



MINIMUM CARE ECONOMY STANDARDS IN ECONOMIC REINTERGRATION CONTEXTS



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Women, Peace and Security
UN Women Colombia
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Minimum Care Economy Standards in Economic Reintegration Contexts

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PREFACE

As mentioned in the UN Women world report *Progress of the World's Women: Transforming Economies, Realizing Rights*, the inequalities between women and men in the care sphere must be addressed to eradicate poverty and discrimination, improve the health of people and the access to education, and promote decent work and economic growth, and sustainable peace and development.

In Colombia and around the world, the burden of unpaid work falls mainly on women. Hence, women devote more than double the amount of time to unpaid work—care and domestic work—limiting their development, educational and work opportunities and giving them less time for rest, leisure or community, social or political participation.¹

Women pay an invisible tax in terms of time and unpaid work, because until now they have been main caretaker for boys and girls, the ill, elderly or people with disabilities and dependent people who require exceptional care, with little participation of men in the households and little availability of public services.

Furthermore, more women than men live without their own income. Informality and precarious employment are still too prevalent for women—especially for rural women—and little or no access to land, property, housing, credit, and other financial services persists.

Gender equality and the empowerment of women and girls are paramount to the 2030 Sustainable Development Agenda. More specifically, the right to care has been included under Goal 5.4, explicitly calling to “recognize and value unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies and the promotion of shared responsibility within the household and the family as well as in the national arena.”

On the other hand, in Colombia, as a result of the Peace Agreement between the national government and FARC-EP, ex-combatants are undergoing a reintegration

process, leading to changes in the life of men and women in their transit to civilian life. Many ex-combatant women assume new roles related to maternity and care and participate in different spheres through productive projects or spaces for citizen engagement.

This publication emerges from a reflection on the challenges faced by ex-combatant women participating in productive projects in the context of reintegration into civilian life. On the one hand, care and domestic work in reintegration spaces have affected their economic and social participation. On the other hand, the social mandate continues assigning women to traditional maternity roles and the responsibility for care within the household and reincorporation spaces.

The peace process in Colombia is emblematic for the progress made in guaranteeing women's rights and constitutes an international milestone and benchmark concerning the participation of women in the construction of peace and in concrete measures to ensure that peace transforms structural inequalities between men and women. In general, there is little international evidence on economic reintegration processes with a gender sensitive approach, much less with an approach that recognizes and redistributes care work.

For UN Women, the publication of the *Minimum Care Economy Standards in Economic Reintegration Contexts* represents a contribution to programs for the reintegration of ex-combatants into civilian life to promote the full participation of women and address the barriers preventing their participation on equal terms and ensure an effective reintegration.

The development of productive projects and women's participation in them is conditioned by the possibility of recognizing, reducing, and redistributing their daily care work. This involves cultural changes, greater involvement of men and community response, and considering care in the design and implementation of productive projects, including projects that respond to the current and future care needs of ex-combatants, dependents, and their communities.

1. UN Women. *The Progress of Women in Colombia 2018: Transforming the Economy to Guarantee Rights*. 2018.

This publication is presented as part of the commemoration of the 40th anniversary of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and on the eve of the 20th anniversary of United Nations Security Council Resolution 1325, the first to recognize the disproportionate and unique impact of armed conflict on women and girls, which highlighted the contributions of women for the prevention of conflicts and the maintenance and consolidation of peace, and stressed the importance of their full participation on equal terms as active agents for sustainable and lasting peace.

From the perspective of the United Nations, care is a human right, a public asset, and a cornerstone of reintegration. Therefore, the commitment of the State, the international community, and the society are fun-

damental not only to recognize the importance of paid and unpaid domestic and care work performed by women but to implement actions that reduce and equally redistribute this burden with greater responsibility by men and community and public services; in other words, activities that promote social co-responsibility in care.

UN Women reiterates that, to achieve peace and sustainable development, we must ensure that half of the world's population—women and girls—have the same opportunities and rights as men, leaving no one behind.

Ana Güezmes García

UN Women Country Representative (2019)

INTRODUCTION

The goals of the 2030 Agenda are founded on the commitment of “leaving no one behind.” Therefore, Sustainable Development Goal 5 states the need to “achieve gender equality and empower all women and girls” and contemplate the importance of the economic dimension and the interdependency of all the rights and opportunities embodied in the Sustainable Development Goals (SDGs). One of the targets of SDG 5 is to “recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family.”

Unpaid Care and Domestic Work (UCDW) is a key activity for households and economies to function. It involves the activities required to sustain life, such as providing food, cleaning the house, and caring for children and people who are ill or with disabilities. Care work constitutes a disproportionate work burden for women and girls, who generally perform these activities for no pay.² In 2016, Colombian women devoted an average of 7 hours and 14 minutes per day to this work, whereas men devoted an average of 3 hours and 25 minutes.³ This sexual division of labor is a significant constraint to the advancement of women in the educational, work and political spheres, with significant consequences in terms of their economic opportunities and reinforcing the gaps in the exercise of their rights to social protection, especially the access to pensions.⁴

A transformative care agenda requires determining the supply and demand for care, identifying modes of production, the agents involved, and their financing sources to promote three strategic actions: redistribution, reduction, and recognition of domestic and unpaid care

work.⁵ In reintegration contexts, these strategic actions encompass forms of collective, community and organizational services provision, strengthening the mechanisms for building the social fabric, where the way of experiencing femininity and masculinity and their interrelationship must preserve gender equality and complementarity, and embrace the principles of solidarity and respect that underpin the transit to civilian life.

Reducing, recognizing, and redistributing UCDW from a gender-sensitive approach enables the transformation of power relationships stemming from care work and the de facto results for the full exercise of rights, access to opportunities, and the eradication of constraints in women’s daily lives. The advancement in gender equality is related to peace, another sphere of sustainable development which, through SDG 16 on the promotion of peaceful and inclusive societies, expresses the need to eradicate violence against women and increase their social and political participation.

On the other hand, in Colombia, the subscription of the Final Peace Agreement in 2016 brought a series of implementation measures, including the creation of the Territorial Spaces for Training and Reintegration (ETCR).⁶ These seek to “train FARC-EP ex-members for their reintegration into civilian life, develop productive projects and address the technical training needs of the neighboring communities considering the community reintegration model.”⁷ The development of productive projects with a gender-sensitive approach is challenging but necessary to safeguard women’s rights and gender equality within the framework of the construction of a stable and lasting peace.

2. United Nations (n.d.). Sustainable Development Goals 5: Achieve gender equality and empower all women and girls. [Online] <https://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-5-gender-equality>

3. Departamento Administrativo Nacional de Estadística (DANE). (2016-2017). Encuesta Nacional de Uso del Tiempo (ENUT) [online, in Spanish] <https://www.dane.gov.co/index.php/estadisticas-por-tema/pobrezay-condiciones-de-vida/encuesta-nacional-del-uso-del-tiempo-enut>

4. Economic and Social Council of the Commission on the Status of Women (CSW). (2017) Report on the sixty-first session (24 March 2016 and 13-24 March 2017). CSW61, Supplement No. 7 p.12, paragraph 30. [online] <http://www.unwomen.org/en/csw/previous-sessions/csw61-2017>

5. Esquivel, Valeria. (2015) El cuidado: de concepto analítico a agenda política. *Nueva Sociedad* No. 256. March-April, p. 63-74. [online] https://www.researchgate.net/profile/Valeria_Esquivel/publication/275886471_El_cuidado_de_concepto_analitico_a_agenda_politica/links/554893d40cf2b0cf7aced333/El-cuidado-de-concepto-analitico-a-agenda-politica.pdf

6. *Espacios Territoriales para la Capacitación y Reincorporación*, formerly, Temporary Veredal Zones for Normalization (ZVTN, *Zonas Veredales Transitorias de Normalización*).

