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ASSEMBLY OF DELEGATES
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OF WOMEN



**DECLARATION OF LIMA ON
EQUALITY AND AUTONOMY
IN THE EXERCISE OF
WOMEN'S ECONOMIC RIGHTS**



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DECLARATION OF LIMA ON EQUALITY AND AUTONOMY IN THE EXERCISE OF WOMEN'S ECONOMIC RIGHTS

CIM/DEC. 15 (XXXVII-O/16)

The Principal and Alternate Delegates to the Inter-American Commission of Women (CIM) of the Organization of American States gathered in the city of Lima, Peru on May 24th and 25th 2016, on the occasion of the Thirty-Seventh Assembly of Delegates of the CIM;

TAKING INTO ACCOUNT:

The principles enshrined in international and regional legal human rights instruments, in particular the International Covenant on Economic, Social and Cultural Rights, and the American Convention on Human Rights and its Additional Protocol in the Area of Economic, Social and Cultural Rights (Protocol of San Salvador);

The principles enshrined in international and regional legal instruments on gender equality and women's human rights, in particular the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) and its Optional Protocol and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Belém do Pará Convention);

The commitments enshrined in international and regional policy instruments on gender equality and women's rights, in particular the Declaration and Platform for Action of the Fourth World Conference on Women, the Inter-American Program on Women's Human Rights and Gender Equity

and Equality (IAP) and the 2030 Agenda for Sustainable Development (2030 Agenda) with its 17 Sustainable Development Goals (SDGs);

In particular, the commitment of the OAS Member States set forth in the IAP, to:

- Ensure women's equal access to employment and productive resources, such as credit and land (1.16);
- Promote policies designed to ensure equal pay for equal work by women and men, as well as equal pay for work of equal value (1.17); and
- Encourage recognition of the economic value of unremunerated labor, including work done in the home by women (1.18).;

The commitments acquired through the Declaration of the Inter-American Year of Women "Women and Power: For a World of Equality" (CIM/DEC. 10 (XXXV-O/10)), adopted in 2010 by the XXXV Assembly of Delegates of the CIM and the Declaration of San José on the Economic and Political Empowerment of Women (CIM/DEC. 14 (XXXVI-O/12)), adopted in 2012 by the XXXVI Assembly of Delegates of the CIM, as well as the Declarations adopted by previous Assemblies of Delegates of the CIM.

That in adopting the Declaration and Platform for Action of the Fourth World Conference on Women, held in Beijing in 1995, the Member States committed, through Critical

Area of Concern H “Institutional Mechanisms for the Advancement of Women” to:

- Create or strengthen national machineries and other governmental bodies;
- Integrate gender perspectives in legislation, public policies, programmes and projects. Actions to be taken; and
- Generate and disseminate gender-disaggregated data and information for planning and evaluation Actions to be taken.

TAKING NOTE :

Of the adoption of resolutions AG/RES. 2831 (XLIV-O/14) “Promotion of Women’s Human Rights and Gender Equity and Equality and Strengthening of the Inter-American Commission of Women” and AG/RES. 2832 (XLIV-O/14) “Implementation of the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence against Women (Convention of Belém Do Pará)” by the General Assembly of the OAS at its Forty-Fourth Regular Session, held in Asunción, Paraguay from June 3rd to 5th 2014, as well as the ratification of these resolutions during the Forty-Fifth Regular Session, held in Washington, DC, from June 15th to 16th 2015;

Of the Report of the President (CIM/doc.15/16) and the

Report of the Executive Committee of the CIM (CIM/doc.16/16) on the Implementation of the Triennial Program of Work 2013-2015 of the CIM (CIM/doc.4/12 rev.4) and the positioning and progress achieved in terms of the strengthening and visibility of the role of the CIM as a hemispheric policy forum for women's rights and gender equality;

That of the 22 countries that have ratified Convention 189 Concerning Decent Work for Domestic Workers, 12 are from the Americas region;

