



# 11<sup>th</sup> Gathering of the Parliamentary Network for Gender Equality

#ParlAmericasGEN

The 11<sup>th</sup> Gathering of the ParlAmericas Parliamentary Network for Gender Equality, **hosted by the Senate of the Republic of Mexico**, brought together parliamentarians from across the Americas and the Caribbean to exchange with specialists and other stakeholders about strategies to advance gender equality and women's labour and economic rights. Under the theme of *Achieving Balance in the World of Work*, the gathering's working sessions highlighted the ways parliamentarians can contribute to achieving greater recognition of women's roles as economic agents, and to reducing legal and cultural barriers to women's entry and full participation in the labour force.

The gathering was [documented graphically](#) by Juliana Serrano of Amazink!

## THEME

Achieving Balance in the World of Work

## LOCATION

Mexico City, Mexico

## DATES

June 18-20, 2019

## PARTICIPANTS

More than 70 parliamentarians, parliamentary staff, and representatives of civil society and multilateral organizations from 22 countries



This activity aligned with SDGs 5 and 8.

The gathering was officially inaugurated by Senator **Antares Vázquez Alatorre** (Mexico), Member of the ParlAmericas Board of Directors and the event's host; and by the Honourable **Robert Nault** (Canada), Member of Parliament and President of ParlAmericas.

Following the inauguration, Member of the Legislative Assembly **Cristina Cornejo** (El Salvador), Vice-President of the [Parliamentary Network for Gender Equality](#) (PNGE) for Central America, delivered a report on the PNGE's activities since the previous gathering and announced upcoming activities.



In alignment with the Network's strategic plan, our recent work is centred in three concrete areas: women's political empowerment, women's economic empowerment, and ending gender-based violence. These essential and interconnected themes are evident in the work that we carried out and in the agendas that we advocate for.



Member of the Legislative Assembly  
**Cristina Cornejo** (El Salvador),  
Vice-President of the PNGE for Central  
America, Member of the ParlAmericas  
Board of Directors

The inauguration was followed by a series of working sessions in which participants dialogued on good practices and the experiences of their countries. Discussions explored different methods of reducing the barriers to women's entry and full contribution of their talents to the workforce, with themes including: the gendered dimensions of care work, the gaps in legislation for economic empowerment, preparing the workforce for the realities of the future, and addressing and preventing sexual harassment in the workplace. Roundtable work centered on the importance of comprehensive gender-disaggregated data for decision making on these and other related issues.



Women's empowerment in the world of work is an urgent priority in its own right; it is something that the public is calling for. But it is also the smartest engine for achieving development, growth, and prosperity for our countries... Family-friendly taxation policies, paid maternity and paternity leave, affordable childcare options, and frameworks that promote more balanced working lives more generally -- these can all play significant roles in making gender-equal work opportunities a reality, benefitting everyone.



Hon. **Robert Nault** (Canada),  
Member of Parliament and  
President of ParlAmericas



We have made important advances in the congresses of each of our countries, but we still have much to advance and many things to share. We have been hearing about good legislative practices from a number of congresses from our continent, and I believe that we need to continue dialoguing in order to construct a common path for the equality of women.



Senator **Antares Vázquez Alatorre**  
(Mexico), host of the gathering and  
Member of the ParlAmericas Board of  
Directors



# Training Session: Preventing and Addressing Sexual Harassment in the Workplace

The first activities carried out in the framework of the gathering were training sessions on [preventing and addressing sexual harassment in the workplace](#). Carried out separately in Spanish and English, these sessions examined the problem of workplace sexual harassment as an obstacle to human rights and gender equality. They provided an overview of the relevant legal principles, and they examined different types of national laws that address sexual harassment, drawing on examples from the respective subregions convened. The sessions also encouraged participants to consider how the good practices discussed could inform the development of **protocols or codes of conduct to prevent harassment within legislative institutions**.



