



FOLLOW-UP QUESTIONNAIRE

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

In line with commitments made at the Workshop on "Gender mainstreaming in the Ministries of Labor of the Americas" held on July 21 past in Buenos Aires, we are enclosing a questionnaire for completion by representatives of specialized gender units, focal points and other mechanisms responsible for mainstreaming the gender perspective in the Labor Ministries.

The purpose of the questionnaire is, for one thing, to flesh out insights from the Workshop and incorporate the resulting additional information into the document to be submitted to the XVI IACML. We also feel that this exercise will start the process of strengthening the units in question, beginning with a reflection on the central issues that give meaning to their existence, that is to say, their mission and their institutional insertion.

Given the importance of collecting these clarifications on the topic of interest, it is imperative that we receive your answer by no later than August 14, barely in time to incorporate the information into the final report. Please send your answers to Mr. Francisco Pilotti, Director of the Department of Social Development and Employment, OAS: fpilotti@oas.org

1. Additional information

In the event that you did not answer question N° 31 of the Information Collection Questionnaire sent out to all Labor Ministries, on programs or projects implemented by your Ministry's specialized gender unit, or that, although you did answer, you now wish to add more information:

Please identify the main programs or projects carried out or being executed by your specialized gender unit or bureau, in accordance with the following scheme:

- a) Name of the program or project

- b) Period of implementation (beginning and end, or whether still being implemented)

- c) A brief explanation of how the idea of the program or project came about (for example: it arose from an assessment by the unit; there was funding available for that particular topic; it is a collaborative effort with other units, whether internal or external to the Ministry)

- d) Other Labor Ministry units involved in its execution (explain the role played by the specialized gender unit in the partnership)

- e) Other institutions involved in its execution (give their names)

- f) Objectives (general and specific)

- g) Target population

- h) Results expected (in terms of gender gap reduction in the labor sphere)

2. Questions on the central definitions of specialized gender units

2.1. The Mission

A central axis at the Workshop consisted of defining the mission of specialized units, focal points or mechanisms responsible for mainstreaming gender in Labor Ministries. This axis was selected for joint work with Ministry representatives because of its importance as a starting point for

establishing objectives, action plans, for maintaining relations with other ministry units, public and private institutions, and civil society at large.

As proposed and agreed at the Workshop, the mission of the mechanisms created for mainstreaming the gender perspective in Labor Ministries stems from the *raison d'être* of these units, their objectives, their scope of action, and their interaction with relevant actors.

In order to advance the development of a shared mission for units entrusted with mainstreaming the gender perspective in a way conducive to its institutionalization in the Labor Ministries, we invite you to carefully consider and answer the following questions:

a) What is the specialized gender unit's objective?

b) What is the specialized gender unit's scope of action?

c) How does the specialized gender unit relate to the Ministry?

d) How does it relate to other institutions?

e) What institutional issues should be addressed using gender-based criteria?

Based on the foregoing points, how would you define the mission of the specialized unit, focal point or mechanism responsible for mainstreaming gender in the Labor Ministries?

2.2. Institutional insertion

The findings of the study highlight the very considerable progress made in the area of gender mainstreaming institutionalization in the labor sphere. Moreover, a significant number of gender units appear to rank high within their ministries' hierarchical structure. Nevertheless, it is important to clarify whether this position has actually ensured for them sufficient backing from authorities to influence other areas in the Ministry and achieve their objective, namely gender perspective mainstreaming.

On this point it is of the essence to know each country's concrete situation and specific experience. The lack of precedents that can be generalized across the countries to ensure the same results makes it necessary to use successful experiences in this field to help create new strategies that can then be analyzed with a view to perfect existing ones.

Hence the following questions, designed to extract good practices relevant to our purpose. We ask you to consider your country's specific experience when answering them.

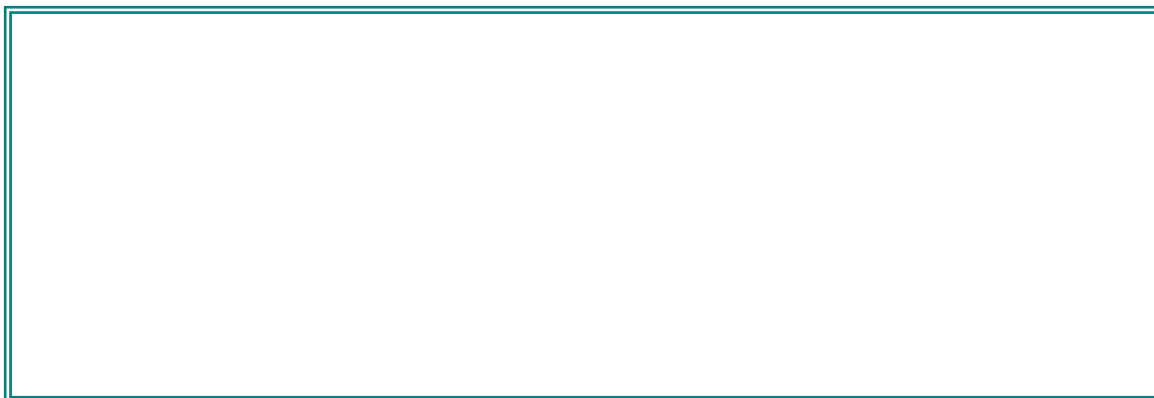
- a) How can we ensure that specialized gender units be a matter of institutional commitment to the Ministries?

- b) Has the level of institutional insertion achieved ensured political recognition and technical and financial resources for specialized gender units?

- c) In your opinion, has institutional insertion permeated administrative, financial, planning, evaluation and monitoring processes across the Ministry's areas, and at what level?

3. Comments, criticisms

We will welcome any additional information you may consider it important to add about the specialized gender unit of the Ministry you represent, for it will help us get a more precise understanding of the situation. This in turn will help us make decisions conducive to the institutional strengthening of Labor Ministries in the Americas in the area of gender perspective mainstreaming.



We thank you for taking an active part in the Buenos Aires Workshop, which promises a positive response to the present requirement as well. At the Workshop it became clear that the additional information we are asking you to provide is necessary in order to achieve an accurate picture of the existing situation, one that will be presented in the final report to be submitted at the XVI IACML soon to be held. In turn, this is essential to the making of commitments that will make it possible to further advance in-depth mainstreaming of the gender perspective in the Labor Ministries—and contribute by this means to their institutional strengthening.

Given the importance of collecting these clarifications on the topic of interest, it is imperative that we receive your answer by no later than August 14, barely in time to incorporate the information into the final report. Please send your answers to Mr. Francisco Pilotti, Director of the Department of Social Development and Employment, OAS: fpilotti@oas.org

We thank you in advance for your assistance.

Sincerely yours,

Francisco Pilotti, Director
Department of Social Development and Employment, SEDI
Organization of American States (OAS)