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Defendiendo la dignidad. Luchando contra la pobreza.

Regional gender program



Introduction

CARE International is a non-governmental organization which since its establishment in 1946 has worked to improve the lives of the poorest people in all regions worldwide. In the fiscal year 2011, CARE helped 122 million people in 84 different countries in Africa, Asia, Eastern Europe, Middle East and Latin America and the Caribbean.

CARE has worked for over 50 years in Latin America and the Caribbean. Their goal in the region is to demonstrate, by 2015, a significant impact on poverty and social injustice (in the light of the Millennium Declaration and Millennium Development Goals), particularly regarding women and girls. To achieve this goal, CARE focuses its work on two determining causes of poverty in the region, i.e., discrimination and inadequate or poorly implemented public policy. To impact these underlying causes of poverty, CARE has prioritized advocacy, support of social movements and the influence on the elite.



Vision

We seek a world of hope, tolerance and social justice, where poverty has been overcome and people live with dignity and security.

CARE will be a global force and a partner of choice within a worldwide movement dedicated to ending poverty. We will be known everywhere by our unshakable commitment to the dignity of people.

CARE has defined the following program focus areas for its work in the Andean region:

- 1** *Gender Equality and Empowerment: Paid and unpaid domestic work done by women.*
- 2** *Emergencies and Risk Management (DDR) and Humanitarian Action.*
- 3** *Economic development and livelihoods.*
- 4** *Adaptation to climatic change, food security and water resources management.*
- 5** *Sexual and Reproductive, Maternal and Newborn Health*

Regional gender program



CARE through the Regional Unit for Latin America and the Caribbean, after a process of reflection on their focus of gender in their policies, programs and projects and their effectiveness in terms of contribution to the real empowerment and autonomy of women, decided to promote a regional initiative that allows them to accompany women's organizations in fulfilling their own agendas and in their strengthening, proposing the following as a subject for analysis: *"The impact of the sexual division of labor in the lives of men and women and how this affects empowerment of women, generating conditions of subordination and discrimination especially for those who do paid and unpaid domestic work, in situations of poverty and exclusion."*

Premises that accompany the development of this Initiative:

- Promote equality of rights and opportunities for men and women; social and gender equity; empowerment and autonomy of women.

CARE has established mutual collaboration and learning agreements with women's organizations in Nicaragua, Guatemala, El Salvador, Peru, Bolivia and Ecuador.

- Fight against poverty, injustice and inequality especially towards girls, women and indigenous women.
- Develop a horizontal, respectful relationship and from the agenda of women's organizations with whom we interact.
- Have the sexual division of labor and the reproductive/paid and unpaid domestic work as a core topic.

Purpose of the program

Contribute to the strengthening and autonomy of women, especially of the most vulnerable and excluded, creating conditions of equal rights and opportunities for women and men in all spheres of reality in which they interact.
Institutional management

Objective

- To make visible the impact of the sexual division of labor in the lives of men and women and the contribution they make, especially women, in the economy of our country through unpaid and paid domestic work.

"Within this global movement, CARE is known for its work through a spectrum of wellbeing, recovery and development, and its approach to the empowerment of poor women and girls as a means to overcome poverty. The credibility of CARE is a reflection of its success in the past decade to improve progress and economic, social and political wellbeing of millions of poor women and their communities around the world"
CARE Vision 2020.

Strategic Lines



- Strengthening of paid domestic workers' organizations in the region, for the ratification of Convention 189 of ILO and the harmonization of national laws.
- Strengthening of institutional capacities to make visible the impact of the sexual division of labor in all the programs that respond to strategic themes of CARE in the region.
- Coordination with other local, national and regional stakeholders to influence national and regional public policies that generate co-responsibility from families, communities, State and Companies, in relation to unpaid domestic work and its valuation through national accounts.
- Resource mobilization with the aim of funding our project proposals and ensure the continuity of our goals in the region

Gender Analysis: Methodological Framework of Action¹

“The analysis of gender shows that a devaluation of women on a political, social and economic levels exists or persists. It is a social problem which requires collective intervention, considering the different needs of men and women and the enormous gaps of inequality that women in particular experience”



Gender analysis is the systematic process that allows us to identify gender inequities, gaps of inequality between men and women, explore how power relations between the sexes lead to discrimination, subordination and exclusion in society, especially for women and for those groups who have less power due to their ethnicity, social class, sexual orientation, age or have disabilities.

“Gender analysis shows that a devaluation of women in the political, social and economic levels exists and persists. It is a social problem that requires collective intervention, considering the different needs of men and women and the enormous gaps of inequality that women in particular experience.”

