

2024 - MODULE 3  
E-BOOK

# WOMEN ECONOMIC AUTONOMY (WEA)

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Co-responsibility in “care”



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# INSTRUCTOR



## LINA ORTEGA

Financial Inclusion Expert

Lina is a distinguished professor teaching the course "Women Economic Autonomy." She is a Financial Inclusion Specialist at CAF (Development Bank of Latin America). She holds a Master's degree in Economic Development from the University of Oxford and a Bachelor's degree in International Relations from Georgetown University. Throughout her career, she has worked with several international agencies, including the United Nations Development Programme (UNDP) and the World Bank, where she focused on initiatives to enhance women's financial inclusion and economic empowerment. Her expertise and dedication to promoting gender equality in the economic sphere have made her a highly respected figure in her field.



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# WHAT IS IN THIS COURSE FOR YOU?

“Co-responsibility in Care” focuses on the concept of co-responsibility in care. The course examines the distribution of unpaid care work between genders and its impact on women's economic opportunities and financial independence. It explores policies and practices that promote shared responsibility for caregiving duties, including parental leave, flexible work arrangements, and community support systems. Through case studies, policy analysis, and interactive discussions, students learn about the economic and social implications of unequal care burdens and develop strategies to foster greater gender equality in both the private and public spheres. The course aims to equip students with the knowledge and tools to advocate for and implement changes that support balanced caregiving responsibilities and enhance women's economic autonomy.



# MODULE CONTENT

## PART 1

### INTRODUCTION

- Overview of women's economic autonomy
- Historical context and current trends
- Key concepts: economic independence, financial inclusion, and co-responsibility

## PART 2

### UNDERSTANDING CARE WORK

- Definition and types of care work
- The economic value of unpaid care work
- Global statistics and case studies on care work distribution

## PART 3

### GENDER INEQUALITY IN CARE RESPONSIBILITIES

- Socio-cultural norms and gender roles
- Impact of unequal care responsibilities on women's economic opportunities
- Case studies: Cross-country comparisons

## PART 4

### ECONOMIC IMPLICATIONS OF CARE WORK

- The relationship between care work and labor market participation
- Effects on women's income, career progression, and pension security
- Case studies on the economic impact of caregiving

## PART 5

### FINAL PROJECT: DEVELOPING A POLICY PROPOSAL

Develop a comprehensive policy proposal aimed at promoting co-responsibility in care within a specific context.



# MAIN POINTS

These are the key points in this module. Please, refer to the module videos for in-depth content.

- 1** Gender is a social and cultural construction that establishes how a man should be and how a woman should be for each society at a certain historical moment. Determines what traits, attitudes, roles, values, behaviors, ways of feeling, thinking and acting each gender should have.
- 2** A person's sex is the set of biological, anatomical and physiological characteristics that constitute the genitalia and hormones with which we are born, which is not necessarily how each of us perceive ourselves.
- 3** Patriarchy is a system of social, political and economic power relations between genders, which maintains men as the patron of humanity, positioning them above women.
- 4** The patriarchal organization of society cuts across all social classes and all spaces and areas of society: public and private.
- 5** Gender stereotypes refer to social mandates; they are fixed beliefs that build the identity of being a man and being a woman, establishing inflexible roles for each one.
- 6** From the moment we are born we are taught and learn to be men and women according to our biological sex. Gender stereotypes define the social role of a person based on their sex and, with this, establish what is expected of both men and women, roles that regulate how men and women should behave, the roles that they should perform at work, in the family, in public spaces, how they should relate to each other, what their body should be like, sexual tastes, etc.



# MAIN POINTS (CNTD.)

These are the key points in this module. Please, refer to the module videos for in-depth content.

- 1** These predetermined roles led over time to men having a lot of public activity (in the world of work and business, as the "natural" economic provider of the home) and women in the private sphere within the home, naturalizing that responsibility Domestic work and care is only for women.
- 2** Productive work, carried out outside the home and paid, is recognized and valued socially, generating a privileged status. On the contrary, domestic or reproductive work does not receive the same valuation, and is unpaid.
- 3** Gender equality does not mean that men and women are equal, or that they should be, what is promoted is equal rights, respecting and valuing differences, choices, and times.
- 4** Traditionally, domestic tasks and the role of caregiver have been assigned to women, precisely as a stereotyped gender role of the "ideal" woman in the patriarchal structure as a subject more fragile than the man, submissive, dependent on the man, mother and exclusively responsible for the upbringing that links her to the home, a natural housewife and domestic activities, innate caregiver of elderly relatives, lacking the authority to hold leadership positions in jobs outside the home, among others.



# MAIN POINTS (CNTD.)

These are the key points in this module. Please, refer to the module videos for in-depth content.

- 5 These predetermined roles led over time to men having a lot of public activity (in the world of work and business, as the "natural" economic provider of the home) and women in the private sphere within the home, naturalizing that responsibility Domestic work and care is only for women.
- 6 Until now, the role of the care economy has been understood as traditionally assigned to the total responsibility of women. Fortunately, Argentina and other countries are already publishing studies quantifying the value of unpaid domestic tasks.
- 7 Gender stereotypes towards women limit their performance in society, in the public and private spheres.