The session in Spanish was delivered by **Lucía Martelotte**, Deputy Executive Director of the [Latin American Team for Justice and Gender](#) (ELA, in Spanish). In Latin America, in addition to specific laws on sexual harassment, the issue has been addressed in labour laws or codes, general laws on violence against women, anti-discrimination laws, and penal codes. Ms. Martelotte reviewed what characterizes strong and **comprehensive legislation or policies** on sexual harassment, such as protection mechanisms for victims. Among the good practices shared by participants in this session was the new [Protocol for the Prevention and Sanctioning of Sexual Harassment in the Chamber of Deputies](#) of Chile.

The [English session](#) was delivered by **Haran Ramkaransingh**, Director of Legal Services of the [Equal Opportunity Commission](#) (EOC) of Trinidad and Tobago, which works towards the elimination of discrimination and the promotion of equality of opportunity through advocacy, public education, research, and the conciliation of complaints. The EOC recently published [Guidelines on Sexual](#)

[Harassment in the Workplace](#), a practical reference for employers and employees in both the private and public sectors in the Caribbean. In this session, participants reviewed some of the latest advances in this area, such as Barbados' [Employment Sexual Harassment \(Prevention\) Act, 2017](#) and the Canadian Parliament's [Code of Conduct for Members of the House of Commons: Sexual Harassment Between Members](#). Participants discussed how other countries could adopt similar regulations with a view to **expanding the options for victims to report** violations and bring cases forward through the courts.

The training sessions furthermore explored **voluntary practices** that parliamentarians can champion to promote cultures of respect and wellbeing for all employees, and to achieve greater productivity, morale, and equality in their places of work. Participants considered how #MeToo and other social movements are advancing critical conversations that are creating progress towards greater accountability and justice.



# Session 1. Recognizing women's labour: The care economy

The gathering's first session focused on the care economy and its relationship to women's economic empowerment. During the session, panellists and participants explored parliamentary actions to respond to these issues, including: enhancing social protection systems; quantifying, valuing, and redistributing household care work; and ensuring the rights of women care workers, particularly those in the informal sector.

## Conceptualizing care work

Care work represents a large area of employment for women, both formally and informally, but workers in this sector are often underpaid and undervalued. There are also discrepancies in terms of the formality of employment and the protections and benefits that workers enjoy. Further, women remain responsible for a disproportionate amount of unpaid household care work, which increases their workload, limits the time they have available for other economic or personal pursuits, and reinforces economic inequalities at the household level. The value of this work to the functioning of families and the economy in general is largely unrecognized. Each of these trends is shaped by a persistent and harmful belief that care work and the household are “women's domain.”

**Direct care activities** involve interaction between the care provider and the recipient of care (such as children or parents).

**Indirect care activities** include tasks that assist others but do not require personal interaction (such as cooking and cleaning).

**Paid care work** is done for pay or profit, whether in households, nursing facilities, hospitals, etc.

- **Formal care work** is performed for an employer under a set working agreement that outlines wages, benefits, and other related provisions, as well as tax and social security contributions, allowing for greater job security.
- **Informal care work** is more precarious paid employment that is performed without a contract, outside of other frameworks for social security, or for wages and benefits below general market provisions. This can also include situations in which the remuneration is provided in-kind (e.g. boarding).

**Unpaid care work** is the performance of care activities without remuneration. This can be done in a variety of settings but is most often related to household and family spheres.





## Session 1 (continued)

**Julia Escalante de Haro**, Regional Coordinator of the Latin American and Caribbean Committee for the Defense of Women's Rights (CLADEM), opened the session with an introduction to key concepts and trends related to the care economy. Both women and men are involved in unpaid and paid care work and experience vulnerability in these labour situations. Data reveals that gender has an impact on the types of roles filled and the conditions in which this work is undertaken. She highlighted that women undertake the majority of care work – mostly in an unpaid capacity – and that this burden influences their ability to access and remain in quality paid employment. Women in paid care work are also more likely to be self-employed in the informal sector, which means less **social protection and job security**. Further, care workers in such a setting are more susceptible to violence, discrimination, and a lack of recognition of labour and human rights. Ensuring adequate support and protections to workers in these situations requires **intersectional considerations**, as migrant women and women from other more vulnerable social groups are more likely to be employed informally. Following this introduction, a panel of parliamentarians presented initiatives from their respective countries to address these issues and others.



