

## mujer y desarrollo

# **T**he Gender Perspective in Economic and Labour Policies

State of the Art in Latin America and  
the Caribbean

Lieve Daeren



NACIONES UNIDAS



Women and Development Unit

ECLAC-GTZ project “Institutionalization of gender  
policies within ECLAC and sectoral ministries”

Santiago de Chile, July 2001

This document was prepared as part of the ECLAC-GTZ project “Institutionalization of gender policies within ECLAC and sectoral ministries” (PN.98.2048.1-001.00). The aim of the project is to formulate and strengthen policies, strategies, instruments and technical capacities within ECLAC and in selected countries in the region, with a view to fostering equity between women and men in the process and benefits of development, especially as regards economic and labour policies.

The document was prepared by project expert Lieve Daeren. Julia Schneider, a practitioner from the Women and Development Unit, provided substantial support in processing the data analysed here.

The opinions expressed in this document, which has not been subjected to editorial review, are the author’s exclusive responsibility and do not necessarily concur with those of ECLAC.

---

United Nations Publication  
LC/L.1500-P  
Original: SPANISH  
ISBN: 92-1-321804-4  
Copyright © United Nations, July, 2001. All rights reserved  
Sales N°.: E.01.II.G44  
Printed in United Nations, Santiago de Chile

---

Applications for the right to reproduce this work are welcomed and should be sent to the Secretary of the Publications Board, United Nations Headquarters, New York, N.Y. 10017, U.S.A. Member States and their governmental institutions may reproduce this work without prior authorization, but are requested to mention the source and inform the United Nations of such reproduction.

## Contents

---

<b>Abstract</b> .....	7
<b>I. Introduction</b> .....	9
<b>II. State of the Art</b> .....	13
A. Objectives and commitments.....	13
1. National equality plans .....	14
2. Sectoral equality plans in the economic and labour domains .....	17
3. Incorporation of gender equity in economic and labour commitments.....	18
B. Sectoral and interinstitutional mechanisms .....	19
1. Gender units in ministries or institutions connected with economic development and employment.....	19
2. Intersectoral committees and agreements .....	22
3. Mechanisms at the local and regional levels .....	25
C. Legal provisions .....	25
1. International conventions ratified .....	26
2. New or amended national legislation.....	29
3. Information and training on rights .....	34
D. Programmes and projects.....	36
1. Labour training and participation .....	36
2. Business and commercial development .....	39
3. Agricultural development and rural work.....	41
E. Technical resources .....	42
1. Gender indicators .....	43
2. Gender sensitization activities and resources .....	47
F. Pending issues.....	50
1. Financial resources .....	50

2.	Political participation and decision making.....	52
3.	Modernization and institutional culture.....	54
4.	External context.....	55
<b>III.</b>	<b>In conclusion.....</b>	<b>57</b>
<b>Annexes</b>	.....	<b>65</b>
A.	Tables.....	67
B.	Methodology.....	73
<b>Bibliography</b>	.....	<b>77</b>
<b>Women and Development Series Numbers published</b>	.....	<b>81</b>

## Tables

Table 1	National and sectoral equality plans in the economic and labour markets domains (1990s).....	14
Table 2	National economic and social development plans that include gender equity commitments (1990s).....	19
Table 3	Gender equality units and focal points (at government level in the 1990s).....	21
Table 4	Ratification of the most important conventions for gender quality in employment (as at August 2000).....	28
Table 5	Ratification of human rights treaties of major importance for gender equality (as at June 2000).....	30
Table 6	Training on women's economic and labour rights, by implementing institution (second half of 1990s).....	35
Table 7	Government programmes and projects related to gender equity in labour training and participation, according to implementing institution (second half of 1990s).....	38
Table 8	Government programmes and projects related to gender equity in business and commercial development, according to implementing agency (second half of 1990s).....	40
Table 9	Government programmes and projects related to gender equity in rural development, by implementing agency (second half of 1990s).....	42
Table 10	Government programmes and projects related to information systems and analysis of economic and labour issues with a gender perspective, by executing institution (second half of the 1990s).....	45
Table 11	Government programmes and projects for training public officials in the gender perspective and institutional strengthening in general, by executing institution (second half of the 1990s).....	48
Table 12	Examples of manuals and guides for institutional strengthening (produced since 1995).....	50