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# MAIN CHALLENGES OF NON-PAID CARE

## REALITY CHECK

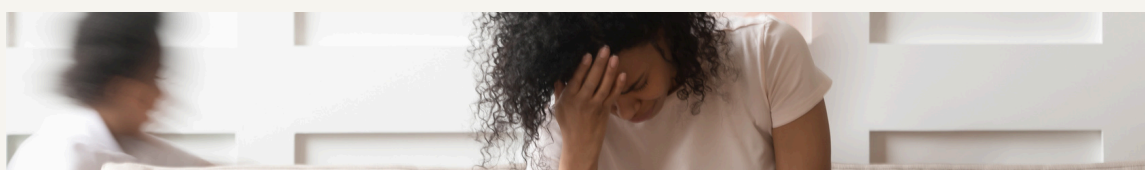
Women continue to be a minority in the world of work compared to men. Non-paid care (or non paid work) that is invisible to the public eye is a key factor to analyze this.

In the workplace, women face sticky floors, which are the difficulties in being able to leave the private sphere, towards the public space, and which make it difficult for women to access the labor market. While in the labor market, women face the glass ceilings, or limitations to career advancement within organizations that prevent them from advancing in their careers.

Unpaid Domestic and Care Work is the pillar of the “care economy”. These activities have not yet been recognized as productive work. In many countries, statistics show that “care” is the main economic activity over industry and commerce, due to the monetary contribution they make to the national Gross Domestic Product. The Gross Domestic Product (GDP), in a simplified way, is an indicator that shows the economic growth of a country that measures the market value of everything that is produced- both in goods and services. .

The care economy is what sustains all other productive activities, in addition to being a productive activity in itself.

The distribution of domestic work and unpaid care is unequal between men and women and this, therefore, brings about inequalities in the opportunities for professional and personal development for women.





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# TASK 1

## GENDER STEREOTYPES

**Following Module 3 · Video 2 · Task 1**

**Draw the stereotype proposed in the Activity.**

Draw here



# GLOSSARY

Write your own Glossary. Use the following words:

1

WAGE GAP

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2

PRIVILEGE

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3

PATRIARCHY

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4

NATURALIZATION OF TASKS BY  
GENDER

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5

WORK-LIFE-BALANCE

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# A “WELL-BALANCED” DAY

In a 24-hour day, how would you divide your real daily tasks into these 3 columns? (MAKE SURE YOU WRITE THE TASKS).

FREE TIME

PAID WORK

UNPAID WORK



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# A PLAN ON JOINT RESPONSIBILITY OF CARE

Generate a comprehensive co-responsibility scheme so that you can use it in your daily life. Find the Templates in the Virtual Campus under Module 3>Templates.

**01**

## CREATE A CHECKLIST

Write down which are the daily “care and domestic” tasks that you want to be jointly responsible (vs. solely responsible)

**02**

## SELF CARE COMMITMENT

Create a list of non-negotiable self care tasks that you will perform weekly.

**03**

## SCHEDULE ON A CALENDAR

Write a weekly family plan for the balance of care, work, and self-care.

**04**

## PAID WORK NEGOTIATION WORKSHEET

Create a commitment worksheet with your employer to make sure life-work balance works for you



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**•QUIZ•**

		TRUE	FALSE
<b>1</b>	Socio-cultural norms have no significant impact on the distribution of care work between genders.	<input type="checkbox"/>	<input type="checkbox"/>
<b>2</b>	Gender roles often dictate that women are primarily responsible for unpaid care work.	<input type="checkbox"/>	<input type="checkbox"/>
<b>3</b>	Men typically spend more time on unpaid care work compared to women.	<input type="checkbox"/>	<input type="checkbox"/>
<b>4</b>	Unequal care responsibilities can limit women's opportunities for career progression and income growth.	<input type="checkbox"/>	<input type="checkbox"/>
<b>5</b>	Cultural perceptions of masculinity can contribute to the unequal distribution of care work.	<input type="checkbox"/>	<input type="checkbox"/>
<b>6</b>	In most countries, there is no significant disparity between men and women regarding time spent on unpaid care work.	<input type="checkbox"/>	<input type="checkbox"/>
<b>7</b>	Women's higher participation in unpaid care work does not affect their pension security.	<input type="checkbox"/>	<input type="checkbox"/>
<b>8</b>	Socio-cultural norms and gender roles are identical across all countries.	<input type="checkbox"/>	<input type="checkbox"/>

Check your answers on the Virtual Campus under "Answer Key Module 3".





**The fact that women around the world spend so many hours doing unpaid work is one of the biggest gender inequalities there is. Until we fix that, we can't achieve real equality at home, at work, or in society**

-

Melinda French Gates



# THIS IS THE END OF MODULE 3

Please, check the online campus and follow directions on  
how to obtain your course completion certificate

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