

STUDY ON INSTITUTIONALIZATION OF A GENDER APPROACH IN THE MINISTRIES OF LABOR

Meeting of Working Groups of the Inter-American Conference of
Ministers of Labor (IACML) of the OAS

Quito, Ecuador, December 3 to 5, 2019



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XV IACML in 2007 (Trinidad and Tobago) Approved Gender Strategic Guidelines

Gender mainstreaming



Gender Institutionalization



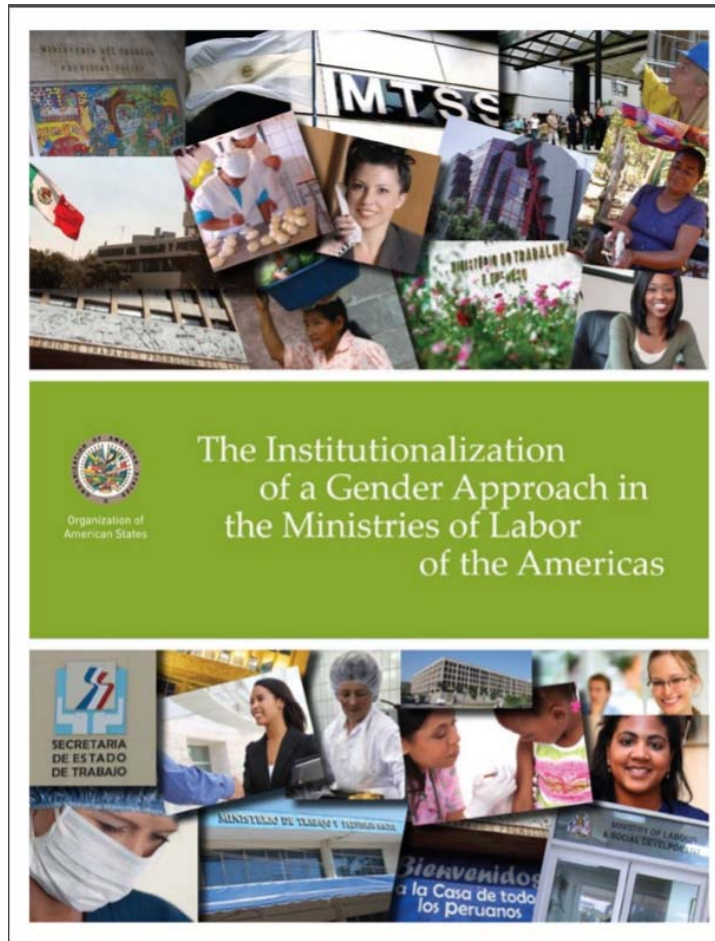
Equity

Equality

Background



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Study in 2009

Baseline



- Many regional and national actions undertaken since 2007
- Under IACML-RIAL framework, in partnership with ILO and CIM: Workshops, trainings, diagnostics, bilateral activities
- XX IACML in Barbados (2017): How much have you advanced?

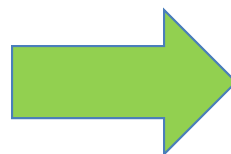
2019 – Update of Study



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**Study in 2009
Baseline**



Study in 2019

*Main
questionnaire*

Advancements



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- Importance and need to mainstream gender is a given (no longer under discussion)
- Gender structures inside Ministries are stronger (creation and consolidation of units / areas in charge of gender mainstreaming)
- Concrete results in gender mainstreaming in policies, programs and projects

Challenges



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- Trend to aggregate gender units with vulnerable populations
- More actions are needed to impact cultural change (hiring practices, life-work balance)
- Low Budget, even though they have more personnel

Recommendations



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- Improve planning / better institutional structure of gender units (mission, function, reach)
- Create a network of gender units – RIAL –bilateral cooperations and internships
- Create and maintain a more fluid cooperation relationship with the Women Mechanisms
- Training program
- Gender participatory diagnostics

Next steps



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- Study will be distributed to Ministries, COSATE and CEATAL, for comments in January.
- Develop final version – February-March
- Workshop on gender mainstreaming in May in Argentina.