7. Comisión de Seguimiento, Impulso y Verificación a la Implementación del Acuerdo Final (CSIVI). (2017) Comunicado No. 19. [online] <http://es.presidencia.gov.co/noticia/170529-Comunicado-No-19-Comision-de-Seguimiento-Impulso-y-Verificacion-a-la-Implementacion-del-Acuerdo-Final-CSIVI>

Therefore, this document aims at presenting the minimum standards to recognize unpaid domestic and care work in the development and implementation of productive projects in contexts of economic reintegration, so that these contribute to achieving gender equality and the empowerment of women. To this end, chapter one describes the national and international regulatory frameworks, demonstrating the progress made in recognizing and valuing unpaid care and domestic

work. Chapter two defines the minimum standards for providing unpaid care and domestic work concerning women and men in the productive projects developed as part of the economic reintegration process of FARC-EP ex-members. This document concludes with gender-sensitive recommendations to develop and implement projects that contribute to the sustainability of territorial development and peace.



1

REGULATORY FRAMEWORK

The recognition of unpaid care work and the various discriminations against women in conflict contexts has had significant national and international regulatory advancements. At a global level, note the general recommendations of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the United Nations Security Council resolutions, and the official documents of the Commission on the Status of Women (CSW). At a local level, note Law 1413/2010, the basis of the 2010-2014 National Development Plan, and the Final Agreement to End the Armed Conflict and Build a Stable and Lasting Peace.

1.1. International Regulatory Framework

In 1991, the CEDAW issued two recommendations on unpaid work. In General Recommendation No. 16, the Committee recognizes that unpaid work is a form of exploitation of women and goes against the Convention, and calls party States to “take the necessary steps to guarantee payment, social security and social benefits for women who work without such benefits,” and emphasizes on the family working population that receives no payment for working at enterprises owned by a family member. Furthermore, in General Recommendation No. 17, it encourages party States to measure paid and unpaid domestic activities of women by conducting time-use surveys and include said activities in the Gross Domestic Product and the national accounts as a basis for the formulation of public policies related to the advancement of women.⁸

Hence, CEDAW General Recommendation No. 30 also invites party States to take all appropriate measures to eliminate discrimination against women in the country’s political and public life. Notably, it provides that, during and at the end of the conflict, “women face particular challenges as female ex-combatants and women and girls associated with armed groups as messengers, cooks, medics, caregivers, forced laborers and wives. Disarmament, demobilization and reintegration programs, given the traditionally male structure of armed groups, often do not respond to the distinct needs of women and girls, fail to consult them and also, exclude them.” Therefore, the CEDAW Committee recommends the party States to “ensure women’s equal participation in all stages of disarmament,

demobilization, and reintegration, from the negotiation of peace agreements and establishment of national institutions to the design and implementation of programs.”

In turn, understanding that women and men experience conflict differently and therefore understand peace differently, the United Nations Security Council has recognized the importance of including the gender-sensitive approach in peace maintenance processes. Resolution 1325 (2000) was the first resolution that recognized the impact of armed conflict on women and girls. Since then, seven further resolutions have been adopted on Women, Peace and Security⁹, including some recommendations regarding the empowerment of women and girls, which are aimed at the eradication of sexual violence in the context of conflict:

- Resolution 1820 (2008): protect civilians, including women and girls, from all forms of sexual violence.
- Resolution 1888 (2009): reiterates the need for coordinating activities and national and international resources to address sexual violence in the context of armed conflicts.
- Resolution 1889 (2009): urges Member States, United Nations bodies, donors, and civil society to ensure that women’s empowerment is taken into account in post-conflict contexts and the full and egalitarian participation of women in the prevention and resolution of conflicts.
- Resolutions 1960 (2010) and 2106 (2013): adoption of efficient measures to prevent sexual violence, and to promote and use of indicators and norms for peace and security, including sexual violence in the context of conflicts.
- Declaration by the United Nations Peacebuilding Commission on women’s economic empowerment for peacebuilding (PBC/7/OC/3) (2013): recognizing the contribution of women’s economic empowerment to sustainable development and the efficiency of the economic activities and the economic growth in post-conflict situations. It also urges the Member States and the organizations to improve women’s participation in political and economic decision-making by promoting women’s leaders-

8. CEDAW. (n.d.) General recommendations made by the Committee on the Elimination of all Forms of Discrimination Against Women. [online]

9. United Nations (n.d.) Empowerment of Women. [Online] <https://peacekeeping.un.org/es/promoting-women-peace-and-security>

hip and capacity to engage in aid management and planning, supporting women's organizations, and countering negative societal attitudes about women's capacity to participate equally.

- Resolution 2122 (2013): reiterates its intention of including provisions on the promotion of gender equality and the empowerment of women in conflict and post-conflict situations when establishing and renewing the mandates of United Nations missions.
- Resolution 2242 (2015): encourages Member States to increase their funding on women, peace, and security, including through more aid in conflict and post-conflict situations for programs that further gender equality and women's empowerment. Encourages States to take into consideration the specific impact of conflict and post-conflict environments on women's and girls' security, mobility, education, economic activity, and opportunities.
- Resolution 2282 (2016): promotes an integrated, strategic, and coherent approach to peacebuilding, noting that security, development and human rights are closely interlinked and mutually reinforcing. It brings continued attention to sustaining peace and providing political accompaniment and advocacy to countries affected by conflict.

Furthermore, the adoption of the 2030 Agenda for sustainable development consolidated the global efforts undertaken regarding the empowerment of women and made gender-mainstreaming a shared element of all goals and was further specified through goal 5: "Achieve gender equality and empower all women and girls." This also reaffirms that ensuring substantive equality is a fundamental right and "the necessary foundation to build peaceful, prosperous and sustainable societies." (UN Women, 2018).

In this sense, the High-Level Panel on Women's Economic Empowerment (HLPWEE) was also established in 2016 to promote a global agenda to advance the achievement of the Sustainable Development Goals and to emphasize the need to develop concrete guidance to achieve gender equality and the empowerment of women and girls. The High-Level Panel actions are also framed within seven principles, including the recognition, reduction, and redistribution of unpaid domestic and care work. Specifically, in its second report, the Panel

proposes guidelines related to decent work for unpaid domestic and care workers and to encourage changes in the social norms that allow advancing in the equal redistribution of care between women and men.

Another essential international policy reference is the document containing the agreed conclusions of the Economic and Social Council of the Commission on the Status of Women (CSW) which, during its sixty-first session (CSW61) held in 2017¹⁰, recognizes the structural barriers to women's economic empowerment throughout their life in the changing world of work and calls upon governments, entities of the United Nations System and relevant international and local organizations, and encourages the civil society, the private sector, employers' organizations, and trade unions to take appropriate measures to strengthen laws and regulatory frameworks that ensure equality and prohibit discrimination against women in their participation in and access to labor markets; strengthen education, training, and skills development; implement economic and social policies for women's economic empowerment in which protecting women's right to work and rights at work is fundamental; and adopt of measures to address the growing informality of work and work mobility for women workers among other measures.

CSW61 urges governments to adopt two types of actions in regard to unpaid domestic and care work, particularly the measures of paragraphs z and aa read as follows:

"z) Take all appropriate measures to recognize, reduce and redistribute women's and girls' disproportionate share of unpaid care and domestic work by promoting policies and initiatives supporting the reconciliation of work and family life and the equal sharing of responsibilities between women and men, through flexibility in working arrangements without reductions in labour and social protections, through the provision of infrastructure, technology and public services, such as water and sanitation, renewable energy, transport and information and communications technology, as well as accessible, affordable and quality childcare and care facilities and by challenging gender stereotypes and negative social norms and promoting men's participation and responsibilities as fathers and caregivers;

10. Which reaffirms the Beijing Declaration and Platform for Action, reiterates the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of the Child (CRC) and its Optional Protocols, and other final documents that have contributed to the application of the 2030 Agenda.

“aa) Take steps to measure the value of unpaid care and domestic work in order to determine its contribution to the national economy, for example through periodic time-use surveys, and include such measurements in the formulation of gender-responsive economic and social policies.”¹¹

In this regard, Colombia has made advancements on recommendation *aa* through two time-use surveys (2013 and 2018), an activity developed by an intersectoral commission so that its implementation is informed by the entities responsible for gender equality public policies. Regarding recommendation *z*, the bases of the 2014-2018 National Development Plan provided for the creation of the technical foundations of a National Care System (SINACU)¹² (the latter regulations are further addressed in the following section on the national regulatory framework).

