



RIAL Workshop on Gender Mainstreaming in the Ministries of Labor of the Americas

Buenos Aires, Argentina - July 21, 2009

Activity of the Inter-American Network for Labor Administration (RIAL), for officers in charge of the gender area in the Ministries of Labor of the Americas

OBJECTIVES:

- 1) To present the preliminary version of the study “The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas” for its analysis and discussion. This study was elaborated by the Technical Secretariat (OAS) within the framework of the strategic guidelines on gender approved by the XV Inter-American Conference of Ministers of Labor (IACML).
- 2) To identify and prioritize the training needs of the Ministries of Labor of the region to strengthen the incorporation of a gender perspective into their policies, programs and actions.

AGENDA:

8:00 – 9:00 **Registration**

9:00 – 9:15 **Opening remarks**

- Olga Hammar, President of the Tripartite Commission for Equitable Treatment and Opportunities, on behalf of the Ministry of Labor, Employment and Social Security of Argentina.

9:15 – 10:15 **Introductory Session**

- Presentation from moderator: Francisco Pilotti, Director, Department of Social Development and Employment (OAS)
- Presentation from Yasmin Solitahe Odlum, Specialist, Inter-American Commission of Women (CIM)
- Presentation of the main results and recommendations of the session “Gender Equality at the Heart of Decent Work”, 98th International Labour Conference of the ILO, by María Elena Valenzuela, Regional Specialist on Gender and Employment of the ILO

10:15 – 10:30 Coffee Break

10:00 – 11:30 **Session 1 – The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas: Main findings of the study. (Theme 1)**

- Presentation of the main results of the study “Institutionalization of a Gender Approach in the Ministries of Labor of the Americas”, by Lylian Mires, Consultant
- **Theme 1: The mission and functions of the gender specialized units in the Ministries of Labor.** Open dialogue session to discuss the results on this matter.
- Proposal to construct the Mission of the gender specialized units in the Ministries of Labor

Guiding questions: What is the mission of the different gender units? Is that mission related with its activities? What would be an “ideal mission”? Which would be the main fields of activities for the accomplishment of that mission?

12:00 – 13:15 **Session 1 – The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas: Main findings of the study (Theme 2)**

- **Theme 2: Institutional incorporation of the gender specialized units in the Ministries of Labor** - Introductory Presentation (15 min)
- Open dialogue session to discuss the results of the study on this subject and analyze (benefits and difficulties) of the different types of institutional arrangements.

Guiding questions: Why does the institutional incorporation of the gender specialized units plays such an important role in fulfilling their objectives? What type of institutional incorporation enables greater stability and impact of the actions? What are the benefits and difficulties of the different types of arrangements? What should be taken into consideration to decide on the form of incorporation of the gender specialized units? Is there a connection between the institutional incorporation of the gender specialized units and the assignment of resources for its functioning?

13:15 – 14:30 Lunch

14:30 – 16:00 **Session 1 – The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas: Main findings of the study (Theme 3)**

- **Theme 3: Programs and activities promoted by the gender specialized units and their contribution to gender mainstreaming in the Ministries of Labor** - Introductory presentation (15 min)
- Open dialogue session to discuss and complement the study on this subject.

Guiding questions: How are the programs and activities undertaken by the gender specialized units selected? Are the objectives of the institutionalization of the gender approach taken into consideration in the planification of activities? Is there an impact assessment (indicators) of the programs and activities undertaken?

16:00 – 16:15 Coffee Break

16:15 – 17:15 **Session 2 – Strengthening gender mainstreaming in the Ministries of Labor through training programs within the framework of the RIAL.**

- Presentation of the training needs identified in the study; draft of ideas regarding the elements that a training program could contain, by Lylian Mires, Consultant (15 min)
- Contributions and remarks by participants (45 min)

17:15 – 17:30 **Closing Session**

- Presentation of the main issues emerging from the Workshop to elaborate the final version of the study to be presented in the XVI IACML, by the moderator
- Closing remarks