Gender analysis places human beings, men and women in their own reality and social, economic,

political and cultural context. It provides information to understand the different patterns of participation, behavior and activities of women and men in the economic, social and legal structures, provides inputs to define the action strategies so as to:

- Ensure equal rights of women and men.
- Consider women as stakeholders and subject to their own development.
- To provide opportunities for women and men and the conditions for both to have equal access to them.

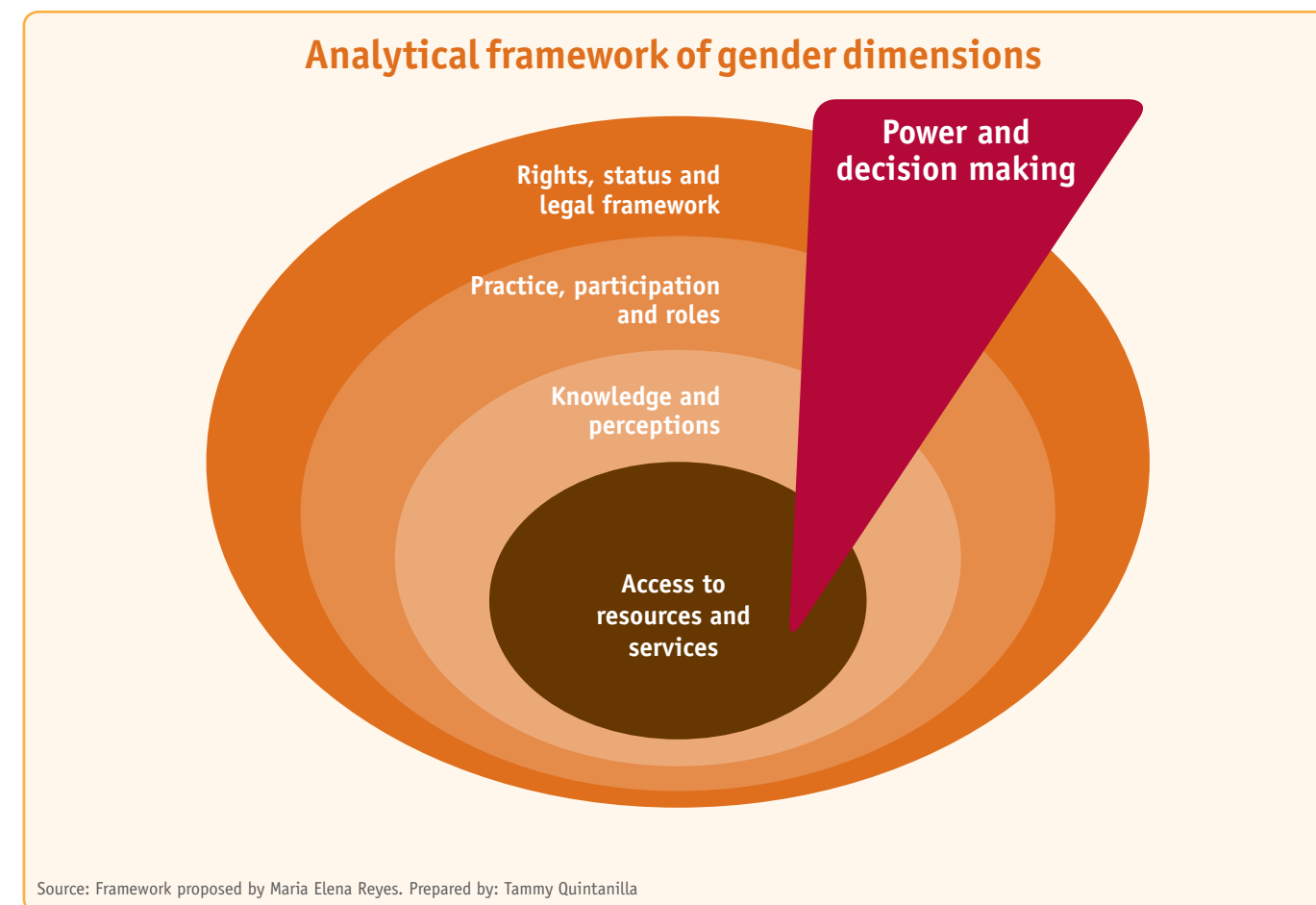
Gender analysis and its conceptual tools and methodologies can be used in any phase of the planning process, as it forces one to take into account the different needs that men and women have. It allows us to see reality in all its dimensions.