Particularly, CSW63, to be held in 2019, whose priority theme is the “social protection systems, access to public services and sustainable infrastructure for gender equality and the empowerment of women and girls,” where the care dimension should be addressed as a critical element to overcome women’s poverty, the economic empowerment of women and the link to sustainable development.¹³

More specifically, other international regulations provide for special protection to populations who require care services—such as girls, boys, and adolescents—who comprise a population group protected by the Convention on the Rights of the Child (CRC) since 1989. According to the CRC, they must receive special care and assistance due to their vulnerability, and they are entitled to special protection by the State.¹⁴ Furthermore, the CRC Optional Protocol on the involvement of children in armed conflict was adopted in 2002, which urges States to further improve the situation of boys, girls, and adolescents so that they may

develop in a peaceful and safe environment, preventing their participation in armed conflicts.

Other guidelines of the United Nations on the alternative care of boys and girls, when they cannot live with their parents or are at risk of losing such care, inform the decisions State entities and the private sector must make for their protection and well-being.¹⁵

1.2. National Regulatory Framework

Law 1098/2006, whereby the Colombian Childhood and Adolescence Code is issued, presents the “right to sustenance” as a structural element of care, according to which Boys, Girls and Adolescents (BGA) are entitled to:

“(…) the sustenance and other means for their physical, psychological, spiritual, moral, cultural, and social development, according to the economic capacity of the support provider. Sustenance means everything indispensable for the nutrition, shelter, clothing, medical care, recreation, education or instruction, and, in general, everything that is necessary for the integral development of boys, girls, and adolescents. Sustenance includes the obligation to provide the mother with the costs of pregnancy and childbirth.

This definition encompasses the activities related to domestic and care work—mainly performed by women—and therefore, other elements of BGA care responsibilities must be stressed. One, regarding the co-responsibility between sectors, such as the family, the society, and the State (Article 10), and another regarding the shared responsibility between the father and the mother to safeguard the rights of BGA (Article 14). Care is a cornerstone of this code, considering that the obligation of caring for BGA extends beyond the family and household spheres and makes the State the coordinator of the National Family Welfare System through the Colombian Family Welfare Institute.

Subsequently, and under the international regulatory framework, Law 1413/2010 “regulates the inclusion of care economy in the national accounts system to measure women’s contribution to the economic and social development of the country and as a fundamental

11. Economic and Social Council of the Commission on the Status of Women (CSW). (2016-2017). Report on the sixty-first session (24 March 2016 and 13-24 March 2017). [Online] <https://undocs.org/en/E/2017/27>

12. *Sistema Nacional de Cuidado*.

13. Economic and Social Council of the Commission on the Status of Women (CSW). (2019) Preparatory documents (meetings held between 11 and 22 March) [online] <https://www.unwomen.org/en/csw/csw63-2019>

14. Convention on the Rights of the Child (CRC). (1989)

15. United Nations (2010). United Nations General Assembly Resolution. Sixty-fourth session. Agenda item 64. Guidelines for the Alternative care of Children. A/RES/64/142. [online] <https://undocs.org/en/A/RES/64/142>

public policy-making tool.” This law is the chief legal reference for unpaid care and domestic work in Colombia.

According to this law, Decree 2490/2013 created the Intersectoral Commission for the inclusion of information on unpaid domestic work in the National Accounts System, allowing the country to advance in the recognition of unpaid domestic and care work by implementing the National Time Use Survey (ENUT)¹⁶, and its corresponding valuation in the national accounts through the care economy satellite account.

The ENUT is an official statistical operation performed by the National Administrative Department of Statistics (DANE)¹⁷ to persons aged 10 and over to inquire about the time they devote to paid and unpaid work and personal activities. This survey was conducted in Colombia for the first time in 2012-2013 and was later updated in 2016-2017. The results of the ENUT allow quantifying the hours of unpaid care work by women and men. Subsequently, the care economy satellite account values the cost of replacing the unpaid care work hours with hours paid at market prices and said amount is compared to other macroeconomic aggregates to measure the wealth generated by unpaid care work.

In line with this normative advance, the bases of the 2010-2014 National Development Plan¹⁸ recognize that unpaid care and domestic work allows creating appropriate health conditions and, in general, social development, asserting that the household not only demands but also provides care services. Progress has therefore been made in consolidating the technical bases of the National Care System (SINACU)¹⁹, which proposes care policies that include training activities for caregivers, the provision of care services, proposals for institutional and labor regulations, and proposals for financing care services.

Furthermore, the Final Agreement to End the Armed Conflict and Build a Stable and Lasting Peace, which includes the gender-sensitive approach to account for the needs of women, girls and their particular vulnerability factors, provides that the re-

integration shall be integral, exceptional and provisional, aimed at strengthening the social and productive fabric in the regions of Colombia. Therefore, the Common Alternative Revolutionary Force (FARC)²⁰ political party has developed a comprehensive reintegration strategy for women ex-combatants that responds to the guidelines established in the Final Agreement in terms of the gender-sensitive approach as a shared principle, which takes into account the specific and distinct cases of women based on their particular needs and context. The actions to implement within the framework of this strategy must provide guarantees for women ex-combatants to recognize and reduce gender inequalities and unique impacts of the conflict.²¹

Another element of the Final Agreement provides for the creation of a National Council for Reintegration (CNR)²² “which shall define the activities and monitor the re-incorporation process, including the guarantees for a sustainable economic and social reintegration.” The CNR was created by means of Decree 2007/2016. The Gender Technical Committee, comprising three delegates of the FARC party, two delegates of the Agency for Reintegration and Normalization, and one delegate of the Office of the High Commissioner for Peace was formed within the CNR. This committee aims to “develop inputs, mechanisms, and instruments to promote the effective inclusion and mainstreaming of the gender-sensitive approach in the reintegration policies, programs, and plans.

Finally, Decree 899/2017 establishes the measures and instruments for the collective economic and social reintegration of FARC-EP members under the Final Agreement signed between the National Government and FARC-EP on November 24, 2016. This decree provides the need that the reintegration process should have an equity-based approach, emphasizing women’s rights. In turn, based on the socioeconomic census results, the decree identifies gender-sensitive assistance plans and programs. These plans are comprehensive for the target population, including, inter alia, programs for the elderly and people with permanent disabilities suffered during the conflict.

16. *Encuesta Nacional del Uso del tiempo*.

17. *Departamento Administrativo Nacional de Estadística*.

18. National Development Plan (2010-2014). Version for Congress (Law 1450/2011).

19. *Sistema Nacional de Cuidados*.

20. *Fuerza Alternativa Revolucionaria del Común*.

21. FARC. (2018) *Estrategia Integral de Reincorporación para las Mujeres de la FARC*.

22. Consejo Nacional de la Reincorporación.



2

PRACTICAL ELEMENTS

2.1. Basic Concepts (Glossary)

Below are some basic definitions of the gender-based approach and the unpaid domestic and care work so that they are considered in the formulation and implementation of productive projects. These allow visualizing Unpaid Care and Domestic Work (UCDW) as an intersectional element that supports interpersonal and intergenerational relationships to construct the social and community fabric.

Gender stereotypes:

“Gender stereotypes are simplistic generalizations about the gender attributes, differences, and roles of women and men. Stereotypical characteristics of men are that they are competitive, acquisitive, autonomous, independent, and concerned about private goods. Parallel stereotypes of women hold that they are cooperative, caring, connecting, group-oriented, concerned about public goods.” (UN Women, 2017, Glossary)

Gender (or sexual) division of labor:²³

This is an essential concept of basic gender analysis that helps deepen understanding about social relations as an entry point to sustainable change through development. The division of labor refers to how each society divides work among men and women, boys and girls, according to socially-established gender roles or what is considered suitable and valuable for each sex. Anyone planning a community intervention needs to know and understand the division of labor and allocation of assets on a sex-and-age disaggregated basis for every community affected by development interventions. Within the division of labor, there are several types of roles:

- Productive roles: Activities carried out by men and women to produce goods and services either for sale, exchange, or to meet the subsistence needs of the family.
- Reproductive roles: Activities needed to ensure the reproduction of society’s labor force. This includes housework like cleaning, cooking, childbearing, rearing, and caring for family members. These tasks are done mostly by women.