In her [presentation](#), Member of the Legislative Assembly **Shirley Díaz Mejías** (Costa Rica) discussed two key laws that have been adopted in Costa Rica: [Law 9325](#), which initiated national measurement of non-remunerated household care work through the National Statistics and Census System, and [Law 9220](#), which created a National Child Care and Development Network. She also highlighted the importance of **time use data** to inform the creation of responsive policies and programs, and of considering and responding to related issues in the context of the broader economy, as fluctuations and crises can influence the public's need to seek employment in different sectors or under different terms.

President of the Senate **Chester Humphrey** (Grenada), Vice-President of the PNGE for the Caribbean, shared that increased attention was now being paid to recognizing and supporting unpaid household care work, but that Grenada had advanced most in terms of ensuring adequate support and protections for paid care workers, which he attributed to partnerships with and advocacy by trade unions. He outlined provisions in Grenada's labour code and social security legislation specifically related to **domestic workers**, and said that further efforts would be taken to strengthen legal protections in the context of the country signing on to the [ILO's Domestic Workers Convention](#).

## Session 1 (continued)

Senator **Verónica Camino Farjat** (Mexico) spoke to important initiatives to expand **parental leave** to include time for fathers following the birth of a child, though she highlighted that there was still a need to increase the length of time for both parents. She also advocated for not just capturing unpaid care work in data, but assigning it a value that could be accepted for credit provision or in the case of asset division if a couple separates, in recognition of the ways women are disadvantaged if their work has primarily been in the home. She stressed that true progress on any of these issues will require that legislation be supported by an accompanying focus on **education and communication** that fosters leadership for girls from a very young age.

Following the panel, participants engaged in productive conversation and shared additional good practices related to recognizing and supporting care work, domestic work, and social protection systems to achieve gender equality. These included employment protections to prevent discrimination against or firing of new parents, the development and strengthening of national care systems, programs to support care for older adults or those who are ill or living with disabilities, programs that provide income and other support to women entrepreneurs, and family friendly policies and infrastructure in parliament to ensure that parents in this workplace have access to the same provisions as other workers.





If these unpaid care work services were given a value based on an hourly minimum wage, they would represent 9% of the global GDP, which would correspond to around \$11 billion USD.



**Julia Escalante de Haro** (CLADEM)

We already have the methods for measuring [care work]... so that is what we need to do. To be able to say to women: 'You have the right, you have the recognition.' But it is time to give it value. So now we move from a simple quantification of care work to putting it in law so that it forms part of the procurement and partition of justice.



**Senator Verónica Camino Farjat** (Mexico)

Today in Grenada under the labour code, brought by force of activities of the trade union movement, domestic work is defined in law in terms of payments to be paid, the hours of work, and the right to annual paid vacation leave. That area of care work is also covered by our social security legislation... Employers are compelled to make contributions to the national social security system for retirement, sick leave, and other benefits for women who provide care work and domestic workers.



President of the Senate **Chester Humphrey** (Grenada), Vice-President of the PNGE for the Caribbean

Law No. 9325 aims to visibilize, through the National System of Statistics and Census, the contributions of unpaid care work to begin to create some programs and methods on this.



Member of the Legislative Assembly **Shirley Díaz Mejías** (Costa Rica)

# Session 2. Unfinished business: Laws to close the gaps on women’s economic rights



The next session of the gathering examined gender equality under the law as a foundation for achieving equality in practice, with a focus on women during their working lives. The topics considered spanned parental leaves; the pay gap; access to credit, capital, and property; and pensions, among others.

**Beatriz García**, representing the UN Women Americas and the Caribbean Regional Office, gave the opening [presentation](#) which provided an overview of a new study, [Analysis of Discriminatory Legislation on Women’s Economic Autonomy and Empowerment](#)

[in Latin America and the Caribbean](#), published with the Ibero-American General Secretariat. The study illustrates how discriminatory legislation affects women’s economic empowerment, as well as examples of national laws contributing to closing the identified gaps. The laws examined are divided into three categories: **access to goods and resources, access to remunerated work, and non-remunerated work.**

From a regional perspective, Ms. García noted, one of the significant remaining gaps is related to parental leave and maternity protection. She shared, for instance, that 29 of the 33 countries studied have not ratified [ILO Convention No. 183](#), and that some employers are still using discriminatory practices like asking women to take pregnancy tests as part of hiring processes. Further, where maternity leave exists, its payment is sometimes at the employer’s expense, disincentivizing the hiring of women.

