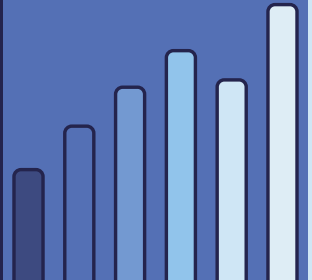
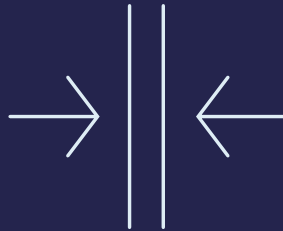
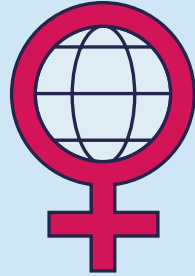
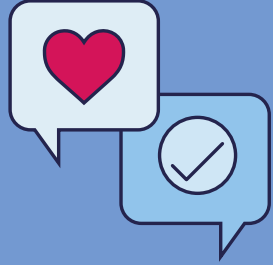
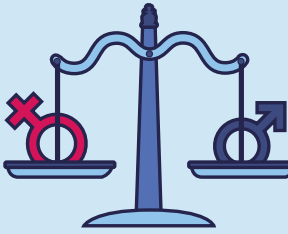


Decalogue for Co-Responsibility for Care in the Private Sector



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Decalogue for Co-Responsibility for Care in the Private Sector

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Care is the wide array of everyday activities for managing and sustaining life that take place inside and outside the home and that allow the physical, biological, and emotional well-being of people, particularly those who lack the autonomy to perform these activities on their own.¹

At every stage of life, everyone needs care without exception: in childhood, during illness, or in old age. Therefore, recognizing the value of care is essential for any organization or private company aspiring to an integrated and sustainable vision, as it enables women's participation and sustainability in the workforce and, in general, promotes the holistic well-being of all employees.

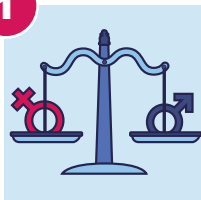
A commitment with the co-responsibility for care is vital for productivity, innovation, business competitiveness, and organizational cohesion, as promoting co-responsibility enhances the motivation and productivity of human talent.

However, care responsibilities also constitute a structural barrier to women's formal labor participation, empowerment, and full enjoyment of their economic rights. In this regard, the Inter-Ameri-

1 Article 4 of the Inter-American Model Law on Care:
<https://www.oas.org/es/cim/docs/LeyModeloCuidados-EN.pdf>.

can Commission of Women (CIM) of the Organization of American States (OAS) promotes regulatory changes to address care in a shared manner, that is, involving all societal actors. This decalogue, which complements the *Guide for the Implementation of Shared Responsibility Measures in Companies*², published in July 2024, contains a series of principles that support companies in the region in their actions towards co-responsibility for care.

This document proposes ten principles for creating more equitable and inclusive work environments aligned with employees' care needs. Additionally, it serves as a first step towards implementing business practices that integrate care as an essential part of a company's strategy, recognizing its impact on people's well-being and enhancing business competitiveness, as part of the strategy toward achieving gender equality in the world of work.

1

Corporate Culture of Equality and Respect

Foster an organizational culture based on respect and equality, where the company's daily actions promote an equitable and fair environment for all workers. In addition to being a fundamental human right, equality is also a catalyst for growth, well-being, and progress for society as a whole.

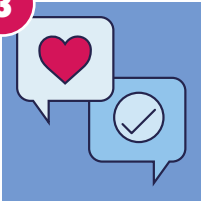
Eliminate structural and cultural barriers that perpetuate discrimination and stereotypes to ensure that men and women can participate equally in caregiving tasks.

2

Care for Well-Being and Sustainable Growth

Promote co-responsibility for care as a strategic action of business activity that promotes the integral well-being of workers and contributes to the sustainable economic growth of the company.

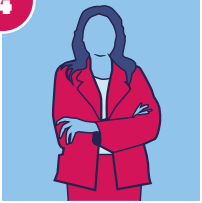
Recognize that care work is a major concern, especially for women, as it falls disproportionately on them. Encouraging co-responsibility of individuals in their management of care tasks helps reduce gender gaps, improves motivation and organizational climate, contributes to team stability, retains key talent, and lowers costs associated with turnover and recruitment, all of which foster motivation and productivity.

3

Leadership Committed to Co-Responsibility for Caregiving

Engage top-level leadership in integrating co-responsibility for care - as a fundamental part of business strategy - to ensure the effectiveness and sustainability of policies.

Drive the importance of care and ensure that policies designed to support it are cross-cutting and reach all levels of the organization, with a strategic and sustained long-term vision that drives coordinated decisions in every company area.

4

Promotion of Women's Representation in Leadership Positions

Promote women's leadership in business and eliminating glass ceilings is paramount to ensure that co-responsibility for care is reflected in business decisions. Women bring a key perspective that must be represented at the highest levels of leadership.

5

Closing Gender Gaps

Formulating additional concrete actions to close gender gaps in the productive sphere (such as the wage gap, inequality in non-traditional sectors, and limitations in training and access to professional growth) is essential for women to fully develop their potential, contribute their talents on an equal footing and participate actively in the company.

6

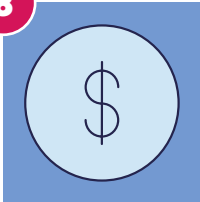
Flexible and Equitable Policies Supporting Co-Responsibility

Establish corporate policies that promote co-responsibility for care so that all workers can balance their family and work responsibilities, through leaves of absence, flexible schedules, and telework modalities, among other creative solutions based on people's needs.

7

Immersion and Continuous Learning

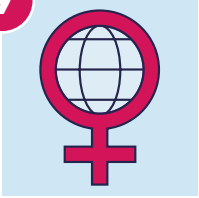
Promote training and continuous learning processes so that the competencies associated with caregiving are recognized as key elements for innovation and process improvement in the company. Visualize care experiences such as time management, empathy, and negotiation as strategic skills that add value to the company.

8

Recognition of Economic Value

Integrate care within the business value chain to demonstrate its positive impact on productivity, stability, and organizational well-being.

9



Strategic Partnerships

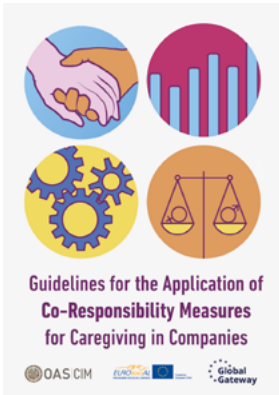
Participate in partnerships between the private and public sectors, civil society organizations, and users of care services to invest in accessible and quality care services (childcare centers and support for dependents) and coordinate efforts to design care policies that transform social norms, as strategic tools for improving the quality of life of workers, increasing corporate reputation, attracting and retaining qualified talent enhancing labor market insertion of women.

10



Measurement and Accountability

Develop specific indicators to measure the impact of the care policies adopted in the company in areas such as performance, talent retention, job satisfaction, and business competitiveness to demonstrate the positive impacts of co-responsibility for care.



◀ Download here

- Guidelines for the Application of Co-Responsibility Measures for Caregiving in Companies (CIM, 2024)
- Inter-American Model Law on Care (CIM, 2022)
- Implementation Guide for the Inter-American Model Law on Care (CIM, 2022)



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