



Towards a gender-responsive labor inspection

September 20

Virtual event

BASE DOCUMENT

5º Hemispheric Dialogue on Gender between Ministries of Labor: Towards a gender-responsive labor inspection

September 20, 2022

10:00 a.m. to 1:00 p.m. (EST – Check local time)

All event information will be updated on the website:

http://rialnet.org/inspeccion_enfoque_genero

[Online registration here](#)

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1. DESCRIPTION & BACKGROUND

The ‘5º Dialogue on Gender between Ministries of Labor: Towards a gender-responsive labor inspection’, is the first hemispheric activity carried out by the Network of Gender Focal Points of the Inter-American Network for Labor Administration (RIAL/GENDER).

The RIAL/GENDER was created in March 2022 at the initiative of the gender units or areas of the Ministries of Labor after four dialogues held between 2020 and 2022, where both the relevance and usefulness of having a dedicated space for exchange were recognized. The RIAL/GENDER is a specialized community of the RIAL/OAS that pursues the great purpose of contributing to achieving full gender equality in the world of work through the strengthening of the gender units or areas of the Ministries of Labor of the Americas. To meet this objective, the Network—made up of those areas or units—has tools such as a portfolio of programs, bilateral cooperation, and hemispheric dialogues or workshops, among others. The activities of the Network are based on the commitments of the Inter-American Conference of Ministers of Labor (IACML) and have the technical advice of the Inter-American Commission of Women (CIM), both of the OAS.

In its 2022-2023 Work Plan, the RIAL/GENDER included this 5º Dialogue on mainstreaming gender into labor inspection; the latter, understood as the backbone of labor administration to guarantee compliance with legislation.

According to the ILO Convention No. 81 on labor inspection, the functions of the system of labor inspection include not only to secure the enforcement of labor legislation, but also to supply technical information and advice to employers and workers. Moreover, a system of labor inspection shall report abuses not specifically covered by the law to the competent authorities. Consequently, inspectors play an important role by ensuring that the law is applied equally to all but also as potential agents of social change.

The countries of the Americas have widely recognized this indispensable role of labor inspection; thus, under the framework of the Inter-American Conference of Ministers of Labor (IACML), they constantly reaffirm their commitment to strengthen and update it. At the XXI IACML, the Ministers once again recognized labor inspection “as one of the central institutions for (...) guaranteeing compliance with labor legislation” and committed to “provide the appropriate training and resources to labor inspection staff (...) to make their work more effective”. (Plan of Action of Buenos Aires, 2021, At. 9, d). Due to this major role as guarantor of labor rights, it is imperative to ensure that skills and competences are available for the labor inspection system so that it incorporates a gender approach in its activities and daily tasks.

It is worth mentioning that some Ministries of Labor have already made progress in this matter. For example, the Ministry of Labor and Social Security of Costa Rica, together with the National Women's Institute, launched in February 2021 a Labor Inspection Guide with a Gender Approach, which serves to provide training to inspectors on gender equality and non-discrimination in the world of work¹. In Mexico, the 2022 Inspection Program includes a gender training component for inspectors². Whereas in Chile, the Labor Directorate, which supervises the Inspection Department, has a Gender Commission that aims to incorporate the gender approach in all activities of the Directorate³.

Although there is much ground still to cover to ensure a labor inspection system with a gender perspective in the Americas, the experiences put forward by the countries to face this challenge well deserve to be shared with all the Ministries of Labor with the purpose of identifying challenges, opportunities and—hopefully—common solutions. In this regard, the RIAL/GENDER, through its hemispheric dialogue component, is the ideal vehicle to promote this space.

Objective of the Dialogue:

Exchange significant experiences, provide practical tools and make recommendations to integrate the gender approach to labor inspection, as an important step to achieving full gender mainstreaming in the Ministries of Labor.

Participants:

- Representatives of the gender units of the Ministries of Labor of the OAS.
- Representatives of the labor inspection areas of the Ministries of Labor of the OAS.

¹ <https://www.inamu.go.cr/guia-facilitara-identificacion-de-infracciones-laborales-por-razon-del-genero>

² [https://www.gob.mx/cms/uploads/attachment/file/732544/Programa de Inspeccion 2022.pdf](https://www.gob.mx/cms/uploads/attachment/file/732544/Programa_de_Inspeccion_2022.pdf) (p-15)

³ <https://www.dt.gob.cl/portal/1626/w3-propertyvalue-22989.html>

2. PRELIMINARY AGENDA

September 20, 2022

10:00 a.m. to 1:00 p.m. EST – Washington D.C. Time

(Please check local time)

- 10:00 – 10:10 Opening – Greeting
- 10:10 – 11:30 Towards a labor inspection system with a gender approach: Exchange of experiences and general recommendations – Based on guiding questions 1 and 2.
- Presentation by the MLSS of Costa Rica on the Labor Inspection Guide with a Gender Approach
 - Presentation of another national experience (to be defined)
 - Open dialogue among all delegations (max 5 min per intervention)
- 11:30 – 12:30 Activity in *subgroups*: Doing our part: Integrating gender approach to labor inspection – Based on guiding question 3 and 4.
- 12:30 – 13:00 Presentation of the subgroups and closing

3. GUIDING QUESTIONS

For open dialogue and presentations:

1. Please share your experience on the working relationship and/or cooperation that exists between the gender unit or area and the labor inspection department or area within your Ministry. In your response, please indicate what kind of work has been developed in this relationship—for example, awareness raising, training, advising services, exchange of information—and what results has it had?
2. What strategies or elements are necessary or most useful to integrate the gender approach in labor inspection in your country?

For activity in subgroups:

3. What specific recommendations can be made to ensure the incorporation of a gender approach in labor inspection?
4. What can I do, from my area and position, to integrate the gender approach to labor inspection? What obstacles (bureaucratic, administrative, human resources) do I find in these efforts?

4. TECHNICAL AND LOGIN INFORMATION

Registration: Please complete the online registration no later than September 12, which can be done by [clicking here](#)

Access to the platform and connection: The meeting will be held through the ZOOM platform. The connection link will be sent automatically to the participants once they have registered.

Audio tests: The active participation of all delegations is expected in the dialogue. For this reason, we thank the delegates for connecting 30 minutes before the start of the meeting to do audio, connection, and interpretation tests.

Language: The meeting will have simultaneous interpretation in Spanish and English.

MORE INFORMATION:

If you require additional information, please write to trabajo@oas.org