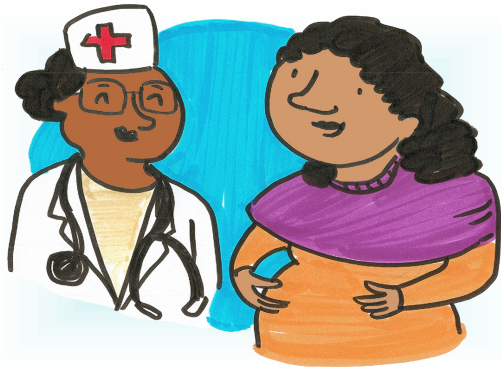
Paternity leave, meanwhile, is non-existent or very limited. Ms. García noted that removing the **direct and indirect forms of legal discrimination** revealed by the study is a crucial step towards substantive equality. She outlined a series of recommendations for decision makers, presented in the sidebar.



Recommendations
1. Ratify relevant international conventions and promote their effective implementation
2. Eliminate legal provisions that are directly discriminatory
3. Make progress on legislating affirmative actions
4. Contribute to awareness raising and training on gender
5. Facilitate greater empowerment for the most vulnerable rights’ holders
6. Ensure access to justice that is reliable, affordable, and adapted to women’s needs
7. Build on progress that has been made in order to close existing gaps in the enactment and application of laws for gender equality



## Session 2 (continued)



Next, Member of the National Assembly **Arelys Santana Bello** (Cuba) spoke about advances that have been made in her country. In Cuba, there has been substantial progress on women's participation in certain sectors, such as STEM and the public service, whereas there is still lower participation in non-state – or private sector – jobs which is a nascent area of the economy. Ms. Santana spoke about the [national survey on gender equality](#) (2016), which captures sex-disaggregated data on many indicators, including attitudes towards woman and men, primary economic challenges, and time use and child care. This comprehensive survey provides a roadmap to continue to improve women's agency and position in the economy, Ms. Santana Bello noted. She stressed the importance of **investments in social services** that benefit women even during challenging economic times.

The Honourable Member of Parliament Dr. **Kellie Leitch** (Canada) then [presented](#) on initiatives that have helped to lessen the workplace inequalities faced by women, Indigenous people, disabled persons, visible minorities, and newcomers to Canada. She shared the example of the [Employment Equity Act](#), which set a foundation that required **special measures** and the accommodation of difference. Dr. Leitch then explained how employment insurance provisions, such as paid parental leave and compassionate (end of life) care benefits, have improved women's economic circumstances over the years. She additionally described government programs for women entrepreneurs and for mentorship in non-traditional sectors. Other good practices highlighted were related to flexible work schedules, which allow more mothers to seek employment; campaigns surrounding International Day of the Girl; and strong enforcement mechanisms. Finally, Dr. Leitch stressed the need to establish clear and transparent timelines for bold new ideas that parliamentarians put forward to challenge the status quo.

Member of the National Assembly **Maritza Espinales** (Nicaragua) [presented](#) on a series of laws that protect women's economic rights in her country, among them: [Law No. 648 on Equal Rights and Opportunities](#); [Law No. 717 Establishment Act for the Land Fund with Gender Equity for Rural Women](#); [Law No. 718 to Protect Families in which there have been Multiple Pregnancies and Births](#); and [Law No. 757 on Equitable and Dignified Treatment for Indigenous Afro-Descendent Populations](#).



## Session 2 (continued)

Ms. Espinales also described a number of programs in related areas like food security, literacy, housing, and credit for small enterprises. She explained that these efforts align with the National Human Development Plan (2018-2021) and are contributing to macro and micro economic benefits. However, she noted that **implementation and resourcing** remain challenges. Ms. Espinales lastly highlighted women's representation in public institutions, an area where Nicaragua is a global leader.