- Community managing role: Activities are undertaken primarily by women at the community level, as an extension of their reproductive role, to ensure the provision and maintenance of scarce resources of collective consumption such as water, health care, and education. This is voluntary unpaid work performed during “free” time.
- Community politics role: Activities undertaken primarily by men at the community level, often within the framework of national politics. This officially-recognized leadership role may be paid directly or result in increased power or status.
- Triple role: This refers to the fact that women tend to work longer and more fragmented days than men. They are usually involved in three different roles: reproductive, productive, and community work.

Substantive equality:

It refers to achieving equality in the facts or outcomes and ensures that the inherent disadvantages of certain groups are not perpetuated. This concept recognizes that, due to historical inequalities, structural disadvantages, biological differences, and biases in how the law and policies are applied in practice, the laws and policies that treat men and women equally are not enough to ensure women’s full exercise of their rights on equal grounds with men.²⁴ Therefore, “to achieve substantive equality, the laws and policies must ensure that women have the same opportunities as men in the different social and personal spheres, and that there is an enabling environment to achieve this in practice, that is, it implies the obligation of the State to remove all barriers to the achievement of equality in practice” (UN Women, n.d.).

Gender mainstreaming:

“Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a way to make women’s and men’s concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all

23. United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). (n.d.). Gender Equality Glossary. Taken verbatim from the UN Women’s Training Centre Glossary. [Online] <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode&lang=en>

24. Adapted from UN Women (2017) and UN Women. (n.d.) United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). La igualdad de género. [online] <http://www2.unwomen.org/-/media/field%20office%20americas/documentos/publicaciones/foll%20igualdadg%208pp%20web%20ok2.pdf?la=es&vs=5353>

political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.” (UN Women, 2017, Glossary)

Social Organization of Care:

Identification of how “care is being effectively covered in a given space and time. This involves determining what the demand is (the needs of those who are recognized or legitimized) and how it is being met, paying particular attention to the role of public institutions.”²⁵

Unpaid care and domestic work (UCDW):

Covers daily activities to maintain life and health, and includes two types of work: 1) direct care work, which refers to personal and face-to-face services to meet the physical and emotional needs that allow a person to function at a socially acceptable level of capability, comfort and safety. These care needs are specially required by boys and girls, the elderly, ill, or people with disabilities. 2) Domestic work, which includes tasks such as cooking, cleaning, and laundering, among other tasks, that provide the complementary and necessary conditions for care.²⁶

Care workers:

People who care for the physical, psychological, emotional, and developmental needs of one or more people. Care work may be paid or unpaid. Care work encompasses both public and private spheres and is found in various settings and formal and informal economies (HLPWEE, 2017).

Paid domestic workers:²⁷

Any person engaged in domestic work within an employment relationship who receives a payment for this work is often granted some social protection (HLPWEE, 2017).

25. Díaz, Magdalena and Orozco, Amaia. (n.d.). La organización social de los cuidados y vulneración de derechos en España. United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) [Online] <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2011/la-organizacion-social-de-los-cuidados-y-vulneracion-de-derechos-en-espana-es.pdf?la=es&vs=3000>

26. Razavi, Shahra. (2016) UN Women Policy Brief Series. Policy Brief no. 5: Redistributing unpaid care and sustaining quality care services: A prerequisite for gender equality. United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). [online] <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/un-women-policy-brief-05-redistributing-unpaid-care-en.pdf?la=en&vs=2644>

27. ILO. (2011) ILO Domestic Workers Convention No. 189.

Global care chains:

This is a concept used to describe how care responsibilities are transferred from one household to another, across national borders, forming chains. As individuals move, work in the care sector is internationalized. Through these chains, households in different places around the world are interconnected. They transfer caregiving tasks from one household to another based on power hierarchies such as gender, ethnicity, social class, and place of origin. Global care chains are a phenomenon taking place within the context of globalization, feminization of migration, and the transformation of social welfare states. Chains are formed when women migrate to work in the care sector (domestic work, personal healthcare services, etc.) while transferring care work in their households in origin and sometimes in destination to other women. (UN Women, 2017, Glossary).

2.2. The ABCs of Care: Recognize, Reduce, and Redistribute Unpaid Domestic and Care Work.

















The disproportionate burden of Unpaid Care and Domestic Work (UCDW) performed by women and girls poses a structural barrier for their economic empowerment. Therefore, a transformative care agenda requires recognizing how care services are produced to promote three strategic actions: recognize, reduce, and redistribute.

- **Recognize:** means visibilizing and valuing unpaid care and domestic work as a critical work for the development and well-being of societies and for economies to function, considering the household as both the provider and the recipient of care services.
- **Reduce:** This is achieved mainly by strengthening the infrastructure and services required to meet domestic and care work needs to reduce the disproportionate burden of unpaid work assumed by women in households.
- **Redistribute:** equally assign the unpaid domestic and care responsibilities in two spheres: 1) between men and women, and 2) between the State, the market (private sector), households, the community, and organizations.

What is unpaid care and domestic work?

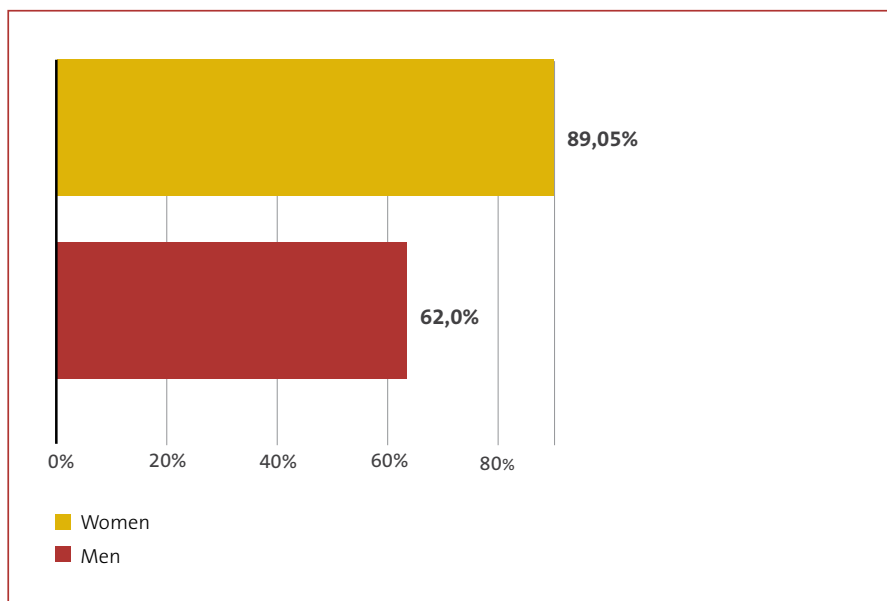
The satisfaction of human needs is a fundamental dimension for social reproduction and the maintenance

Figure 1. Average time per day devoted to UCDW in scattered populations and rural centers of Colombia. 2016-2017.

Unpaid care and domestic work Not included in the National Accounts System (SCN)	Average time per day	
	Women	Men
Total	07:52	03:06
Food provision	02:26 	01:07 
Home cleaning	01:25 	01:06 
Maintenance of clothing	01:26 	00:44 
Support to members of the household	01:17 	01:11 
Physical care for members of the household	01:24 	00:39 
Care for children below 5 years old	01:22 	01:18 
Household purchases and administration	00:54 	00:59 
Transportation	00:35 	00:37 

