

“Defining contributions, priorities and future actions of the RIAL/GENDER”



rialnet.org

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Virtual Event

OUTCOMES AND RECOMMENDATIONS 9th HEMISPHERIC DIALOGUE ON GENDER

“Defining contributions, priorities and future actions of the RIAL/GENEDER”

All information is available on the website:

https://rialnet.org/?q=en/9thDialogue_RIALGender

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1. INTRODUCTION AND BACKGROUND

The 9th Hemispheric Dialogue on Gender among Ministries of Labor “Defining contributions, priorities and future actions of the RIAL/GENDER” held on December 12, 2024, brought together representatives of 24 Ministries of Labor of the Americas, representatives of workers and employers, and international organizations, with the objective of exchanging experiences, reflecting and formulating proposals on the priorities of the RIAL/GENDER among the gender focal points of the Ministries of Labor of the region.

To this end, the first part of the Dialogue focused on providing gender focal points within the Ministries of Labor of the region with updated information on gender equality initiatives and programs being developed by various international organizations allied with the Inter-American Conference of Ministers of Labor (IACML) of the OAS. An initial introductory presentation on RIAL/GENDER was given by the Technical Secretariat to update the focal points on the activities carried out by and for the Network. After that, gender experts from the Inter-American Commission of Women of the OAS, the International Labour Organization (ILO), the World Bank and the Inter-American Development Bank (IDB) made presentations on their projects and programs.

The second part of the Dialogue focused on planning and defining thematic priorities and key action lines for the RIAL/GENDER network as part of the Work Plan 2025-2027 of the IACML, based on a guiding question previously shared: Taking into account the main areas of work highlighted in previous discussions, which topics would you like to explore further within the RIAL/GENDER, and what new ones would you propose for inclusion in the Work Plan 2025-2027 of the IACML?

The significance of this 9th Dialogue lies in the fact that is the first held since the RIAL/GENDER was endorsed at the XXII Inter-American Conference of Ministers of Labor (IACML), held in Bogotá, Colombia, from October 22 to 24, 2024. During this Conference, the Ministers of Labor in the region reaffirmed their commitment to the RIAL/GENDER, as explicitly stated in the Declaration of Bogotá: “We are committed to continue strengthening the integration of gender and intersectional perspective within our institutions, programs, and policies, and in development cooperation activities. We recognize the progress we have made in this matter and express our commitment to the creation and promotion of the network of gender focal points of our Ministries within the RIAL.” (Article 26 of the Declaration of Bogotá, approved at the XXII IACML); as well as in the Plan of Action: “Endorse the establishment and promote the network of gender focal points as a specialized network of the Inter-American Network for Labor Administration (RIAL/GENDER, by its Spanish acronym) aimed at achieving full gender equality in the world of work and deepening the institutionalization of gender in the Ministries of Labor, with a special emphasis on incorporating a gender perspective in labor inspection and in professional training and labor insertion strategies.” (Article 6, I of the Plan of Action of Bogotá, approved at the XXII IACML)

2. RESOURCES FOR MINISTRIES OF LABOR

The first part of the 9th Hemispheric Dialogue on Gender focused on providing the Ministries of Labor of the region with key information on the initiatives and programs developed by various international organizations allied to the IACML. These presentations served as a space to share tools, resources and updated data that the Ministries can take advantage of and implement in their countries to advance gender equality in the world of work. The main contributions of RIAL, CIM, ILO, World Bank and IDB are highlighted below, with emphasis on the tools available to support States in the design and implementation of inclusive and transformative policies.

***The presentations made during the Dialogue and summarized below are available on the web page.*

2.1. Presentation of the Technical Secretariat of the Inter-American Network for Labor Administration/GENDER

- The Technical Secretariat highlighted that the RIAL/GENDER was created organically by the Gender Units and areas of the Labor Ministries as a specialized community within the RIAL. The objective of this network is to strengthen these Gender Units as means to contribute to achieving full gender equality in the world of work.
- As a specialized network within the RIAL, the RIAL/GENDER uses and extends the existing tools of the RIAL itself and available at: www.rialnet.org. The following tools were highlighted:
 - **Workshops and Virtual Dialogues:** Spaces for sharing experiences and identifying lessons and policy recommendations. To date, 9 virtual dialogues have been held on topics such

as labor inspection with a gender perspective, and closing occupational gaps, among others.

- **Bilateral Cooperations:** These allow for direct and personalized advice between countries to address specific challenges. Cooperation on gender-based violence in the workplace, among others, was highlighted.
- **Portfolio of programs and repositories:** Online databases on programs in execution that have shown results and that the Ministries wish to share with each other. To date, in addition to the Portfolio, a Repository of actions on paid domestic work has been developed.
- **Membership database:** A database of focal points and their contact information is available on the RIAL web page.