In the dialogue after the panel, participants reflected on the work that remains to be done, recalling that our hemisphere is the region with the greatest inequality. A recurring discussion point was on the role of women's movements and manifestations in driving forward change, as they have created an obligation for society – and parliaments – to respond to economic and other inequalities. One participant drew attention to a noted contradiction in women's empowerment in certain countries where parity has been achieved in political representation, yet women's economic inclusion remains very low. Through an exchange on possible policy solutions, it was observed that quotas for workplaces are often rejected by the private sector. As a strategy to shift thinking on this, evidence can be highlighted to show that diversity in the makeup of boards increases the profitability of companies. Another recommendation was to enact regulations that require organizations to publish the names of their board members; this transparency can motivate more balanced representation.





Very recently we developed a really interesting compendium that presents all of the legislation that helps and supports women and their incorporation in the country's economic life.



Member of the National Assembly  
**Arelys Santana Bello** (Cuba)

As you can see, Nicaragua is trying to close the gaps. But I believe that the greatest challenges that we have are related to awareness and sensitivity, because there is already a legal framework.



Member of the National Assembly **Maritza Espinales** (Nicaragua), Member of the ParlAmericas Board of Directors

Our final objective with this report is to contribute to the visibility, for the benefit of decision makers, of the unfinished business in terms of legislation on women's economic empowerment.



**Beatriz García** (UN Women Americas and the Caribbean Regional Office)

In Canada alone, women being involved as entrepreneurs mean an opportunity for up to \$15 billion more involvement in our economy. No one can tell me that's not important. And we know that the diversity of women on boards, to make sure a company's more successful, has a meaningful impact globally.



Hon. Dr. **Kellie Leitch** (Canada), Member of Parliament

## Session 3. Capitalizing on windows of opportunity: Women and the future of work

The third session of the gathering explored how technology and emerging markets are changing the nature of work, and the resulting challenges and opportunities for achieving gender equality. In the context of our rapidly shifting economies, panellists reflected on preparing women and men for the jobs of the future, including through technical training, financial literacy, and mentorship, as well as policies that support work-life balance.

In her opening [presentation](#) to frame the session, Member of the Chamber of Deputies **Camila Vallejo** (Chile) reviewed the implications of increasing **automation, digitalization, and flexibility** for the workforce. She cited global and regional data on the displacement of workers by technology and explained that, due to their concentration in low skill work, women face a higher risk of their jobs being automated. She also drew attention to the growing reliance on contractors who take on specialized, temporary roles requiring intrinsically human skills: creativity, persuasion, complex problem solving, and innovation, among others. Ms. Vallejo emphasized the importance of thoughtfully designed regulations and measures to ensure that workers can benefit from new technologies and



flexible forms of work, and that gender inequalities are not perpetuated in the changing economy. For instance, education systems should promote learning that is continuous, flexible, multi-disciplinary, and creative. She also underscored the importance of **co-responsibility** and child care systems and shared related initiatives in Chile, including universal nurseries, computer programming classes in all schools, and legislative bills on pay equity and on reducing the work week from 45 to 40 hours.

**Isiuwa Iyehen**, Programme Specialist, Economic Empowerment and Statistics, UN Women Multi Country Office for the Caribbean, then gave a [presentation](#) on **labour and education trends** for women and men in the Caribbean, drawing on data from 2017 Labour Force Surveys in Barbados, Grenada, Guyana, Jamaica, Saint Lucia, and Trinidad and Tobago (which only include paid work). The analysis revealed that, while most of the population is only reaching secondary education, women in CARICOM are more likely than men to have tertiary education. However, the employment rate is lower for women than men at every level of education. Women are also overrepresented in clerical positions and underrepresented in trades and machine-oriented work.





## Session 3 (continued)



While women accounted for a relatively high proportion of managers in some countries studied, further analysis revealed this was often in one-person establishments. This prompts consideration of its classification as management and signals the importance of comprehensive data to understand the nuance of trends. Ms. Iyehen highlighted that **persistent structural inequalities** in the workforce mean that access to education alone will not address the gender inequalities in employment and wages and likelihood of experiencing gender violence. She outlined a number of recommended practices to help this situation, including

the adoption of the [Women’s Empowerment Principles](#). In this joint private sector initiative by the UN Global Compact and UN Women, signatories commit to advancing gender equality through their recruitment, retention, and promotion policies, work-life balance and health and safety measures, promotion of equal pay for work of equal value, and enforcement of zero tolerance for sexual harassment.