1 Compilation of discussion and texts in the process of construction of the Toolkit with contributions from Maria Elena Reyes Gender specialist for CARE Peru, Tammy Quintanilla, a consultant for the Construction of the Toolkit, Cynthia Gender specialist for CARE Bolivia, Nubia Zambrano, Gender specialist for CARE Ecuador, Ada Zambrano CARE Program Director Guatemala and Miriam Moya Herrera, Regional Program Coordinator of Gender for CARE. May and June 2012.

Dimensions of gender analysis

The Learning Community of the Regional Gender Program of CARE for Latin America and the Caribbean, after analyzing all the analytical frameworks, proposes looking at the reality from four fundamental dimensions, all crossed by a

determining factor related to POWER, that is to say, the ability of people to decide, influence, control and monitor compliance with the policies that guarantee their rights.



1. Resources and institutions necessary to be an active and productive person and exercise citizenship.

PARAMETERS TO CONSIDER

- Social: access to health services and basic services such as water, sanitation, electricity and, of course, food and educational services.
- Economic: material resources, such as property, land, income, assets, credit and employment.
- Cultural: access to cultural training, practice of their own customs, art, cultural activities and technology.
- Political: access to education, information, training and professional technical assistance in agriculture or other economic sectors in which people work.

GUIDING QUESTIONS

- Who owns the land?
- Who has access and uses water? Who controls its distribution?
- Who can open a bank account?
- How does gender affect access to credit? Can women prove ownership of assets to be eligible for credit?
- Who receives technical / agricultural assistance?
- What is the salary of women with the same technical qualification in relation to the men of the same training?



2. Knowledge, beliefs and perceptions: This refers to the ideas, perceptions, prejudices and knowledge that across different cultures teach us how to be men and how to be women. From these beliefs and perceptions our roles, spaces, attributes and experiences throughout our lives as men and women, are built. On this basis our gender identities are determined.

PARAMETERS TO CONSIDER

- Social: social control of female sexuality, in a different manner from male sexuality, immersed in the social and cultural context.
- Economic: allocation of reproductive role to women, a role ignored or under-valued by the social order and the economy.
- Cultural: the social duty mainly imposed on women, consisting in the preservation of culture, customs and traditions.
- Political: consideration of the home and family as a feminine domain and assigned to women; at the same time jobs, the street and the community are considered as male domain and assigned to the men.

GUIDING QUESTIONS

- At what age may men have sexual relations and at what age may women?
- Why do women who want to have a tubal ligation have to have the consent of their parents or of their husband?
- Who is responsible for household chores?
- What is said of a man who takes responsible for the household chores?
- In which professions do women concentrate on? In which do the men?
- Who is responsible for education and helping the children with homework?

3. Roles and Participation Practices-Sexual Division of Labor: Is the recognition of assignment of roles, tasks, responsibilities and areas for carrying out these tasks. Attributes the use of time of this social assignment and shows how gender differences influence the division of productive and reproductive work and the subsequent recognition and appreciation of them, giving greater value to the male activities than the feminine ones. At the same time shows the excess workload faced by women.

PARAMETERS TO CONSIDER

- Social: the use of time, energy and skills of the people themselves, by gender and specific context.
- Economic: little or no valuation of the economic contribution of reproductive tasks in the social order and economy; whilst the productive tasks are valued. In turn, the economic valuation of productive work can be unequal according to the gender of who performs it.
- Cultural: the simultaneous performance of women as housewives, mothers, workers and activists; the performance of men as workers and users of entertainment.
- Political: the disadvantage and wear caused in women due to the excessive work load due to the multiple tasks performed daily, and the relief caused in men for the use of leisure time.

GUIDING QUESTIONS

- Who has the right to property?
- Conditions for political participation of men and women.
- Is there equal right and valuation for access to employment?
- How is our country's criminal code regarding sexual experiences, the decriminalization of abortion, and violence against women?
- Are the constitutional provisions that guarantee the rights of women adhered to?
- Are there mechanisms for women in these countries as indicated by international agreements?

4. Rights, Legal Status and Legal Framework: It involves carrying out an analysis of how people are considered and treated, according to their gender, by the legal regulations, in the justice system, customs, and political systems, among others. Both the formal national law and the ordinary courts, such as the customs rights or community justice.

PARAMETERS TO CONSIDER

- Social: the right to education, health, social participation, freedom of association and labor, among other liberties.
- Economic: the right to paid work, employee benefits, inheritance, property deeds and financial documents, among others.
- Cultural: the right to gender identity, freedom of thought, expression, religion, customs, art, sports, entertainment, among others.
- Political: the right to personal identity, sexual identity, documentation, personal freedom, freedom of movement, political participation, representation, choice, exercise of sexuality, reproductive choice, among others.