Of the Agreed Conclusions from the Sixtieth Session of the United Nations' Commission on the Status of Women, held from March 14th to 24th 2016 under the theme "Women's empowerment and its link to sustainable development;"

Of the UN Women Report "Progress of the World's Women 2015-2016: Transforming Economies, Realizing Rights," which highlights both the significant progress and persistent challenges to the full achievement of women's economic citizenship;

Of the Report of the International Labour Organization (ILO) "Women at Work: Trends 2016," which aims to confront the persistent gender inequalities in work, within the framework of the 2030 Agenda;

Of the Annotated Index of the Position Paper of the XIII Regional Conference on Women in Latin America and the Caribbean (2016, Uruguay) "Gender Equality at the Core of Sustainable Development: 40 Years Since the First Session of the Regional Conference on Women in Latin America and the Caribbean;"

RECOGNIZING:

The importance of equality in the exercise of human rights for the attainment of women's full autonomy, including their capacity to protect themselves from gender-based violence and their participation and contribution as agents of development and democracy;

That in spite of the advances reached, there are still important inequalities between women and men in the exercise of their rights, in particular for women from marginalized ethnic, social and economic groups and other vulnerable groups;

That in spite of the advances reached in gender parity in school enrollment, there is still a significant gap between these advances and the status of women in the labour market, particularly in the insertion in paid work of rural, indigenous and popular urban sector women;

That the gaps in equality between women and men are significant for women entrepreneurs and businesswomen;

That in the area of economic rights, these inequalities manifest themselves as a lesser relative rate of participation in employment, a higher rate of unemployment, greater participation in different forms of precarious employment (unregistered paid employment, self-employment with low productivity, part-time employment, among others), a lower average income for work performed in similar conditions of occupation and education, less access to land and water, property and inheritance, less access to credit and other financial resources and less participation in decision-making and policy-formulation spaces in the economic sphere;

That of these inequalities, of particular relevance are:

- The inequality among women in terms of the exercise of their economic rights, in particular afrodescendant and indigenous women and women who live in rural areas;
- The persistent wage gap between women and men in similar conditions of occupation and education;
- The concentration of women in the service sector and the informal economy, where they suffer higher levels of labour precariousness, receive less income and, frequently, less or no benefits and have a higher probability of suffering harassment or exploitation;
- The unequal access of women to decision-making and managerial positions (vertical segregation);
- The limited progress made in the social and economic

valuation of unremunerated domestic and care work; and
- The limited progress made in co-responsibility between men and women, as well as the State and the private sector, in terms of reconciling family life and the creation of a functional and sustainable care infrastructure.

AWARE THAT:

Autonomy, equality and non-discrimination in the full enjoyment and exercise of the economic rights of women, in all their diversity, and their participation in planning, budgeting and the formulation of policies in the economic sphere are elements that contribute to sustainable development and that consolidate and strengthen the democracies of the Hemisphere;

DECLARE:

1. Encourage States that have not yet done so to consider signing, ratifying, and implementing ILO Convention 100 on Equal Remuneration, Convention 111 on Discrimination in Respect of Employment and Occupation, Convention 156 on Workers with Family Responsibilities, Convention 183 on Maternity Protection, and Convention 189 on Decent Work for Domestic Workers;
2. Identify specific sectors and levels where pay equity

gaps exist, and formulate and implement laws, policies and programs, as appropriate, in order to contribute to closing these gaps, including those that exist among women from marginalized ethnic, social and economic groups and other vulnerable groups, consistent with the international and inter-American commitments adopted on the issue;;

3. Highlight the economic and social value of unremunerated work in the home, in particular care work, as a fundamental tool for the design and implementation of adequate public policies on co-responsibility and care, taking into account ethnic, economic and social differences;
4. Encourage, as appropriate, that laws and public policies incorporate among their priorities social co-responsibility for care, understood as the shared participation of the State and the private sector, as well as men and women in establishing the necessary conditions so that women can participate and remain in the labour market under equal conditions and fully enjoy their rights, and so that men can fully participate in family life, including:
 - a. Formulate policies that allow both women and men flexible arrangements in their places of employment, ensuring that these do not result in precariousness of employment or in discrimination or marginalization;