**Diana Gutiérrez**, Global Programme Manager, Business for Gender Equality, UNDP, next [presented](#) on “gendering” the fourth industrial revolution, through the lens of the private sector. She reviewed some of the occupations in decline in the region – such as accounting and payroll assistances, administrative and executive secretaries, assembly line workers, customer service workers, and general and operations managers – and emerging areas for employment, including data science, artificial intelligence, and organizational development. Ms. Gutiérrez explained that a **gender perspective** is important in the further growth of these areas, as there is a risk of bias transfer in the development of algorithms and machine learning. She also concluded that not enough is currently being done to train workers for these fields, especially in relation to women’s participation, despite a strong business case for such a focus. A greater presence of women in workplaces has been found to contribute to improved work environments, decreased turnover and absenteeism, improved corporate image and reputation, and greater returns on investments.

Skills demand	
<b>Emerging</b>	Active learning, analytical thinking, creativity, critical thinking, emotional intelligence, innovation, leadership, reasoning and design, resolution of complex problems, social influence, system analysis and evaluation, technological design and programming, time management
<b>Declining</b>	Auditory and spatial abilities, endurance and precision, financial and material resource management, installation and maintenance of technology manual dexterity, math, management of financial and material resources, memory, reading and writing, quality control, time management, use and monitoring of technology
Source: <a href="#">Future of Jobs Survey 2018</a> , World Economic Forum, page 12	



## Session 3 (continued)

She explained that UNDP's [Gender Equality Seal](#) program seeks to recognize businesses that adopt commit to promoting gender equality and empowering women in their workplaces. Through this voluntary program, the organizations work to address gender gaps in critical areas of their operations. The role of legislative bodies, Ms. Gutiérrez noted, plays a role in establishing strong **national labour standards** and legal instruments for gender equality, and through the design of incentives that can include procurement and taxation.



To open her [presentation](#), **Sophia Bryan**, Leadership and Business Development Strategist and Commonwealth Youth Ambassador (Jamaica), explained that her capacity building work with entrepreneurs and leaders stemmed from her desire to help create an ecosystem that supports women's development and allows them to thrive in business and formal employment. Ms. Bryan presented on barriers that currently exist to this goal in the Jamaican context. For example, she shared that the [Women's Health Survey](#) (2016) reveals the prevalence of women experiencing **economic abuse** by their partners; the occurrence of which cannot be predicted based on the woman's educational background. Ms. Bryan also spoke about her own experiences of gender discrimination when she ran for a youth elected leadership position, which cemented her view of the importance of leadership building. She encouraged the adoption of **transformational leadership** models that focus on fostering confidence, an understanding of and ability to clearly communicate one's value, emotional intelligence, and teamwork. Employers and political parties alike can actively promote the participation of women and youth in their spaces – and in doing so, ensure that it is not only those from privileged background who are able to access opportunities.

Ms. Bryan stressed that their inclusion in such spaces begins with removing assumptions about what a person knows (or does not know) and what they have access to (e.g. the internet), and instead ensuring they have adequate support. Government and parliamentary actors should also play a role in these efforts. Accessible programming can be introduced or promoted to strengthen financial literacy and management skills, mentoring, and wage negotiation.





The future is promising, but using technology appropriately also means understanding who is designing that technology, and that is human beings. And as human beings we have biases. Many times consciously, but the majority of times, unconsciously. So that is the biggest challenge.



**Diana Gutiérrez** (UNDP)

My negative and positive experiences as a candidate for chairperson of an international organization drastically changed my perspective on the importance of prioritizing women's leadership and overcoming the crucial hurdle of culture.



**Sophia Bryan** (Leadership and Business Development Strategist and Commonwealth Youth Ambassador)

When we have occupational sex segregation – the way in which we have it in CARICOM – that presents a problematic, particularly if you're looking at medium to long-term economic growth prospects... We need to think about where our people are positioned, and whether we are ready to meet the demands of climate change adaptation, and the obvious gender implications associated with that transition.



