women's empowerment in Latin American countries:***

- Despite rising over the past 15 years, the participation rate of Latin American and Caribbean women in the labour market remains at about 50% – nearly 25 percentage points lower than for men and some 10 percentage points below the OECD average.
- Social norms towards work and care play an important role in explaining the low level of female labour market participation. The gender gap in the time spent on non-remunerated activities such as childcare, eldercare, and care of others is particularly large. A recent analysis by ECLAC shows that even when women are the sole providers of household income, they spend more time than men on unpaid care and domestic work – a pattern that is typical even across OECD countries.
- Consequently, girls and women face difficulties to stay in education and tend to drop out of the labour force, especially those assuming care responsibilities early and living in low-income households.
- Significant heterogeneities affect labour markets in the region, reflecting a strong concentration of employment in relatively low-productivity sectors. For example, women are over-represented in the care economy and underrepresented in STEM fields which are for most of the better paid.

## Objective

***To analyse gender gaps in educational, social, and (formal and informal) employment outcomes with a focus on women's disproportionate responsibility for unpaid care and domestic work.*** The main output will be four country studies on Chile, Colombia, Costa Rica and Peru. An additional country could be included in our area of analysis upon country's demand. In the context of Uruguay for instance, a closer attention could be put on the pre-requisites to increase the interest of girls in STEM disciplines, on removing the barriers and stereotypes that preclude this interest, on women's entrepreneurship, as well as voice and representation. A summary discussion of lessons learned and policy insights will complement these country reports. The project benefits from funding provided by the European Commission through the Regional Facility for Development in Transition.

## Approach

***The analysis will be embedded in an international perspective based on good practices and relevant policy developments in OECD countries.***

Examples of key questions that will be addressed are as follows:

- How do partners within families allocate time to work within and outside the home?
- How do work arrangements differ between partners – e.g. dual earner families or single earner families?
- How do gender stereotypes impact girl's interest and access in STEM fields?
- How can we promote women in leadership positions ?
- How can we ensure more female representation at the political level?



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**The review process will benefit from an as open and inclusive dialogue, involving policymakers, civil society and other stakeholders.** Such an intense dialogue process will allow acquiring well-informed views about what the main policy barriers to gender equality in labour market outcomes are and how policy can help. It will also allow mainstreaming gender priorities in public policy, as well as assessing what concrete synergies exist between different policies and how these may be better exploited to foster gender equality.

**A thorough review of relevant indicators will guide the empirical analysis and reveal which policy areas require particular attention.** Out of an acknowledgement that women with different backgrounds face very different obstacles, key national statistics such as maternal employment rates, within-household differences in work hours and others will be disaggregated whenever possible across dimensions such as age of children, rural/urban areas and socio-economic backgrounds.

**Building on recent OECD analysis and drawing together the evidence from each national report, a strong case will be made for reducing gender gaps.** This will include through analysing the gains of reduced gender gaps in labour market participation for women, their families and social ties and the economy as a whole.

**A comprehensive set of policy recommendations will be derived.** Particular attention will be paid to tailoring the recommendations to the realities of each country. To this effect, each recommendation will be discussed and agreed upon with the country. This will ensure that the OECD analysis appropriately discusses the challenges ahead, while also acknowledging the progress achieved.

**OECD experience suggests that inclusive dialogue approaches can be very effective in leading towards balanced assessments of the key challenges and policy priorities.** The process will start with a fact-finding mission of the OECD team, facilitated by a contact point in the country. A questionnaire will be sent to the country before the fact-finding mission. Additional workshops can be organised between the OECD experts team and the local authorities to present our key recommendations and provide “food for thought” for an inclusive dialogue.

### Timeline & Budget

Typically, the initial steps of a review process involve the identification of the country’s contact point, the preparation of the questionnaire and the fact-finding mission. The exact timeline is determined in strict consultation with the country. Each review is 66% co-financed by the EU Facility for Development in Transition (EUR 85,800) which implies a 34% left (EUR 44,200) for national co-financing. The terms of any additional event and workshop organised in the country will be discussed and agreed between the parties.

### Contact points

- **Alessandro Goglio**  
e-mail : [alessandro.goglio@oecd.org](mailto:alessandro.goglio@oecd.org)  
Telephone: +33 1 45 24 75 71
- **Sofia Blamey Andrusco**  
e-mail: [sofia.blameyandrusco@oecd.org](mailto:sofia.blameyandrusco@oecd.org)  
Telephone: +33 1 8 555 64 03



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