- b. Provide care services of quality and broad coverage to dependant persons such as children, adolescents and young people, older people, people with disabilities and people with illnesses;;
 - c. Extend and adapt these services to lower-income populations; and
 - d. Formulate policies and other measures to protect salaried workers that provide services in the domestic and care economy.
5. Promote concrete measures to extend social protection and pension systems to all workers excluded from them, particularly women who carry out work in the informal economy and workers occupied in remunerated domestic work;
 6. Foster women's participation and leadership in planning, budgeting and policy-formulation in the economic sphere, particularly in the management of public and private enterprise;
 7. Promote the participation of women workers in social dialogue and the formulation of policies on the subject of the labour market and co-responsibility, in order to adequately address gender discrimination, equal remuneration, work-life balance, the structure of the work day and labour and sexual harassment, among others;

8. Foster concrete measures for the protection of maternity and the lactation period, as well as paternity, in the effective exercise of the labour rights of mothers and fathers;
9. Foster the design information collection instruments and the construction of specific indicators on the equal or non-discriminatory exercise of economic rights by women, during their life cycle, with particular attention to women belonging to marginalized ethnic, social and economic groups and other vulnerable groups, in order to have elements that allow for the design and implementation of adequate and objective public policies that take into account the particular situation of these groups; and
10. Highlight the importance of continuing to advance the strengthening of the institutionalization of the national machineries for the advancement of women in the region and, in that sense, call on Member States to continue providing them with sufficient human, financial, and material resources, and invest them with authority at the highest levels of administration, so as to ensure that a gender perspective and equality of opportunity between men and women are integrated into public policies relating to all spheres of society and government.

11. Increase efforts to strengthen the Inter-American Commission of Women, particularly its financial and human resources, its importance in the agenda of the OAS and its visibility and position as a hemispheric policy forum for gender equality and women's rights.

WE REQUEST THAT THE CIM EXECUTIVE COMMITTEE 2016-2019 AND THE EXECUTIVE SECRETARIAT:

12. Promote and support the efforts of States to fulfill the commitments adopted at the international and inter-American level on gender equality and women's rights, including those adopted in the 2030 Agenda for Sustainable Development;
13. Strengthen their coordination with institutions and organs of the inter-American system, the United Nations system, women's social and human rights organizations and other international and inter-governmental cooperation organs, in the framework of the implementation of the Strategic Plan 2016-2021 and the Triennial Program of Work 2016-2019 of the CIM, with a view to promoting synergies and joint initiatives;
14. Continue and deepen their efforts to mobilize resources for specific projects of the CIM, in the strategic areas of the Strategic Plan 2016-2021;

15. Encourage close collaboration between the CIM, the Economic Commission for Latin America and the Caribbean and the United Nations' Entity for Gender Equality and the Empowerment of Women (UN Women) in the preparatory process for the XIII Conference on Women in Latin America and the Caribbean (Montevideo, Fall 2016), in the follow-up to the Agreed Conclusions of the 60th Session of the United Nations' Commission on the Status of Women, the work and recommendations of the United Nations' High-Level Panel on Women's Economic Empowerment and in the implementation of the 2030 Agenda for Sustainable Development; and
16. Promote close collaboration between the CIM and General Secretariat of the OAS, including the Secretariat of Summit of the Americas, in order to spur the agenda for gender equality and women's rights in the preparatory process for the Eighth Summit of the Americas (Peru, 2018) and in the follow-up process of the conclusions of previous Summits; and
17. Encourage the exchange among OAS Member States of good practices and information on gender equality and women's economic rights.



Inter-American Commission of Women

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