**Isiuwa Iyahan** (UN Women Multi-Country Office – Caribbean)

The changes brought by technology and our times can be an opportunity if measures are taken now to especially safeguard women and workers from disadvantaged social classes.

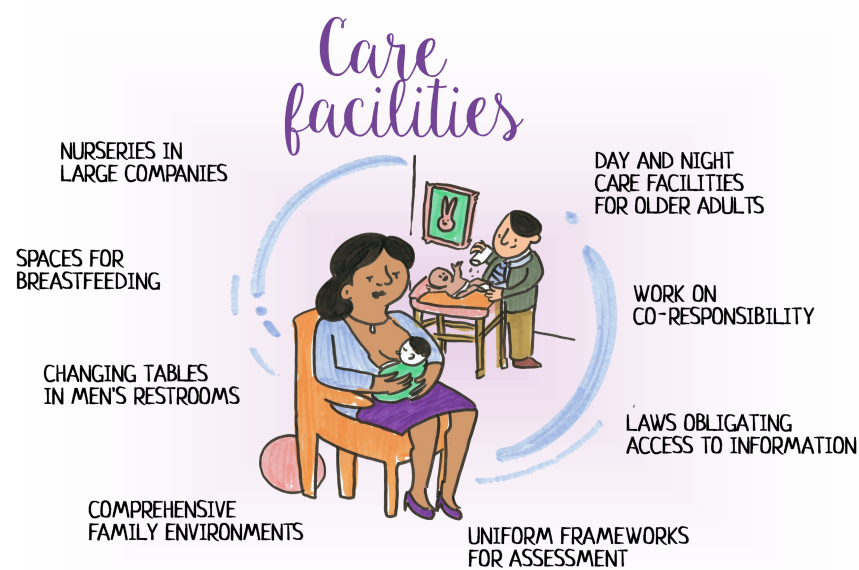


Member of the Chamber of Deputies **Camila Vallejo** (Chile)

## Session 4. Exploring data, building solutions

The final session provided an in-depth look at different policy topics through working groups facilitated by Member of the Legislative Assembly **Cristina Cornejo** (El Salvador), Vice-President of the PNGE for Central America. To begin, **Teresa Guerra**, Program Associate at UN Women – Mexico, presented on the importance of gender-disaggregated data for the design of inclusive public policies and political decision making. Ms. Guerra highlighted the [Global Center of Excellence on Gender Statistics](#) (CEGS), an initiative of UN Women and Mexico's National Institute on Statistics and Geography (INEGI, in Spanish) which is a leader in this area.

Participants then worked in roundtables to exchange on the following topics: **pay equity, gender quotas for private and public organization, care centres, social protection and pensions for older women, and maternity and paternity leave**. Each table was accompanied by a subject matter specialist who shared further data from the region and policy considerations. Participants discussed how the topic at their table has been undertaken in their country, sharing good practices and experiences. They also spoke about what would be at risk if the topic is considered in a gender-blind way. They noted the type of data that is required to inform effective, sustainable lawmaking on these topics, and the possible barriers to the collection and use of such data. Lastly, they reflected on the role of parliamentarians in addressing these challenges and strategic partnerships that could be leveraged to make further progress. Each table gave a report summarizing the key takeaways from their discussions.



