

Gender Mainstreaming in the Ministries of Labor of the Americas

Inter-American Network for Labor
Administration (RIAL)

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Programs and activities



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- Increasing effort to implement programs and projects that lead to greater economic independence and better entry into the job market for women.
- Programs with excessively broad objectives which are, therefore, difficult to achieve, such as “eliminating discrimination against women at work” or “establishing a national gender policy.”



Programs and activities

- Various countries in the region encourage collection, analysis, and presentation of official databases with all the information disaggregated by sex
 - These systems should also be used to inform the public about the situation of men and women in the country and, furthermore, monitor the efficiency of public policies with appropriate gender indicators.



Programs and activities

- In addition to the disaggregation by sex of the statistical information currently collected, improvements need to be made to the statistics system in place
 - Review of concepts and definitions used in the collection of information, in order to properly consider the roles, contributions, and positions of women and men.



Programs and activities

It was found that there was no widespread consideration and analysis of relevant social phenomena or inclusion of a gender approach, inter alia, in areas such as

- precariousness of women's jobs
- labor flexibility
- work in the unstructured sector of the economy
- unpaid "reproductive" work
- access to information and training



Programs and activities

- All employment programs should be designed, implemented, and evaluated with equal consideration given to the needs, contributions, and benefits of women and men alike.