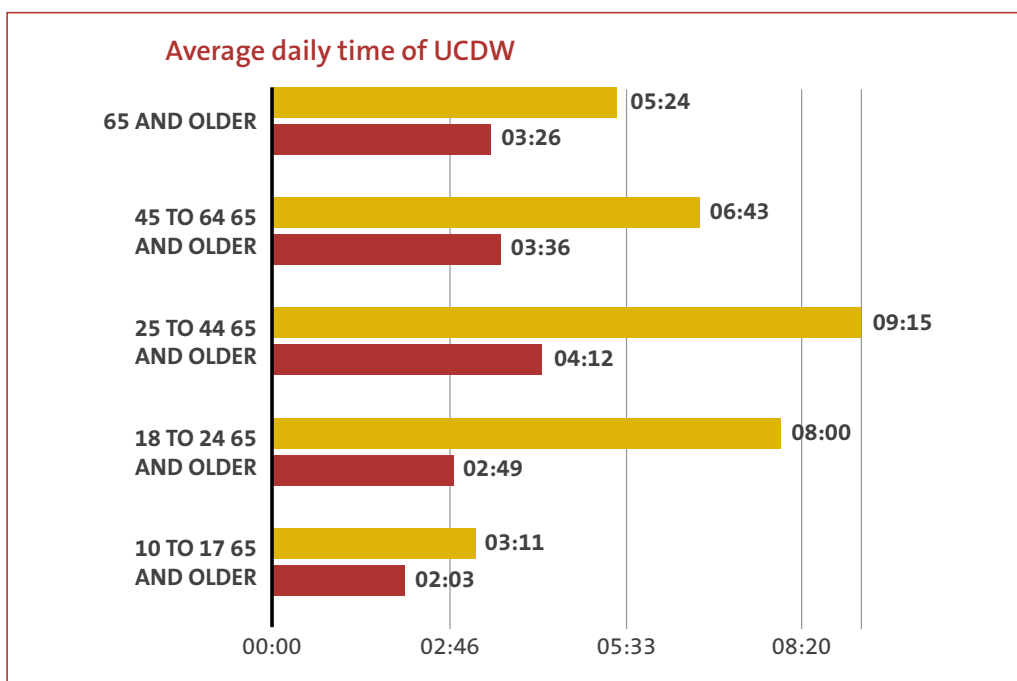
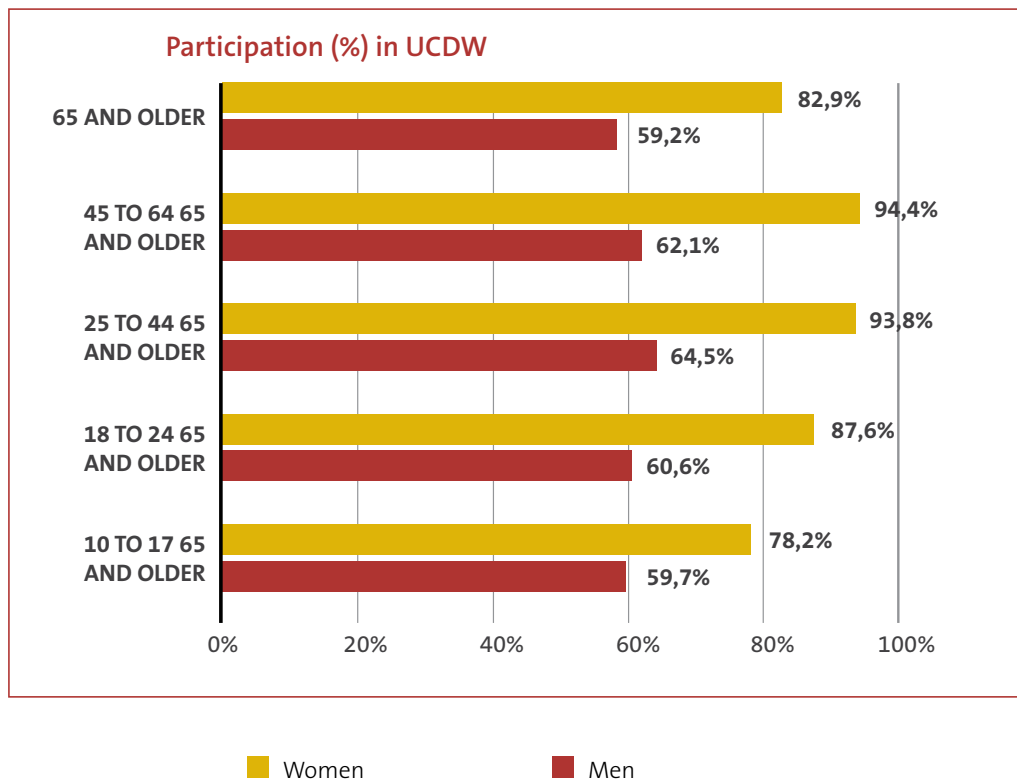
Source: DANE, Encuesta Nacional de Uso del Tiempo (ENUT), 2016-2017.

Figure 2. UCDW Participation Rate (work not included in the SCN). National total. 2016-2017.



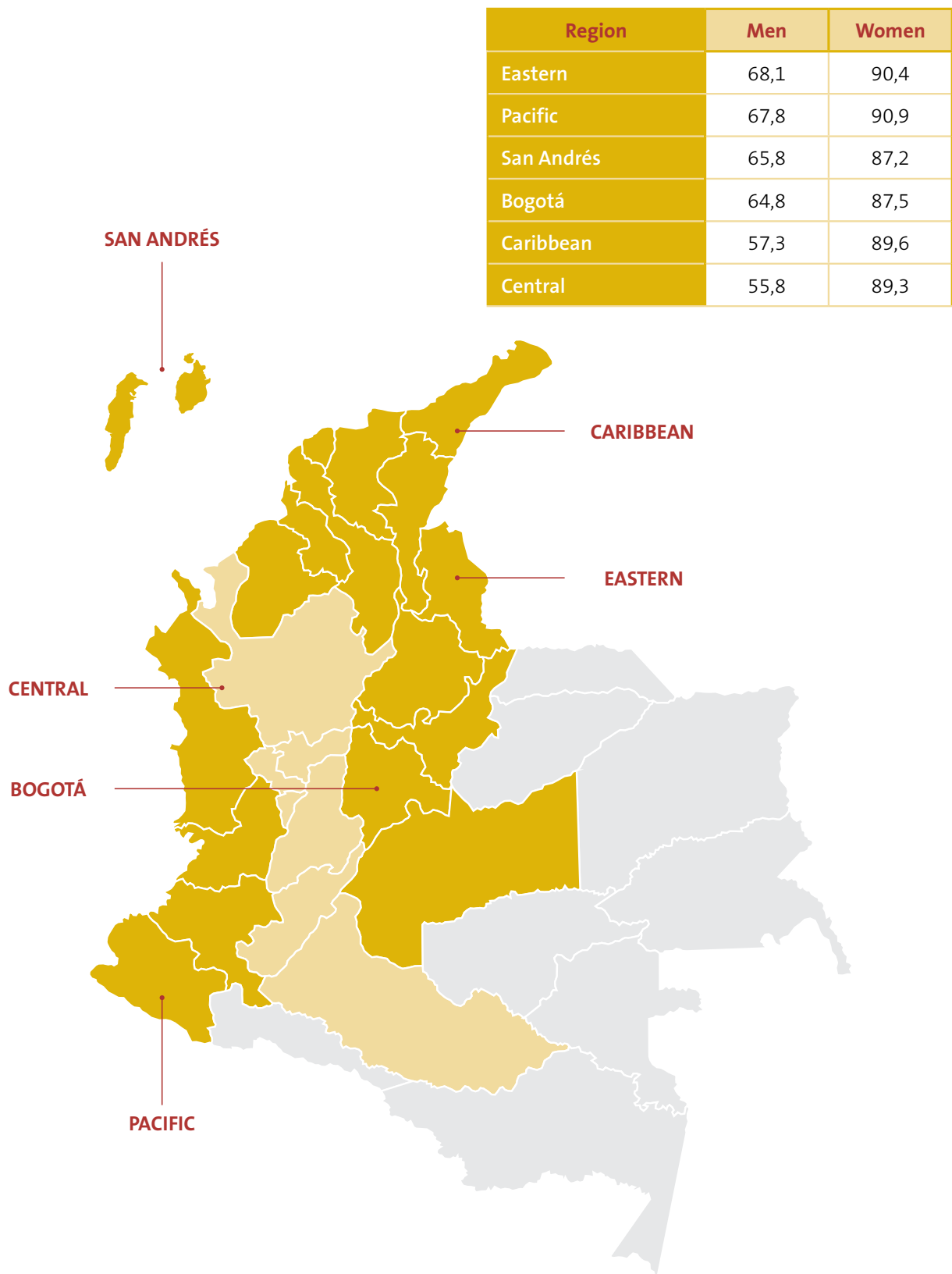
Source: DANE, Encuesta Nacional de Uso del Tiempo (ENUT), 2016-2017.

Figure 3. Participation rate and average time per day devoted to UCDW (work not included in the SCN). 2016-2017.



Source: DANE, Encuesta Nacional de Uso del Tiempo (ENUT), 2016-2017.

Figure 4. UCDW Participation Rate (%) (work not included in the SCN) 2016-2017.