## Tables Annexes

Table A1	Government coordination mechanisms for national equality plans or for monitoring progress under the Beijing Platform for Action (1990s).....	67
Table A2	Government coordination mechanisms for the promotion of gender equity in the labour sphere (1990s).....	68
Table A3	Government coordination mechanisms for the promotion of gender equity in rural development (1990s).....	70

---

Table	A4	Government coordination mechanisms for the promotion of gender equity in the economic, business and financial sphere (1990s).....	71
Table	A5	Government coordination mechanisms in relation to systems of economic and labour information and analysis with a gender perspective (1990s).....	72
Table	B1	Response to the request for information from the national institutions for the advancement of women and sectoral ministries.....	75

---

## Abstract

---

The member countries of the Economic Commission for Latin America and the Caribbean (ECLAC) have called for an integrated approach to development. Despite making significant macroeconomic progress in the 1990s, the Latin American economies reached the end of the decade with relative poverty levels above those of 1980, while labour market conditions have worsened in most countries.

To achieve development with equity, it is essential to apply a gender perspective to public-policy formation, as a technical-analytical instrument to accompany the overall ethical-political goal. For the United Nations, and hence for ECLAC, gender mainstreaming is the process of examining the implications for women and men of all types of planned public actions, including legislation, policies and programmes in any area. “It is also a tool for turning men’s and women’s interests and needs into an integrated dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, social and economic domains” (United Nations, 1997).

The purpose of this diagnostic study is to describe how and to what extent the region’s governments have built this concern for gender equity into economic and especially labour market policies. The study is expected to help implement agreements and resolutions arising from regional conferences (Regional Programme of Action for the Women of Latin America and the Caribbean, 1995-2001; and the Santiago and Lima Consensuses) and global agreements (the Beijing Platform for Action; the commitments of the Economic and Social Council of the United Nations), with regard to institutionalizing the gender perspective and women’s rights in public policies.

This is a pioneering study focusing on a number of formal aspects that have been identified as potential indicators of the extent of gender mainstreaming in economic and labour policies and programmes. These include commitments assumed; institutional mechanisms adopted; new legal provisions; programmes implemented; and technical and financial resources made available. The indicators analysed here reflect the results achieved on gender mainstreaming in the region's countries during the 1990s, but do not consider the processes that have led to their achievement. The latter have either been addressed in other studies<sup>1</sup> or are still awaiting analysis.

The results of this analysis have been made available to governments and other interested parties, as a contribution to implementing and enhancing what are increasingly effective mechanisms and strategies for achieving the goal of gender mainstreaming in all public policies and interventions — and hence, development with social and gender equity.

---

<sup>1</sup> See Guzman (2000).

## I. Introduction

---

According to the report “Equity, Development and Citizenship”, which ECLAC presented at its twenty-eighth session in Mexico City (3-7 April 2000), the Latin American economies made significant progress in macroeconomic terms during the 1990s: a revival of growth, with gross domestic product (GDP) expanding by 3.3% per year between 1990 and 2000; the lowest inflation rates recorded in the last half-century; a fiscal deficit reduced to between 1% and 2% of GDP on average in most of the region’s countries; modernization of leading sectors of the economy; and an acceleration of export growth. In contrast to this, results in terms of productivity and equity have been disappointing: production chains have been seriously disrupted; labour-market conditions have deteriorated in most countries; and the decade is set to end with relative poverty levels above those of 1980.

Against this backdrop, ECLAC proposes that attention be turned away from macroeconomics toward a more integrated view of development emphasizing equity and citizenship.

预览已结束，完整报告链接和二维码如下：

[https://www.yunbaogao.cn/report/index/云报告?reportId=5\\_3125](https://www.yunbaogao.cn/report/index/云报告?reportId=5_3125)

