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TRAINING PROPOSAL FOR GENDER MAINSTREAMING IN MINISTRIES OF LABOR

Proposal to transform the RIAL/OAS Workshop on Gender Mainstreaming scheduled for May, 2020, in Buenos Aires –which was cancelled- into a series of virtual activities

BACKGROUND AND JUSTIFICATION

Mandates and IACML Work Plan

Achieving equality between men and women in the world of work is a priority for the Ministries of Labor in the region, as stated at the Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States.

In 2007, within the XV IACML, the Ministries of Labor committed to mainstream a gender perspective in their operation, policies and programs, and approved a series of Strategic Guidelines to achieve this commitment. Since then, the OAS General Secretariat and the Inter-American Commission of Women (CIM), have undertaken several actions to support the Ministries of Labor in this effort, including hemispheric and sub-regional training workshops, bilateral cooperation activities, studies and participative gender audits. These actions were carried out in partnership with the International Labour Organization (ILO), and within the Inter-American Network for Labor Administration, as the OAS specialized cooperation mechanism between Ministries of Labor. They were mostly funded by the Canadian Labour Program.

In the most recent IACML in 2017, the Ministers reaffirmed their commitment to achieve “an effective reduction in the disparities that exist between men and women in the world of work eradicate discrimination, harassment, and violence based on gender” and “continue to work towards mainstreaming a gender perspective into employment and labor policies, as well as into our ministries’ operations and structure” (Arts. 23 and 24, Declaration of Bridgetown), and included in the Work Plan 2018 – 2020 two concrete actions in this direction:

- 1) Update the study on “The institutionalization of a gender approach in the Ministries of Labor of the Americas” (published in 2009 as a result of the Strategic Guidelines), in order to assess advancements in the Ministries of Labor in this area, identify current challenges and provide a solid ground to plan new strategies to support their efforts in the most effective way. The Ministries were consulted through a comprehensive questionnaire between July and September 2019, and the first version of the study was distributed in February 2020 for comments.
- 2) Hold a Hemispheric Workshop on this topic in May 2020 in Argentina, planned by gender experts, and defined in relation to the Ministries’ specific needs to incorporate a gender

perspective in their operations, policies and programs. The Workshop would have also covered the theme of gender violence in the world of work.

The Work Plan also indicated that these two activities would be funded by the Canadian Labour Program through the Agreement signed with GS/OAS to support the RIAL. The study is practically finished, though its recommendations need to be reviewed in light of Covid-19; but the Workshop had to be canceled due to the pandemic.

The proposed future activities, which are presented in this document, are based on the findings and recommendations of the first version of the study: “The institutionalization of a gender approach in the Ministries of Labor of the Americas: An update”. This study identified important advancements within the Ministries, including a maturation process of their Gender Units. In the last decade, Gender Units have managed to legitimize and establish themselves institutionally, and their existence and permanence is not in dispute. Today they face challenges different from those they had ten years ago, linked more to achieving the institutionalization and mainstreaming of a gender approach, than to awareness-raising and internal training. Today, there is a greater urgency to develop actions that allow them to advance in their guiding role of gender policy in the Ministries of Labor, continue contributing to generate changes in the organizational culture, and address specific areas, such as, for example, mainstreaming the gender approach in labor inspection. The Study also identified that the issue of gender violence is one of the most prominent emerging areas of attention for the Ministries and Gender Units; hence, the relevance of the online course proposed below.

The situation under Covid-19

In March 2020, in light of the Covid-19 pandemic, the authorities of the IACML decided to postpone the gender Workshop for the second semester of 2020. Later, in May, 2020, during a Virtual Meeting of Authorities, they decided to cancel the in-person Workshop, considering the severity and uncertainty of the crisis caused by Covid-19.

Instead of the in-person Workshop, the authorities requested the Technical Secretariat, in consultation with the CIM, to present a proposal to transform it into a virtual program that includes a virtual course, to be developed by the Educational Portal of the Americas, and other online activities.

This document responds to this request.

PROPOSAL

Objectives

The following objectives were considered for the in-person gender Workshop, which are the same that guide this proposal:

- 1) Socialize and provide input to the Study “Institutionalization of Gender Mainstreaming in the Ministries of Labor of the Americas: An update”, especially to its recommendations and next steps, to offer guidance to the Inter-American Conference of Ministers of Labor (IACML) on actions to continue improving gender mainstreaming in the Ministries.

- 2) Strengthen gender mainstreaming and institutionalization efforts in the Ministries of Labor, particularly the work of the Gender Units, through the exchange of knowledge and experiences, and training. In this context, a greater and continuous interaction between the Gender Units will be promoted.
- 3) Promote, through a collaborative work, the development of the capabilities of the participants to identify, address and combat gender-based violence in the workplace, in accordance with international human rights regulations.
- 4) Provide the Gender Units with knowledge and tools that allow them to advise different areas of the Ministries of Labor (occupational safety and health, labor inspection, social dialogue, among others) on prevention, attention and sanction of gender-based violence. Initiate work towards a framework protocol for addressing gender violence in the Ministries of Labor.
- 5) Provide the Gender Units with tools to later replicate this learning-teaching process in their Ministries.