Source: DANE, Encuesta Nacional de Uso del Tiempo (ENUT), 2016-2017.

of our societies. UCDW is essential for the functioning of markets and social dynamics as we know them today. Even if this work has been considered a buffer against the gravest economic crises, as in the absence of income it can substitute care goods and services that, in times of growth, are acquired by households through the market or the State.²⁸

Furthermore, UCDW functions as an invisible dimension of the social security system²⁹, because it protects a group of households from homelessness, as it considers that the monetary income obtained may be used to purchase a basket of unprocessed foods, which require invisible hands to transform them into food supply services that can be effectively consumed by household members. Additionally, this type of work has protected other contingencies of life, such as changes in the household composition, either by the birth of another person or the arrival of a person from another household who can no longer care for himself or herself, changes in care and domestic work needs, and limitations in the access to infrastructure and lack of accessibility to means of transport.

Note that all persons require care, even adult men, who are generally considered as a population group that does not require care,³⁰ but that in their human condition are relational beings who need these activities. “Ultimately, there is nothing more important than providing care, being cared for, caring for each other and caring for ourselves. Care work is the cornerstone of the system that enables societies to function, progress, and reproduce.”³¹

28. Stiglitz, Joseph; Sen, Amartya y Fitoussi, Jean-Paul. (2009) Report of the Commission on the Measurement of Economic Performance and Social Progress. Date retrieved: 15-10-2018. [online] <https://ec.europa.eu/eurostat/documents/118025/118123/Fitoussi+Commission+report>

29. Social insurance, as defined by Beveridge (1942). Beveridge, William H. B. *Social Insurance and Allied Services: Report by Sir William Beveridge*. London: H.M. Stationery Off, 1942. Print.

30. It transcends beyond the autonomy vs. dependency false dichotomy. Coello, R. (2013). *Cómo trabajar la economía de los cuidados desde la Cooperación Internacional para el Desarrollo. Aportes desde la construcción colectiva*. Agencia Andaluza de Cooperación Internacional para el Desarrollo. Spain. [Online] http://www.juntadeandalucia.es/aacid/images/Servicios/Publicaciones/guia_economia_cuidados.pdf

31. United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). (n.d.). *Recognition, Redistribution, and Reduction of Care Work: Inspiring Practices in Latin America and the Caribbean*.

UCDW encompasses daily activities to maintain life and health, and includes two types of work: 1) direct care work, which refers to personal and face-to-face services to meet the physical and emotional needs that allow a person to function at a socially acceptable level of capability, comfort and safety. These care needs are specially required by boys and girls, the elderly, ill, or people with disabilities. And 2) Domestic work, including tasks such as cooking, cleaning, and laundering, among other tasks, that provide the complementary and necessary conditions for care.³²

One of the primary forms to recognize UCDW is to measure it through time-use and macroeconomic accounts surveys that value the contribution of people who perform this work in the generation of wealth for the society, expressed through the Gross Domestic Product (GDP). These elements lead to the primary substantive equality indicators in the subject.

The time devoted to UCDW is one of the leading indicators of substantive equality on care activities. It is recognized in indicator 5.4.1 of the SDGs and conveys a significant gender gap with distinctive results for women and men. In Colombia, this indicator is calculated based on the National Time Use Survey (ENUT). According to the latest information, one of the main UCDW activities is the provision of food, reflected in the most significant gender gap in the participation of women and men.

Considering that most of the ETCRs are located in rural areas, Figure 1 presents the results on average daily UCDW time for women and men living in populated centers and scattered rural areas, disaggregated by activity subgroups.

Furthermore, another indicator of substantive equality to work on to advance the empowerment of women and girls is the UCDW Participation rate. Figure 2 shows that, for the entire country, men’s participation is lower than that of women by 27.5 points. This indicator is one of the elements that reflect changes in the redistribution of UCDW.

32. Razavi, Shahra. (2016) UN Women Policy Brief Series. Policy Brief no. 5: *Redistributing unpaid care and sustaining quality care services: A prerequisite for gender equality*. United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). [online] <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2016/un-women-policy-brief-05-redistributing-unpaid-care-en.pdf?la=en&vs=2644>

The fact that women have higher participation rates and spend more time on UCDW is a situation that is repeated in all the domains identified by the ENUT.³³

There are similar gaps when considering the age groups, regions, types of households, and educational levels. For instance, Figure 3 shows the participation and time devoted to UCDW by age groups.

The empirical evidence shows the social construct of gender roles since childhood, considering that girls aged 10 to 17 had higher participation in care work (78.2%) than boys (59.7%). By ages 18 to 24, women, on average, experienced a full day's work,³⁴ equal to 8 hours of UCDW, whereas male participants reported 2 hours and 49 minutes, showing a 5 hours and 11 minutes gender gap on the intensity of UCDW. This age range is particularly significant for the economic autonomy of women, as this is a time in their life when the first links with the labor market are established and which results in the participation rate of women in jobs accounted for in the GDP (generally paid) being approximately 20 percentage points lower than men.

Women aged 25 to 44 reported a similar situation. For them, the UCDW day was 9 hours and 15 minutes, showing a 5 hours and 3 minutes gender gap and a 29.3 percentage point gap in the participation rate. The gender gaps persist for older women, with the aggravating circumstance that, at these ages, women may begin to see their health deteriorate and they lack the protection of the pensions security system to meet their care needs. Furthermore, only 54.5% of women are in the labor market, and over half of this percentage do not contribute to a pension fund.³⁵ Women have incentives to pursue informal employment to meet care needs. For example, women in Colombia with informal jobs experience working times of up to 80 hours—over half of it UCDW—and less paid work.³⁶

33. Departamento Administrativo Nacional de Estadística (DANE). (2016-2017). Encuesta Nacional de Uso del Tiempo (ENUT) [online] https://sitios.dane.gov.co/enut_dashboard/#/

34. The current legal working time is 48 hours per week, usually distributed in 8 hours a day for six days of the week.

35. Departamento Administrativo Nacional de Estadística (DANE). (2017) Gran Encuesta Integrada de Hogares (GEIH). [Online] http://microdatos.dane.gov.co/index.php/catalog/458/get_microdata

36. García, Paola. (2016) Análisis político del trabajo de las mujeres y la población adulta mayor. Evidencia empírica para Colombia (2015).

At a regional level, the indicators of intensity and participation in care work show similar results. In all regions, women have higher participation in UCDW than men. The regions with the highest and lower participation of men are the Eastern region (68.1%) and the Central region (55.8%), respectively.

In conclusion, the disproportionate burden of UCDW women experience limits their entry into the labor market, reinforces the income gender gap and prevents them from overcoming poverty.³⁷ Therefore, sustainable development may only be achieved by eliminating the obstacles limiting the economic autonomy for women in their multiple contexts: course of life, region, geographical area, etc.

How many care needs are there, and how can they be reduced?

Care needs depend on the population composition in terms of age, sex, disability status, or limitations in human functioning. According to the Secretary-General's reports on the United Nations Verification Mission in Colombia (2017) and the reports of the Ombudsman's Office,³⁸ each of the ETCRs has particular population structures and these, in turn, are variable over time. In principle, according to the data of the census conducted by Universidad Nacional,³⁹ the presence of girls, boys, and pregnant women was low, but these population groups tend to increase as the ETCR consolidates.