## Gender quotas

MENTORSHIP IS KEY FOR LEADERSHIP POSITIONS

THE WAGE GAP CONTINUES TO EXIST EVEN WHEN MORE WOMEN ACCESS WORK

ECONOMIC SUPPORT FOR TRAINING TO ACCESS POSITIONS OF POWER

LEADERSHIP BY MINISTRIES IS ESSENTIAL



SOCIETAL PERCEPTIONS ARE A KEY CHALLENGE

GENDER QUOTAS AS A FORM OF GUARANTEE

## Pay equity

TRAINING FOR PREVENTION

ESTABLISH PARTNERSHIPS WITH DIFFERENT SECTORS TO ACHIEVE PARITY

ECONOMIC GROWTH AND DEVELOPMENT INCREASE WITH EQUITY

POLITICAL COMMITMENT TOGETHER WITH LEGISLATION

WORK TO RAISE AWARENESS ON THE IMPORTANCE OF DATA

WORK WITH SOCIETY, GRASSROOTS ORGANIZATIONS, AND UNIONS



## Pensions and social protection

INFORMALITY IS MOST COMPLEX BECAUSE IT HARMS WOMEN MORE

IF AN OLDER ADULT DOES NOT HAVE A PENSION, MORE POVERTY IS GENERATED

A UNIVERSAL PENSION IS NECESSARY



A PENSION CULTURE IS LACKING  
\*SENSITIZATION\*

CURRENT LEGISLATION IN OUR COUNTRIES IS INSUFFICIENT TO GUARANTEE A DIGNIFIED OLD AGE



## Declaration Highlights

The 11<sup>th</sup> Gathering of the ParlAmericas Parliamentary Network for Gender Equality concluded with the reading of the [declaration](#) by Senator **Antares Vázquez Alatorre** (Mexico), accompanied by the Hon. **Robert Nault** (Canada). Among the commitments adopted by the convened parliamentary delegations to further advance women's empowerment in the labour force and build more gender-balanced future for our region:

- Reviewing the status of international conventions for gender equality in the labour force, including ILO conventions pending ratification, and taking steps to harmonize our countries' legislation in line with our States' agreements.
- Identifying provisions in our national laws that are directly or indirectly discriminatory to women in the world of work, and consulting with women's organizations to close this gap.
- Advocating for the generation and use of gender-disaggregated data for all legislative decision-making.
- Taking steps to strengthen social protection systems, ensuring that they are guided by principles of universality, co-responsibility, and gender equality.
- Initiating or supporting actions to institutionalize an anti-sexual harassment policy that is appropriate for our parliaments.



## Parliaments Present



Antigua and Barbuda



Colombia



Guyana



Peru



Argentina



Costa Rica



Haiti



Saint Kitts and Nevis



Barbados



Cuba



Jamaica



Saint Lucia



Bolivia



Ecuador



Mexico



Suriname



Canada



El Salvador



Nicaragua



Trinidad and Tobago



Chile



Grenada



Panama



Venezuela

Canada



This gathering was made possible with the generous support of the Senate of the Republic of Mexico and the Government of Canada through Global Affairs Canada.

## Executive Committee of the ParlAmericas Parliamentary Network for Gender Equality

After elections that took place at the gathering, the composition of the PNGE Executive Committee is the following:

### **Maya Fernández Allende**

President

Member of the Chamber of Deputies, Chile

### **Verónica Camino Farjat**

Vice-President - North America

Senator, Mexico

### **Cristina Cornejo**

Vice-President - Central America

Member of the Legislative Assembly, El Salvador

### **Karina Arteaga**

Vice-President - South America

Member of the National Assembly, Ecuador

### **Marcela Sabat**

Alternate Vice-President - South America

Member of the Chamber of Deputies, Chile

### **Chester Humphrey**

Vice-President - The Caribbean

President of the Senate, Grenada

### **Delsa Solórzano**

Observer

Member of the National Assembly, Venezuela

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# PARLAMERICAS



ParlAmericas is the institution that promotes **PARLIMENTARY DIPLOMACY** in the **INTER-AMERICAN SYSTEM**



ParlAmericas is composed of the **35 NATIONAL LEGISLATURES** from North, Central and South America and the Caribbean



ParlAmericas facilitates the exchange of parliamentary **BEST PRACTICES AND** promotes **COOPERATIVE POLITICAL DIALOGUE**



ParlAmericas mainstreams **GENDER EQUALITY** by advocating for women's political empowerment and the application of a gender lens in legislative work



ParlAmericas fosters **OPEN PARLIMENTS** by advancing the principles of transparency, accountability, citizen participation, ethics and probity



ParlAmericas promotes policies and legislative measures to mitigate and adapt to the effects of **CLIMATE CHANGE**



ParlAmericas works towards strengthening democracy and governance by accompanying **ELECTORAL PROCESSES**



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