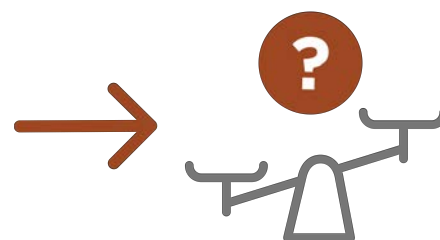


Introduction to social equality matrix as an analytical framework

Social inequality matrix

ECLAC proposes an analytical framework structured around a social inequality matrix to better comprehend inequality.

THEORETICAL APPROACHES	SOCIAL INEQUALITY MATRIX	
	AXES	AREAS IN WHICH RIGHTS ARE IMPACTED
_____	_____	_____
_____	_____	_____
_____	_____	_____



Structural heterogeneity of the productive matrix

This part of the evidence shows the region's productive matrix is marked by high structural heterogeneity as close to half of all jobs are concentrated in low productive sectors paying low wages, limited or zero access to social protection coverage and a greater degree of informality.

A disproportionate number of these jobs are held by women, young people, Indigenous people and afrodescendant people, and the low wages they pay are both the cause and effect of other inequalities manifested in health, education and the job market.



Culture of privilege



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The matrix also considers a culture of privilege that by determining various inequalities lead to asymmetries in access to the fruits of progress, political deliberation and productive assets.

The culture of privilege can be understood based on three characteristics:

- Naturalization of the difference in which inequality appears as a natural and inalterable condition.
- The establishment of hierarchical differences by persons who are in turn the beneficiaries of the privileges.
- The permanence of privileges through entrenched social rules and practices.

THEORETICAL APPROACHES

- Based on the production matrix (structural heterogeneity)
- Culture of privilege

Equality concept

ECLAC proposes an analytical framework structured around a social inequality matrix to better comprehend inequality.

- Means, which refers to a more equitable distribution of income, productive and financial assets, and property.



- Opportunities, that is, the absence of discrimination in accessing social, economic or political positions.

- Capabilities, which refers to the skills, knowledge and proficiencies that allow people to undertake a life project they deem to be of value.

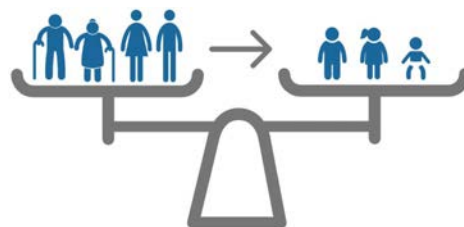




UNITED NATIONS

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- Mutual recognition, that translates into the distribution of care provision, working and the exercise of power as well as in the distribution of costs and benefits across present and future generations, and in the visibility and affirmation of collective identities.



Structural axes

The inequality matrix identifies different structural determinants with **socioeconomic strata** as its most basic determinant.

Other structural determinants include **gender, ethno-racial and territorial inequalities** as well as those related to different stages of the life cycle.

These factors intersect, augment one another and link up in different ways throughout people's lives and give rise to multiple inequalities that interact and accumulate over time.

In this way, the possibilities for a person's development and exercise of human rights are determined by their socioeconomic position in the social structure, their sex, ethnic or racial origin, and the geographic area in which they live and work.

AXES

- Socioeconomic level
- Gender
- Ethnicity and race
- Age
- Territory



The exercise of rights

Other expressions can be seen in aspects such as disability and migratory status, sexual orientation and gender identity, which also constitute structural determinants.

It is possible to identify the ways and means through which the inequality matrix is reproduced and persists over time by examining the main areas of social development and the exercise of rights, which define the contexts they affect. These include income, work and employment, social protection and care, education, health and nutrition, basic services and citizen security and participation.

AREAS IN WHICH RIGHTS ARE IMPACTED

- Income
- Work and employment
- Social protection and care
- Education
- Health and nutrition
- Basic services (water, sanitation, electricity, housing, transportation, and information and communications technology)
- Public safety and a life free of violence
- Participation and decision making

Policies to reduce social inequalities

The design and implementation of policies to reduce social inequalities requires an analysis of such inequalities capable of revealing their structural causes, as well as linking the various axes with the areas of rights they directly affect.

AXES OF INEQUALITY	PUBLIC POLICY DIRECTIONS
Socioeconomic inequality	Reduce income and labour-market disparities in a context of structural heterogeneity.
Gender	Ensure women's economic, physical and decision-making autonomy.
Childhood and adolescence	Guarantee people's rights and well-being throughout their lives.
Youth	
Adulthood	
Ageing and old age	
Indigenous peoples	Guarantee the rights, recognition and well-being of groups that have historically been discriminated against because of their ethnic/racial identity.
Persons of African descent	Provide orientation for an individual's interaction and relationship with his/her physical and social environment, differentiated by type and degree of disability.
Persons with disabilities	
Migrants	Recognize migrants as rights holders.
Territorial inequality	Mitigate territorial disparities that have an impact on people's enjoyment of their rights and their well-being.

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