GUIDING QUESTIONS

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Context of the Program in Ecuador, Peru and Bolivia

In Ecuador, Peru and Bolivia, women are almost exclusively responsible for domestic work, with no measures of co-responsibility, recognition and valuation of this work generated by partners, families, the community and the State.



This situation is evidenced in that the contributions of women to the economies of the national accounts of countries in which they live are not shown, as well as in the segregation experienced by women in the workplace, where they have low salaries and work in disadvantaged conditions.

Poorer women are linked to informal work in precarious conditions. Add to this situation the double and triple workloads experienced by women doing unpaid domestic work, paid work as well as participating in community organizations.

Studies carried out in the region through surveys on the use of time show that, on average, women work 23 hours per week more than men; women in rural areas work on average 7 hours more than women in urban areas.

An estimated 14 million women in the region perform paid domestic work (ILO, 2010), most of them in conditions unfavorable to the exercise of their rights.

In all three countries for which the action is proposed, approximately 2 million women perform unpaid domestic work. They are mostly poor, indigenous and of African descent, who face discrimination and exclusion.

The proposed program seeks ratification of Convention 189 and Reform 201 of the ILO (adopted on 15 June 2011 in Geneva by 183 countries) to expose the work done by women and the need to do so with dignity and with fair wages.

In Bolivia and Ecuador a minimum wage for domestic work has been set; in Peru it is at the discretion of the employer. Women domestic workers in these countries earn between U.S. \$ 29 and 260 a month, working 12 to 14 hours a day, without social security, without access to a retirement fund, unemployment, with no possibility of rest and recreation, which violates the most basic human rights.

While in recent years there have been changes in the laws of the countries in the region, the mechanisms

that enable organizations of domestic workers to carry out a social audit to ensure their compliance, have not been established. The legislation is discriminatory as in most of the countries; domestic workers are under a labor code different from that of other workers, thus violating the principle of equality.

So the poorest women who carry out this work suffer from legitimate exploitation in the labor regulations. This situation is also reflected in the possibility of actively participating, as although their organizational processes have a long history in the region (in Peru, for example, since 1929), their organizations are weak, have been stigmatized and have received little support from cooperation, women's organizations and the State.

The Quito Consensus (2007) and Brasilia (2010) urge governments in the region to create conditions for the recognition and valuation of paid and unpaid domestic work, from which several initiatives in the countries have been developed to meet with these agreements.

The adoption of Convention 189 and Reform 201 of the ILO help create an environment conducive to achieve these objectives on a regional level. Thus this is a critical time to strengthen the capacities of domestic workers' organizations at national and regional levels to ratify the Convention and influence public policy to achieve well-being for women who perform paid and unpaid domestic work - most of them indigenous, of African descent, adolescents and undocumented migrants.

CARE's Role



Facilitator: CARE is a stakeholder in civil society that fulfills the role of process facilitator.

Motivator: Promotes dialogue, initiatives and local, national and regional experiences.

Articulator: Establish links between social and women's organizations, State agencies, international cooperation and companies.

Technical Support: Develop conceptual, methodological, research, information and communication tools.

Amplifier: Amplifies the voice and demands of women and their organizations through the establishment of communication strategies appropriate to each local reality and of the region.

2 The Convention is aimed at the pending issue of gender equality in the workplace, as more than 80% of those doing unpaid domestic work in the world are women.

Progress 2010-2012

- *Awareness of problems that women who perform unpaid domestic work face and the violation of rights women doing paid domestic work endure.*



- Incorporation of the problem in the agendas of women's organizations and of governments in the region.
- Development of mechanisms for unpaid domestic work to be recognized in the national accounts as a contribution to the economy of these countries.
- Technical and financial support to organizations of domestic workers in the different countries to defend their rights and to monitor their

implementation in domestic labor laws in each country and at a regional level, for the ratification of Convention 189 of the ILO which considers domestic work under the same conditions as other work. The campaign for ratification in its many forms has been supported by CARE especially in Ecuador, Peru and Bolivia.

- Development of methodological guidelines for working with the issue in Ecuador, Peru and Bolivia.