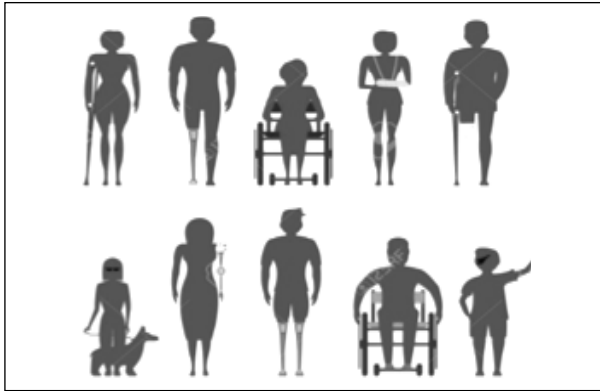
Similarly, the traces of war have left an important population group related to the ETCRs with visual, cognitive and physical disabilities, and with serious illnesses

Latin American Studies Master's Degree Thesis. Bogotá: Universidad Nacional de Colombia. School of Law, Political and Social Sciences. [online] <http://bdigital.unal.edu.co/54986/7/AndreaPGarc%C3%ADaRuiz.2016.pdf>

37. United Nations Entity for Gender Equality and the Empowerment of Women (UN Women). (2018) Progress of women in Colombia 2018: Transforming the Economy to Guarantee Rights. Bogotá D.C, Colombia. [online] https://www.unwomen.org/-/media/field%20office%20americas/documentos/publicaciones/2018/10/progress%20colombia_2018_ingles-comprimido.pdf?la=en&vs=3158

38. Ombudsman's Office. (2018) Informe Espacios Territoriales de Capacitación y Reincorporación. [Online] <http://www.defensoria.gov.co/es/nube/destacados/6646/Consulte-aqu%C3%AD-el-Informe-Espacios-Territoriales-de-Capacitaci%C3%B3n-y-Reincorporaci%C3%B3n.htm>

39. de Colombia. (2017) Censo socioeconómico. Caracterización comunidad FARC-EP. Resultados generales. [online] <http://www.reincorporacion.gov.co/es/sala-de-prensa/SiteAssets/Presentaci%C3%B3n%20rueda%20de%20prensa%20Julio%202017.pdf>



derived from the conflict.⁴⁰ These limitations are exacerbated in post-conflict contexts, where some of the previously developed skills fall into disuse, and other skills are required. This situation reveals new needs for care, training for work, forms of income generation, and labor inclusion that allow responding to the contexts that condition and determine people's lives in the ETCRs, and which take into account the gender perspective and the intersectional approach.

Social infrastructure is a determining factor in reducing UCDW. The distance to educational and basic and specialized healthcare services, the obstacles to access roads, main roads, and means of transportation, and even the most basic infrastructure, such as access to drinking water and fuel to provide food, increase the monetary and non-monetary costs of care.

In this respect, technological aids and alternative energy sources are another factor of change, provided that they can facilitate care work and reduce the time devoted to these activities.

Who provides care services?

Organizing care services enables identifying how "care is being effectively covered in a given space and time. This involves determining the demand (the needs of those who are recognized or legitimized) and how it is being met, paying particular attention to the role of public institutions."⁴¹

40. According to the Report of the Training and Reincorporation Territorial Spaces (ETCRs) prepared by the Ombudsman's Office (2018), a characterization performed by Nueva EPS showed that 10.8% of former members of FARC-EP perceive themselves with some type of disability. According to the census conducted by Universidad Nacional de Colombia, 12.3% of this population presents physical disabilities associated with missing upper or lower limbs or other organs.

41. Díaz, Magdalena and Orozco, Amaia. (n.d.). La organización social de los cuidados y vulneración de derechos en España. United Nations Entity for Gender Equality and the Empowerment of Women (UN

On the one hand, the offer of care services may be realized and must be distributed among households, the State, the market, and organizations. However, the participation of each of them varies according to the type of care, the place, and the contexts in which the services are produced. For example, in Colombia, the offer of care services for boys and girls under the age of 5 in urban areas has a significant participation of state services. In contrast, in rural areas, households have higher involvement in this work.

The case of care services aimed at the elderly or people with disabilities is different. For them, the state and market (private) offer is more limited; therefore, households —and mainly women within them— are responsible for meeting the needs of this population group. Thus, social organizations can play a decisive role in constructing a social fabric that facilitates the participation of the elderly or people with disabilities in the productive processes and the lives of their communities. This way, collective care networks can mitigate the care burdens of women and recognize the importance of the State's role in the provision of specialized care services and the challenges encountered by the Colombian society to protect the rights and opportunities of both population groups that, from their daily lives, stress the balance between the care supply and demand.

On the other hand, households must allocate UCDW equally so that women and men share the care work on equal terms without affecting the economic empowerment, physical autonomy, or political participation of women.

In conclusion, each population group solves its care needs according to its context. On many occasions, care needs may even remain unsatisfied, resulting in a loss of social well-being. The State plays a fundamental role in redistributing care services, as it acts as the producer and regulator of the provision of care services within the society. In particular, a reintegration process requires the State to introduce the institutional conditions for advancing in the recognition, reduction, and redistribution of care work, thus avoiding reinforcing gender stereotypes and safeguarding the exercise of women's economic, social and cultural rights.

Women) [Online] <http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2011/la-organizacion-social-de-los-cuidados-y-vulneracion-de-derechos-en-espana-es.pdf?la=es&vs=3000>

On the other hand, the private sector and political, social, and community organizations must be encouraged to participate in reducing the care burden of households and promote the participation of men to redistribute the disproportionate burdens of UCDW socially placed on women. Particularly, the support of the private sector in reintegration processes “may be in the form of job offers, technical training, physical capital, participation in the supply chain of produced goods and support in company management.”⁴²

The previous forms of care provision within the FARC should also be considered, insofar as these were assumed equally by women and men. Therefore, it should be guaranteed that the initiatives consolidated through productive projects preserve gender equality so that they include the organization’s experience in food management or, in the case of community laundries, that they are aimed towards freeing up time and are collectively assumed by men and women.”⁴³

42. International Organization for Migration (IOM). (2018) RPR Program Mission in Colombia. [online] <https://repository.oim.org.co/bitstream/handle/20.500.11788/1961/Spotlight%20a%20enero.pdf?sequence=1&isAllowed=y>

43. FARC. (2018) Estrategia Integral de Reincorporación para las Mujeres de las FARC.



3

GUIDELINES FOR
ACTION IN THE
PRODUCTIVE
PROJECTS WITHIN
THE TRAINING AND
REINCORPORATION
TERRITORIAL SPACES

The implementation of the Final Agreement to End the Armed Conflict and Build a Stable and Lasting Peace in Colombia included elements on security guarantees, intersectoral issues, and reintegration. The implementation of the productive reintegration has had some progress. However, it is “hampered by the isolation and lack of infrastructure that characterizes rural areas; the lack of experience in Colombia with collective reintegration; and finally, reintegration provisions, agreed in the last phase of the negotiations on the Peace Agreement, that focus on short-term as opposed to long-term, sustainable reintegration activities.”⁴⁴

Regarding intersectoral issues, there has been “modest progress in the inclusion of a gender-sensitive approach to reintegration and security guarantees. The National Reintegration Council took the welcome step of creating a technical working group on gender.”⁴⁵ However, productive projects in reintegration processes require a gender perspective that allows equal opportunities and the full exercise of women’s and girls’ rights. CEDAW General Recommendation 30 urges to take appropriate measures to eradicate discrimination against women in conflict and post-conflict contexts. Given the traditionally male structure of armed groups, these often do not respond to the distinct needs of women and girls.

In this sense, and understanding the importance of the economic empowerment of women for sustainable development and the consolidation of a stable and lasting peace, below are a series of questions to inform the identification of minimum care standards in the productive projects of the ETCRs, so that their reflection and incorporation contribute to the three strategic actions mentioned above: recognition, reduction, and redistribution of the UCDW.

3.1 Why a productive project?

A. What is the main objective of the productive project?

- Generate income? Equal income for women and men?
- Create well-being for its members? Who determines the well-being factors?

44. United Nations (2017) S/2017/1117. Security Council Distr.: General December 27, 2017 Report of the Secretary-General on the United Nations Verification Mission in Colombia.

45. *Ibid.*

- Meet the needs of its members? Meet the needs of their relatives? Meet the needs of the community?
- Who formulates the needs? What is the process for defining these factors?
- Is it necessary to formulate women-exclusive productive projects?

What are the mechanisms to include people in the productive project? Is there a previous training process in solidarity economy and the gender-sensitive approach?