2.2. Presentation of the Inter-American Commission of Women (CIM)

The CIM emphasized its role as an inter-American organization specializing in women's rights, highlighting the closing of gaps in the exercise of women's economic rights as a fundamental pillar. In this context, it presented the Inter-American Model Law on Care (LMIC) as a key tool for the Ministries of Labor, focused on recognizing care as a right and a job, reducing and redistributing the burden of care by promoting social co-responsibility, and guaranteeing a universal, public and solidarity-funded national care system.

The “Implementation Guide of the LMIC” was also presented, a practical resource designed for Ministries of Labor to adapt policies and legal frameworks to their national contexts, incorporating good practices from the region and international standards, as well as the “Decalogue for co-responsibility for care in the private sector” as a resource for companies.

In terms of financial inclusion, the CIM highlighted progress towards a Model Law on Women's Financial Inclusion, which seeks to close economic gaps through regulatory changes and the mainstreaming of the gender perspective in national strategies for financial education and inclusive financial systems.

2.3. Presentation of the International Labour Organization (ILO)

The ILO presented the four interconnected axes that guide its work: transformative care policies, promoted through tools such as the ratification of Conventions 156 and 183 and the ILO's Care Policy Investment Simulator; a world of work free of violence and harassment, promoting safe and dignified work environments; a just transition with gender equality, ensuring that labor transformations benefit women and men equally; and the full incorporation of women into the labor market under equal conditions, promoting equal opportunities and closing gender gaps.

In each of the four areas mentioned, she presented the different resources and tools available to the Ministries, including protocols for implementing agreements, practical guides, methodologies, roadmaps, studies and research, courses and training efforts. Examples include the Practical Guide for Enterprises on Violence and Harassment in the Workplace; the Policy Guide on “Gender, Equality and Inclusion for a Just Transition in Climate Action”; and the ILO Global Gateway as a knowledge hub on care policies.

During the presentation, the importance of ratifying Convention 190 was emphasized as a fundamental step to eradicate violence and harassment at work.

2.4. Presentation of the World Bank

The World Bank presented “Women, Business and the Law”, a 15-year-old project that monitors and measures the progress of countries and evaluates gender inequalities in labor laws and policies.

The project's tools include regional and global statistical data search engines, which allow downloading of specific reports by indicators, areas for improvement and scores; the Economy Snapshots, which analyze countries' gender laws and examine the existence of support frameworks for the application of gender laws; and the Reforms Database, which tracks legal and public policy changes based on different gender indicators.

It was mentioned that Governments should lead by example by reforming discriminatory laws, establishing specialized departments and ministries, collecting sex-disaggregated data to inform policy design, investing in gender mainstreaming at all levels, and promoting gender diversity in leadership, among others.

2.5. Presentation of the Inter-American Development Bank (IDB)

The IDB announced its main initiatives to close gender gaps and promote labor inclusion in Latin America and the Caribbean, as part of a gender and diversity mainstreaming approach in the projects it implements.

Among its initiatives is GDLab, a knowledge initiative on gender and diversity that seeks to promote cutting-edge knowledge to address gender and diversity issues, and to bring gender and diversity knowledge closer to policy makers. To meet these objectives, they have calls for proposals to support innovative research on the subject; a series of Policy Briefs, as well as webinars and workshops.

Also, as part of their premise that evidence-based solutions are essential to develop effective programs and sound policies, they highlight projects such as: Gender Accelerators, which offer a unique and innovative methodology to close economic gaps; Tools for the private sector, such as a Guide to promote gender equality in Latin American and Caribbean companies or the Roadmap to empower female leadership in the region; Technical advice for the collection of statistics, which offers two communities of practice for National Statistical Institutes, as well as technical cooperation for the development of guides that support the improvement of the collection of official statistics.

3. PRIORITIES AND FUTURE ACTIONS OF THE RIAL/GENDER

The second part of the dialogue was devoted to establishing the strategic priorities of RIAL/GENDER in the area of gender equality in the world of work. This process, led by the gender units of the participating Ministries of Labor, sought to identify key areas for action to address current challenges and strengthen institutional capacities in the region. The priorities defined reflect a comprehensive approach, ranging from labor inspection with a gender perspective to the promotion of national care systems and wage equality, thus ensuring an inclusive agenda aligned with hemispheric commitments.