Lessons Learned

- Our relationship with the Social and Women's Organizations has deepened the reflection on how the sexual division of labor constitutes a socio-cultural, economic and political barrier to the empowerment and full enjoyment of the rights of women. It has been identified as a structural and underlying cause of poverty, inequality and exclusion.
- *The type of relationship based on equal treatment, has enabled a respectful approach, creating a joint action that influences a feminist political approach.*
- The search for joint learning mechanisms has opened opportunities for debate on recognizing mutual interests and priorities on the agendas.
- Addressing gender inequalities and inequities in the sexual division of labor, has given credibility with women's organizations and other groups and social stakeholders (local, regional and national governments, public institutions and social organizations).
- The accompaniment on women's movement and civil society experiences, has given new

conceptual, methodological and operative elements to develop CARE programs from a gender perspective.

- Having developed areas for participatory research has provided inputs for public policy advocacy and construction of technical proposals and policies

Goals and challenges of the program

1. Continue contributing to the strengthening of social and women's organizations and especially organizations of domestic workers. Reaching the poorest, excluded and discriminated women in each of the countries of the region.

2. Maintain as a main thread the impact analysis of the sexual division of labor in the lives of men and women and specifically:

- Bring awareness to unpaid domestic / reproductive work, value their contribution to the economy of the countries in which we participate and include it in the national accounts proposing a fresh look at the economy including the labor of women.

- Contribute to the implementation of measures of co-responsibility with unpaid domestic work, from families, communities, the State and the market and in turn allow the reconciliation between family and working life for men and women.

- In relation to paid domestic / reproductive work, promote a process of reflection, knowledge, training on labor rights of domestic workers to ensure decent working conditions, together with the organizations. Strengthen their organizational areas and advocacy.

- Support the ratification and implementation of international agreements and national policies that ensure that paid domestic work can be done in dignified conditions, just like all other jobs. Promote all actions necessary to achieve this goal.

- Have a close accompaniment to the processes of oversight and social control for compliance

with laws and policies that guarantee the rights of women doing paid and unpaid domestic work.

- Strengthen a line of communication, research and knowledge management on the issues we have worked on in this period, to strengthen critical thinking.

- Strengthen partnerships between women's organizations by providing technical, political and financial resources for an exchange of experiences in Ecuador, Peru and Bolivia.

3. Strengthen regional community learning and its technical and political capacities.



Partner organizations and allies

Bolivia	Ecuador	Perú
Afro-Bolivian Centre of Integrated and Community Development -CADIC	Assembly of Popular and Diverse Women	Domestic Workers Training Center-CCTH
Lobbying Collective	Association of Paid Household Workers of Guayas	National Union of Paid Domestic Workers of Peru-SINTRAHOGARP
National Federation of Paid Domestic Workers of Bolivia-FENATRAHOB	FLACSO (Ecuador Chapter) Women's Pro-Life Movement	Organizations of Domestic Workers in the Lima Region
Network of Women Transforming the Economy-REMTE	Gender Committee of the International Cooperation-MEGECI: coordinated by UN Women, GIZ, Cooperación Española (Spanish Cooperation) and CARE and made up of 28 non-governmental organizations in search of gender equality.	Technical Committee of Accompaniment of Domestic workers (2), made up of UN Women, FOS-Socialist Solidarity Manuel Ramos and CARE.
Promoting Team of accompaniment of domestic workers in Bolivia made up of UN Women, FOS-Socialist Solidarity and CARE		
Regional: <ul style="list-style-type: none"> Latin American and the Caribbean Conference of Domestic Workers - CONLACTRAHO. Regional Committee of International Cooperation for the accompaniment of paid domestic workers, made up of UN Women, FOS-Socialist Solidarity, Intermon-Oxfam, Institute of Ecuadorian Studies and CARE. Network of Women Transforming the Economy for Latin American and the Caribbean-REMTE. 		



Program Structure

The program has a team of regional coordination which is characterized by its horizontal, respectful and non-hierarchical way of working, allowing a smooth, creative performance, of mutual respect and learning, in which everyone contributes to

the institutional interests and those of the organizations, to achieve equal rights and opportunities between men and women, both internal to the institution, as well as in projects, programs and national and regional initiatives.

Technical team

- Regional coordination: The program has a collective leadership from the Regional Unit of CARE for Latin America and the Caribbean through a regional gender coordinator.
- National Coordination: The program has a national gender specialist in each country office: Ecuador, Peru, Bolivia and Central America.

The program is articulated with each of the strategic areas of maternal health, climate change, economic development and livelihoods, and disaster risk management.



Budget

- The program has technical and financial support from CARE UK of USD \$ 400,000 from 2010 to 2013; and CARE USA with USD \$ 60,000.



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