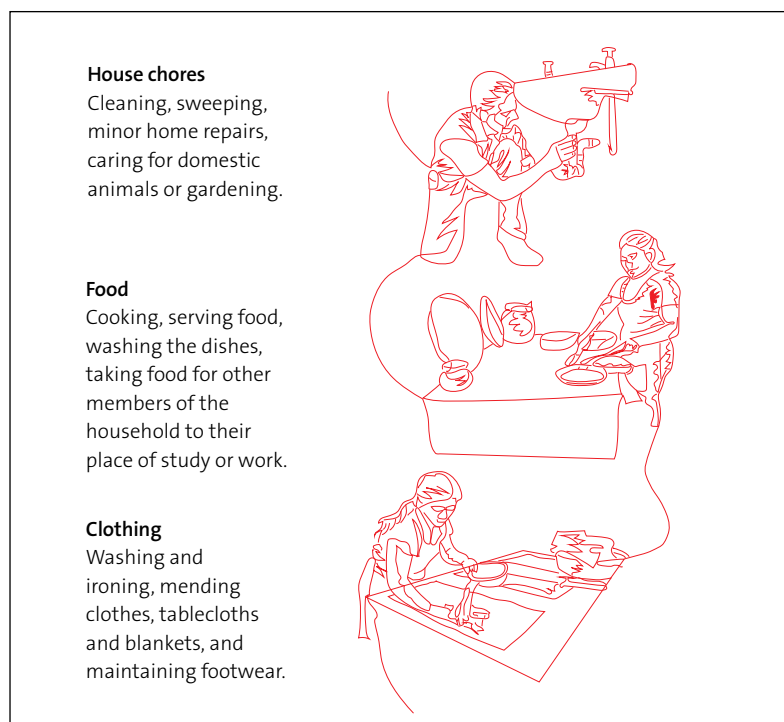
B. Does the project reinforce gender stereotypes?

- **How many** women and men participate in the productive project?
- **Why?** Are there reasons based on gender stereotypes?
- What is the **hierarchical** distribution of the project among men and women?
- How are the income, **benefits**, or salaries of the productive project distributed among men and women?
- Besides working for the productive project, do some people perform activities related to **care and domestic work**? Can these be considered secondary productions whose generation of wealth must be regarded as earnings of the project?
- Does the project consider the participation of people in different age groups? What might be the role of the elderly? What might be the role of people with disabilities?

Recognition

C. Does the productive project identify and recognize the care services required for its development?

- **What** type of care services do the members of the productive projects require? For example, how are the **food, clothing, cleaning, and other care** needs of the people involved in the project met during a regular working day?
- ¿How are the **household care** needs of the people involved in the productive project met during a regular working day? Do the people involved in the productive projects have elderly, people with disabilities, boys, girls, or adolescents in their families?



Can the productive project contribute to meeting the identified care needs? Are the care needs met?

- **Who** provides the care services? The State, the private sector, or the households?
- Do the people involved in the productive project require free time during the week to address their care needs and those of their families? Can the productive project schedule one **business day off per month** to run errands?
- What actions can be implemented to **provide the care services identified**? For example, hire other productive projects to offer them, distribute them equally among men and women, pay for these work hours.

The bookkeeping of the productive project has the challenge of integrating secondary productions (providing care services) due to their use value, registering them as a higher value of the production and, therefore, as a distributed earning or a higher value of the salary paid. In turn, and as the project grows, these secondary productions of care services may be considered as independent projects that require marketing, trading, and management practices of their own. Larger projects may contemplate other alternatives, such as outsourcing or paying specialized personnel to meet the identified everyday care needs so that the burden of care work does not fall on women, and their economic value is recognized.

DANE's simulator may be used to value the domestic and care work within the productive project or the community: <https://sitios.dane.gov.co/SimuladorTDCNR/>

- Enter the total weekly hours of unpaid care and domestic work.
- Calculate the contribution in annual time and the economic value of these work activities.

Social leadership must be encouraged to emerge from feminism and new masculinities, stressing the importance of care work for daily life and the construction of the social fabric. The criteria for involving other people to the project through cooperativism or other forms of solidarity economy must contemplate training processes that do not transgress previously established welfare principles.

Reduction

Can the project contribute to reducing women's burden of care work?

- Is there community, **family, or individual equipment** to provide care services? Is there equipment for food supply (e.g., soup kitchens, water, and fuel collection), clothing (community laundries), training for work (collective integration spaces, classrooms), and other care needs identified by the people involved in the productive project?

- Is the **access to formal education and healthcare services** guaranteed to the people involved in the project (their families, boys, girls, adolescents, elderly, ill, or people with disabilities)?
- Does the community have **care infrastructure**? Does the community have access to essential services such as water, basic sanitation, and electricity for the equipment?
- If there is no equipment or infrastructure, are there any measures to **reduce domestic and care work times**? For example, economies of scale in transportation, valuation of the costs for households to access these services, identification of shared needs, information on age distribution, disability status, dependency, ethnicity, gender identity and sexual orientation of the beneficiaries of the productive project.
- The provision of care services by households must be reduced, and the State and the market must increase it.
- Social, political, and community organizations can play a fundamental role as providers of care services. Therefore, the productive projects developed by said organizations must be considered (under the lens of recognition, reduction, and redistribution of care). Others that enable advancing in said services must be promoted.

The transportation times required to develop a productive project and the means of transport used by women and men must be identified. Similarly, actions must be implemented to reduce the time persons devote to care services, such as collecting firewood or carrying water in rural settings, as they can constitute a substantial workload for women.

Redistribution

The collective provision of care services improves productivity and reduces the cost and time of care to provide them.

- What actions must be taken to ensure that **women participate** in the productive project?
- What are the **State's basic strategies** to reduce the barriers related to care work women face?
- What care services are provided by the State in these regions?
- Care services may also be paid and constitute a branch of the activity and an income opportunity in the territories.
- Remunerating these economic activities and making them more productive economies of scale boosts the region's general economic activity.
- Welfare and quality of life are desirable services for all people, and the society is always willing to pay for them.



4

CONCLUSIONS

A transformative care agenda requires identifying how care services are produced and the social benefits they provide to promote three strategic actions: recognition, reduction, and redistribution of unpaid domestic and care work.

From the above, it is essential to:

- Have up-to-date information that characterizes the members of the territorial spaces developing productive projects, considering variables such as sex, age, disability status, ethnicity, sexual orientation and gender identity, to identify the demand for care services.
- Identify the social organization of care in the territorial spaces: supply and demand of care (direct) and domestic work (indirect), i.e., how many, where, how and what people demand care services and how many, where, how and what persons, entities or organizations are providing these services.
- Identify the forms of production of care services: transportation times, infrastructure (collecting firewood or carrying water), and replacement cost, so, if performed, it is not only considered as secondary production and as an earning of the productive project but allows establishing measures to reduce or redistribute UCDW.
- Perform diagnosis and develop a methodological proposal to account for domestic and care services in the productive project.
- Identify possible gender biases in the organizational structures and across all hierarchical levels of the productive projects.
- Promote social leadership from feminism and new masculinities to address the importance of domestic and care work in the reproduction of daily life, development sustainability, and regional peace.
- Promote other general actions to reduce, redistribute, and recognize unpaid care and domestic work.

Table 1. Strategic actions on care services

Recognition	Reduction	Redistribution
<ul style="list-style-type: none"> • Recognize care work as a job that contributes wealth to a country. • Care work is indispensable to sustain life. • It may be performed by women and men on equal terms, and the sexual division of the work must be avoided. • Productive projects on care activities may be profitable and pay the work of women and men, thus promoting decent labor. • The construction of social leadership of women and men must address the importance of this work in daily life. 	<ul style="list-style-type: none"> • The access to utilities, such as drinking water, electricity and basic sanitation reduces the work time required to produce care services. • A better infrastructure and technological aids reduce care times: washing machines, stoves, water supply wells, roads, alternative energy sources, etc. • Accessibility to means of transportation and alternative, inclusive and collective architectural proposals reduce the care burden. 	<ul style="list-style-type: none"> • The state and the market (private sector) may increase the offer of care services to reduce the disproportionate burden on households. • Advocate for the redistribution of unpaid care work in households, and thus involve men in these tasks. • The dissemination of feminism and new masculinities proposals contributes to overcoming gender stereotypes that discriminate women.

Source: own.

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UN Women supports UN Member States as they set global standards for achieving gender equality and works with governments and civil society to design laws, policies, programmes and services needed to implement these standards. It also supports equal participation of women in all aspects of life, and focuses on five main areas: increased leadership and participation of women; eradication of violence against women; participation of women in all the peace and security processes; increased economic empowerment of women, and the inclusion of gender equality as the cornerstone of national development and budgeting. UN Women also coordinates the work of the United Nations system to achieve gender equality.

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