



STRATEGIC PLANNING WITH A GENDER PERSPECTIVE For the Caribbean OAS Member States

Activity of the Inter-American Commission of Women (CIM) in coordination with the OAS Department of Social Development and Employment and the Inter-American Network for Labor Administration (RIAL) of the CIMT, and the Ministry of Labour, Human Services and Social Security of Guyana

Date: April 12-14, 2010

Venue: Pegasus Hotel Guyana – Grand Savannah Suite
Georgetown, Guyana

Goal:

To contribute to the strengthening of the institutional capacity of the OAS CARICOM Member States to achieve effective gender mainstreaming in the policies and programs of the Ministries of Labor oriented towards achieving decent work.

Objectives:

- To build awareness and skills for gender mainstreaming with personnel in the Ministries of Labor and their counterparts in the National Mechanisms for the Advancement of Women;
- To identify approaches to strategically integrate gender perspectives in the Ministries of Labour within the context of the decent work framework;
- To prepare indicators which can be used by the Ministries to monitor progress on gender mainstreaming;
- To improve intersectoral coordination at the national and sub-regional levels.

Participants: Officials responsible for gender issues in the Ministries of Labor and their counterparts in the National Mechanisms for the Advancement of Women of the OAS CARICOM Member States.

Methodology: Participative Training Workshop

Day 1 will provide an overview of the key elements in strategic planning and gender as they relate to the topic. Participants will have an opportunity to identify some of the issues and challenges they face, and also to assess problems from a gender perspective. On the second day participants will gain practical insights into the strategic planning process as they apply the principles in relevant activities. The focus on indicators on the final day will enable participants to identify key factors which are appropriate to their specific situations and which will contribute to the monitoring and evaluation of programs.

Reference Documents and Links:

1. RIAL Study “Institutionalization of a Gender Approach in the Ministries of Labor of the Americas”
[http://www.sedi.oas.org/ddse/documentos/TRABAJO/INF2%20ING%20\(GENERO\).doc](http://www.sedi.oas.org/ddse/documentos/TRABAJO/INF2%20ING%20(GENERO).doc)
All participants must be familiar with the results of this study.
2. Document about the Caribbean that served as an input for the referred Study
<http://www.sedi.oas.org/ddse/documentos/car/Final%20Report%20Caribbean.doc>
3. Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-Discrimination within a Decent Work Framework.
[http://www.sedi.oas.org/ddse/documentos/TRABAJO/15cimt/doc10%20ING%20\(Genero\).doc](http://www.sedi.oas.org/ddse/documentos/TRABAJO/15cimt/doc10%20ING%20(Genero).doc)
4. RIAL Workshop on Gender Mainstreaming in the Ministries of Labor of the Americas.
http://www.sedi.oas.org/ddse/espanol/cpo_trab_genero.asp

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WORKSHOP AGENDA

Day 1- April 12th

8:00 – 9:00 **Registration**

9:00 – 10:00 **Inaugural Session**

- Welcome by the Chair Mr. Trevor Thomas, Permanent Secretary, Ministry of Labour, Human Services and Social Security (MLHSS) of Guyana
 - Hon. Indranie Chandarpal M.P., Member of Parliament and Commissioner of Women and Gender Equality Commission, Guyana
 - Ms. Maria Claudia Camacho, Specialist, Department of Social Development and Employment, Organization of American States (OAS)
 - Ms. Maria Celina Conte, Specialist, Inter-American Commission of Women (CIM)/OAS
 - Hon. Manzoor Nadir M.P., Minister of Labour, Ministry of Labour, Human Services and Social Security of Guyana
- Feature Address*

10:00 – 10:15 Coffee break **

The training activities will start at 10:15. Training will be facilitated by Norma Shorey-Bryan, Principal Facilitator, and Juliette Maugham, Assistant Facilitator and Rapporteur.

Introductory Activities

Session I

Decent Work and Gender Equity

- Ms. Paula Robinson, Senior Specialist, Workers' Activities and Gender Focal Point. ILO, Sub-regional Office for the Caribbean

Session II

Sharing of Regional and National Experiences

- Dr. Halima-Sa'adia Kassim, Deputy Programme Manager, Community Development (Gender), CARICOM Secretariat

13:00 – 14:30

Lunch

Session III

Overview of the Participatory Strategic Planning Approach

Session IV

Problem Analysis from a Gender Perspective

- Group discussions and Plenary

17:30 - 18:00

Wrap-Up of Day 1

Day 2 – April 13th

Session V Planning Strategically in the Decent Work Context

- Planning Exercise
- Stakeholder identification and analysis
- Issues and challenges

Session VI Group Planning Activities and Plenary

13:00 – 14:30 Lunch

Session VII Group Planning Activities and Plenary (cont'd)

17:30 - 18:00 Wrap-Up of Day 2

Day 3 – April 14th

Session VIII Applying a Gender Lens to Strategic Planning and Evaluation

Session IX Formulating and Using Indicators Effectively

13:00 – 14:30 Lunch

Session X Applications and Implementation in the Caribbean Context

Session XI Summary of Conclusions and Next Steps

16:45 – 17:00 Break

17:00 – 17:20 Closing Remarks

- Chair Mr. Trevor Thomas, Permanent Secretary, Ministry of Labour, Human Services and Social Security of Guyana
- Ms. Norma Shorey-Bryan, Principal Facilitator
- Ms. Ann-Marie Williams, Executive Director, National Women's Commission, Belize
- Ms. Paula Robinson, ILO Representative
- Hon. Dennis D. Moses, OAS Representative in Guyana
- H.E. François Montour, High Commissioner for Canada in Guyana
- Hon. Manzoor Nadir M.P., Minister of Labour, Ministry of Labour, Human Services and Social Security of Guyana

Reception at the Oasis, Le Meridien Pegasus, offered by the Hon. Minister of Human Services and Social Security, Priya Manickchand M.P. and the Hon. Minister of Labour, Manzoor Nadir M.P. of the Ministry of Labour, Human Services and Social Security of Guyana. (Invitations attached).

Time: 19:00 – 21:00

** *The activities will start at 9:00 a.m.*

There will be morning and afternoon coffee breaks each day.