



# **Work and Family: Latin American and Caribbean Women in Search of a New Balance (Latin American Development Forum)**

*Laura Chioda*

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Over recent decades, women in Latin America and the Caribbean have increased their labor force participation faster than in any other region of the world. This evolution occurred in the context of more general progress in women's status. Female enrollment rates have increased at all levels of education, fertility rates have declined, and social norms have shifted toward gender equality. This report sheds light on the complex relationship between stages of economic development and female economic participation. It documents a shift in women's perceptions whereby work has become a fundamental part of their identity, highlighting the distinction between jobs and careers. These dynamics are made more complex by the acknowledgment that individuals are part of larger economic units?families. As development progresses and the options available to women expand, the need to balance career and family takes greater importance. New tensions emerge, paradoxically made possible by decades of steady gains. Understanding the new challenges women face as they balance work and family is thus crucial for policy.

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