

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



rialnet.org

December 12, 2024

9:30 AM - 12:30 PM EST

Virtual Event

BASE DOCUMENT

(Agenda updated as of December 10)

9th Hemispheric Dialogue on Gender among Ministries of Labor: “Defining contributions, priorities and future actions of the RIAL/GENDER”

December 12, 2024

9:30 a.m. to 12:30 p.m. (EST – Check local time [here](#))

All event information will be updated on the website:

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

CONTENT

- 1. BACKGROUND AND JUSTIFICATION.....1
- 2. DESCRIPTION.....3
- 3. AGENDA4
- 4. LOGISTICS AND CONNECTION INFORMATION5

1. BACKGROUND AND JUSTIFICATION

The Inter-American Network for Labor Administration (RIAL) was created within the framework of the OAS Inter-American Conference of Ministers of Labor (IACML) in 2005 to strengthen the human and institutional capacities of the Ministries of Labor of the Americas through cooperation. Since its creation, it has supported the Ministries of Labor of the Americas in mainstreaming and institutionalizing gender within their operations, policies, and programs, recognizing these processes as means to achieve gender equality in the world of work. These efforts have included studies, hemispheric workshops and bilateral cooperation actions and, in

recent years, they have centered on holding virtual hemispheric dialogues and, in 2022, creating the RIAL/GENDER network.

The RIAL/GENDER is a specialized community made up of the officers in charge of gender units or areas of the Ministries of Labor of the Americas and pursues the great purpose of contributing to achieve full gender equality in the world of work, through the strengthening of said units. To meet this objective, the Network has tools such as a portfolio of programs, bilateral cooperation, and hemispheric dialogues or events, among others.

This 9th Gender Dialogue is a RIAL/GENDER activity and, as such, will allow for the exchange of experiences, reflections and the formulation of recommendations among the gender focal points of the Ministries of Labor of the region. Previous dialogues have covered topics such as teleworking and caregiving co-responsibility; gender-responsive labor inspection; paid domestic work; strategies for labor market insertion and closing occupational gaps; and eradication of gender-based violence and harassment at work. On this occasion, the 9th Dialogue seeks to provide the region's gender focal points with updated information on gender initiatives and programs being promoted by various international organizations. It will also be an opportunity to plan the Network's future actions.

Additionally, the significance of this dialogue lies in the fact that it is the first held since the RIAL/GENDER was endorsed at the XXII Inter-American Conference of Ministers of Labor, 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 and the Plan of Action 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)
- “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)

At the beginning of 2025, the IACML authorities will hold a Planning Meeting to draft the 2025-2027 Work Plan of the Conference, making this 9th Dialogue especially timely.

2. DESCRIPTION

As in previous dialogues, the 9th Hemispheric Dialogue will bring together **the officers responsible for the gender units or areas of the Ministries of Labor of the Americas**. It will serve as a space for reflection, collective planning and exchange of information.

This dialogue is organized by the Technical Secretariat of the IACML in the Executive Secretariat for Integral Development (SEDI) of the OAS.

Day and Time: December 12, 2024 – 9:30 a.m. to 12:30 p.m. (EST, Washington D.C. time – Check local time)

Place: The dialogue will take place via Zoom.

Objectives:

- **Provide** gender focal points within the Ministries of Labor of the Americas with updated information on gender equality initiatives and programs being developed by various international organizations allied with the IACML.
- **Plan and define** thematic priorities and key action lines for the RIAL/GENDER Network as part of the 2025-2027 Work Plan of the IACML.

To promote an open and constructive planning exercise, the discussion will be framed by the work areas that have been highlighted in previous dialogues, such as:

- Promotion of work and family reconciliation policies, including the evaluation and advancement of equal paid parental leave, flexible working hours, and access to childcare and eldercare services.
- Labor market integration of women in non-traditional sectors, with an emphasis on encouraging their participation in areas such as STEM and green industries.

- Strengthening labor inspections with a gender perspective, expanding training for inspectors, incorporating specific criteria to detect discrimination and violence at the workplace, and ensuring effective protection of labor rights.
- Identification, prevention, and eradication of gender-based violence and harassment at work.
- Expansion of an intersectional perspective, addressing the labor barriers faced by Indigenous, Afro-descendant, rural, women with disabilities, and migrant women.

Participants:

- Directors and representatives of the gender units or areas of the OAS Ministries of Labor, and officials of said Ministries interested in participating.
- Representatives of workers and employers, grouped in the consultative bodies of the IACML -COSATE and CEATAL-.
- Experts from international organizations that are key allies of the IACML/OAS.

3. AGENDA

9:30 – 9:40

Opening and Introduction

- Jesús Schucry Giacoman, 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 each)

- Introduction from the OAS – 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 topics covered in previous discussions, which topics would you like to explore further within the RIAL/GENDER, and which 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 OAS

4. LOGISTICS AND CONNECTION INFORMATION

Registration: Please complete the online registration form, which can be done by [clicking here](#).

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

Audio testing: The active participation of all delegations is expected in the dialogue. In this sense, we thank the delegates for connecting 30 minutes before the meeting starts to carry out audio, connection, and interpretation tests.

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

MORE INFORMATION:

If you require additional information, please contact: trabajo@oas.org