** Going from a face-to-face format (Workshop) to a series of online activities allows to achieve better the objectives set in two ways: 1) it allows for a greater and more continuous exchange, given a greater number of activities, and 2) it allows reaching a greater number of people. However, for the broad objectives to be fully met, the scope, specific objectives and format of the different activities must be well defined.

Activities and estimated cost:

- 1) **Virtual dialogues among and for Gender Units** - Carry out virtual dialogues between the officers of the Gender Units or those officers that have responsibility for gender issues within the Ministries of Labor. These dialogues aim to meet objectives 1 and 2. Three (3) dialogues are proposed:
 - October or November, 2020: Dialogue on the current situation, emerging issues and challenges faced by Gender Units in light of Covid-19. The final version of the Study on the institutionalization of gender will be presented, and its recommendations and next steps will be discussed and strengthened.
 - December or January, 2020: Dialogue focused on a topic identified as a priority in the first dialogue. Some ideas to discuss: Covid-19 impact on women; reflection on policies of co-responsibility and implications for women of combining productive and reproductive work at home; teleworking with a gender perspective.
 - February or March, 2020: Dialogue focused on a topic identified as a priority in the first dialogue.

Estimated cost of these dialogues is US\$6,600.

- 2) **Develop and launch a virtual course on gender-based violence at work**, to meet objectives 3 to 5. This course will be developed and taught by the Educational Portal of the Americas, which has extensive experience in online education. Contents will be developed jointly with the CIM.

The course will have 4 modules and a duration of 8 weeks. Participants can go at their own pace, dedicating on average 5 hours per week. They will be guided by tutors and develop a final project under their guidance.

The course will be available in English and Spanish.

Contents and duration of the Virtual Course

Modules	Contents	Weeks
Module 1. Conceptual framework for gender-based violence at work	<ul style="list-style-type: none"> a) Intro – Getting familiar with platform and participants b) Gender-based inequality and discrimination c) What is gender-based violence against women? d) Invisible violence: gender-based violence against women at work. How to identify it? e) Impact of violence and how to address it at work. f) What is the cost of gender-based violence for the economy? 	2
Module 2. The role of Ministries of Labor in the identification, prevention, attention and sanction of gender-based violence	<ul style="list-style-type: none"> a) Obligations of labor authorities. National and international standards b) Prevention plans c) Gender-based violence at work as an occupational health and safety issue d) The importance of the redistribution of domestic and care responsibilities (linkages with violence) e) Strengthening procedures and protocols for action against cases of gender-based violence at work (detection, diagnosis, care, investigation, case monitoring, reparation, disciplinary systems) f) Promotion of a new work culture, and role of unions and enterprises in the prevention of gender-based violence. 	3
Module 3. Good practices to prevent and address violence against women at work	<ul style="list-style-type: none"> a) Good practices to prevent and address violence against women in the workplace. b) Presentation of final project 	2

Module 4. Conclusions, evaluation and survey	1) Conclusions of the course 2) Closure 3) Final evaluation of participants 4) Survey to evaluate the course	1
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The steps to develop the virtual course are as follows:

- Course design and development: This stage includes pedagogical, academic and administrative management; curriculum design (content map, structure, learning activities); development of learning units; content curation and development; configuration of the course in Spanish on the platform; internal validation process.
- Training of virtual tutors: Through the course "Training in virtual tutoring" dictated by the Educational Portal of the Americas.
- Development of the English version: Translation of all content; loading and configuration of the course in English, internal validation process.
- Implementation and evaluation: Course will be offered to 100 people through the Virtual Classroom of the Educational Portal of the Americas. The two versions of the course (English and Spanish) will be implemented for 4 groups, each of 25 participants. The first cohort will be a pilot targeting only the Gender Units or gender experts; the next cohorts will be open to all interested officers in the Ministries of Labor. Each cohort of the course will be evaluated.
- Evaluation for future editions and improvements of the course.

Estimated cost of the virtual course is US\$39,500, including in-kind contribution of the Educational Portal of the Americas valued in US\$7,500. Providing the Course to additional cohorts would have a cost of US\$3,100 per cohort.

- 3) **Work towards the constitution of a network of gender focal points in the Ministries of Labor.** The virtual dialogues and the first cohort of the Virtual Course will be directed to the Gender Units and officials in charge of gender issues within the Ministries of Labor; which will facilitate that they know each other and develop a more direct contact. The RIAL / OAS will support the constitution of a network of gender focal points as a specialized space for dialogue and exchange. Support from a facilitator would be needed for four months to spearhead the process, calculated in US\$2,000.
- 4) **Prepare a proposal for a Framework Protocol for the Ministries of Labor** in the prevention, identification, attention and sanction of gender-based violence at work. This would be a subsequent step to the Virtual Course and will require additional resources estimated in US\$7,000., with

- 5) **Develop a Massive Online Open Course (MOOC) on gender-based violence at work.** This Course will use most of the contents developed for the Virtual Course; so significant savings can be achieved. The MOOC will also be available in English and Spanish, will be open to general public and have an approximate duration of 20 hours. Additional resources would be required to develop the course, estimated in US\$24,000.