



PRESS RELEASE

CIM/OAS Encourages the Private Sector to Adopt the “Decalogue for Co-Responsibility for Care”

- *CIM/OAS introduces a guiding tool for businesses to advance workplace equality.*
- *The publication, launched at the OAS Hall of the Americas, is also available online: <https://www.oas.org/en/cim/library.asp>*
- *Regional leaders and experts highlight care distribution as essential to increasing women’s participation in the labor market.*

Washington, D.C., November 12, 2024. The Inter-American Commission of Women (CIM) of the Organization of American States (OAS) introduced the “*Decalogue for Co-Responsibility for Care in the Private Sector*” on Tuesday at the OAS Hall of the Americas. This tool aims to promote inclusive policies that support gender equality in businesses.

The event gathered regional authorities and experts who discussed the role of the private sector in empowering women economically and overcoming structural barriers that limit their access to formal employment.

Niurka Palacio, Panama’s Minister of Women and CIM President, opened the session with a video emphasizing that “co-responsibility not only involves sharing caregiving tasks but also recognizing their economic value and impact on society’s well-being.”

CIM Executive Secretary Alejandra Mora Mora followed, urging businesses to acknowledge and support their workforce in redistributing care duties. She explained that, on average, women in the region spend three times more time on unpaid domestic and caregiving work than men, limiting their career and economic development opportunities. “The private sector plays a central role in advancing equality. Adopting care co-responsibility policies allows for equitable workforce participation and strengthens social fabric and economies,” stated Mora Mora.

Following this, Ambassador Céline Giusti, France’s Permanent Observer to the OAS and event co-sponsor, underscored the private sector’s role in building more equitable societies.

The event continued with a keynote address by Élisabeth Moreno, former French Minister for Gender Equality, who shared European experiences promoting gender equality and care co-responsibility policies.

A highlight was the formal presentation of the “*Decalogue for Co-Responsibility for Care in the Private Sector*”, which outlines key principles for businesses to create an equitable workplace where caregiving responsibilities do not hinder professional development. The tool encourages fair and inclusive workplaces by proposing creative, worker-centered solutions such as parental leave, flexible hours, and other concrete measures.

The panel discussion on strategies for women’s labor inclusion featured Cindy Quesada, Costa Rica’s Minister of Women’s Affairs; Carina Lupica, Gender Specialist from the Inter-American

Development Bank (IDB); Natália Mazoni from the World Bank's Women, Business and the Law; Ana Helena Chacón, Senior Public Policy Advisor at Oxford University; Patricia Elisa Rivera, Director of Advocacy at Vital Voices Global Partnership; and María Claudia Camacho of the OAS Secretariat for Integral Development (SEDI/OAS). Panelists discussed practical approaches, such as ongoing training, networking, and women's access to leadership roles.

The event concluded with a panel on corporate responsibility in caregiving, moderated by Ambassador Mayerlyn Cordero, the Dominican Republic's Permanent Representative to the OAS. Panelists included Ana María Choquehuanca, President of the Association of Industrial and Entrepreneurial Women of Peru; Mariamalia Guillén, Director of the Women Entrepreneurs Program at the Costa Rican Chamber of Commerce; Angela Franco, President of the Montgomery County Chamber of Commerce; and Isabel Quiroz, Executive Director of the Association of Chambers of Commerce of Latin America and the Caribbean. They agreed that care co-responsibility policies benefit employees and businesses by improving productivity and talent retention.

At the event's conclusion, the CIM/OAS reiterated its commitment to supporting the private sector in a transformation that benefits workers, drives economic growth, and strengthens the region's social fabric.

Download the Ten Principles [here](#).

Watch the event replay [here](#).

***INFORMATION FOR JOURNALISTS**

About CIM/OAS

The Inter-American Commission of Women (CIM) of the Organization of American States (OAS) is the leading hemispheric forum dedicated to promoting and protecting women's human rights and gender equality. Founded in 1928, the CIM has pioneered identifying the barriers women face in social, economic, and political spheres and developing policies and programs to overcome them. The CIM collaborates with OAS member states, civil society organizations, and other key stakeholders to advance the gender equality agenda in the Americas.

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