The following is a consolidation of the priority issues mentioned during the Dialogue to be addressed by the RIAL/GENDER:

1. Labor inspection with a gender approach

- **Deepening of the gender focus** in labor inspections, with emphasis on sensitization and training of inspectors.
- Expansion of the **scope of inspection**, including the prevention and treatment of labor violence and crimes such as human trafficking.
- Extension of inspections to **rural and agricultural areas**, considering the particularities of gender in these contexts.
- Deepening labor inspection in the care sector, including but not limited to paid domestic work (how to enter private places, what to inspect and how to determine it).
- Ensure compliance of fundamental principles and rights at work, particularly freedom of association and collective bargaining, as they are indispensable to ensure workplaces that are safe, secure, inclusive, equitable and free of violence and harassment.

2. National care systems and policies

- Promotion of **interministerial dialogue** among social development, labor and other key sectors to develop integrated policies.
- Promotion of measures for **conciliation of family and work life**, highlighting:
 - Implementation of parental policies and maternity and paternity leave.
 - Development of strategies to promote co-responsibility between men and women at home and at work.
 - Design of strategies to increase male participation in the promotion of work-life balance and co-responsibility at home and at work.
- Design of specific labor policies that address the **needs of women in maternity stages**, as well as considerations on menstruation and pregnancy, promoting a comprehensive approach to health and wellbeing.
- Regional perspective analysis of the Report of the General Discussion Committee on Decent Work and the Care Economy at the 112th Session of the ILO International Labour Conference, adopted in June, 2024.

3. Paid domestic work

- Ensure respect for the **labor rights of domestic workers**, incorporating issues beyond salary aspects, such as violence and harassment.

- **Inspection of paid domestic work**, taking into account that there are different workplaces, both public and with restricted access.

4. Pay equity and economic empowerment

- **Reduce and eliminate wage inequalities** through training in methodologies for measuring equal pay, considering different sectors and occupations.
- Address **gaps among women** according to type of work.
- Analyze gender inequalities in the face of major **transformations in the world of work**, particularly those linked to technological changes and artificial intelligence, and to efforts to combat climate change (just transition).

5. Prevention of violence and harassment at work

- Strengthening **training for employers, workers and union representatives** to promote work environments free of violence and discrimination.
- Further study of **Convention 190** on gender-based violence and harassment.

6. Diverse groups rights

- Design **differentiated attention routes** for trans women and other diverse groups, ensuring their inclusion and protection.
- Share experiences on the implementation of **safe and inclusive workplaces**.

In addition to the priority issues to be addressed by the RIAL/GENDER, during the Dialogue some **concrete actions of the RIAL/GENDER** to be developed over the next three years were mentioned:

- Organize on-site workshops to allow greater interaction among the gender focal points of the Ministries and deepen the analysis and exchange on priority issues.
- Continue to hold virtual dialogues.
- Launch again the Virtual Course on Gender-based Violence at Work developed by the RIAL and MESECVI, which is available on the Educational Portal of the Americas
- Keep the membership database and the portfolio of programs up to date.
- The Secretariat stressed the importance of developing and publishing the RIAL/GENDER Resource Center.

These priority issues and actions of the RIAL/GENDER will be submitted to the authorities of the XXII Inter-American Conference of Ministers of Labor for consideration in the preparation of the IACML Work Plan 2025-2027 of the IACML.

ANNEX DIALOGUE AGENDA

9:30 – 9:40

Opening and introduction

- Jesús Schucry Giacomán, Director of the Department of Human Development, Education and Employment, SEDI, OAS

9:40 – 11:00

Resources and initiatives on gender issues of international organizations allied to the IACML (10 minutes presentations)

- Introduction from the Organization of American States – Maria Claudia Camacho, Chief of Labor and Employment Section, Dpt. Human Development, Education and Employment, SEDI
- Inter-American Commission of Women (CIM) - Beatriz Piñeres, Specialist in Economic Empowerment, CIM/OAS
- International Labour Organization (ILO) - Paz Arancibia, Regional Senior Specialist on Gender equality and Non-Discrimination, ILO Regional Office for Latin America and the Caribbean
- World Bank - Natália Mazoni, Private Sector Specialist, Labor and Employment Lead, Women, Business, and the Law Project
- Inter-American Development Bank (IDB) - Monserrat Bustelo, Lead Economist, Gender & Diversity Division, Social Sector Department
- Q&A session

11:00 – 12:20

Open dialogue and collective planning exercise

- A collaborative space to define thematic priorities and key actions lines for RIAL/GENDER members as parts of the 2025-2027 Work Plan of the IACML. Exercise led by Lylian Mires, Expert and OAS Senior Consultant on gender.

Guiding question for this exercise:

Taking into account the main areas of work highlighted in previous discussions, which topics would you like to explore further within the RIAL/GENDER, and what new ones would you propose for inclusion in the Work Plan 2025-2027 of the IACML?

12:20 – 12:30

Closing remarks

- DHDEE, SEDI of the OEA