

# Gender Mainstreaming in the Ministries of Labor of the Americas

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Inter-American Network for Labor  
Administration (RIAL)

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# Training needs

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# Training needs

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- Each country should be treated individually, and criteria should be defined to create groups of countries.
- This approach is necessary given the disparities detected in the degree of gender perspective mainstreaming.



# Training needs

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- Internships should be implemented in countries where the best results have been achieved with regard to insertion in the organizational structure, in order to share good practices deemed appropriate with countries demanding horizontal cooperation.



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- There are at least three basic subjects in which it is important to train specialized gender units in order to make them institutionally stronger and able to rise to the mainstreaming challenge.



# Training needs

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## Strategic planning with a gender perspective

### Objective:

Strengthen a unit's ability to detect its mission, and from there to plan and monitor the cross-cutting treatment of the different labor issues within the respective Labor Ministry.



# Training needs

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## Gender analysis

### Objective:

Recognize the gender implications and impact of each individual policy or program, and perform an effective technical role in the various areas of the institution.



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## Construction of gender indicators

### Objective:

Monitor the gender goals and objectives identified for each country.



