

22nd session of the Committee of Experts on Public Administration

Written statement by Foundation for the Development of Sustainable Policies (Fundeps Argentina)

Agenda item 7: Reinventing public sector workforce training and institutional learning towards changing mindsets in the public sector

Argentina has passed different laws in order to change mindsets in the public sector. One of them is Law No. 27.499, called “Ley Micaela”. The Law establishes compulsory training on gender and violence against women for all people who work in public service at all levels in the Executive, Legislative and Judicial branches. The National Ministry of Gender and Women is the authority to apply this law and is in charge of training the highest authorities of the three branches. The rest of the people included in this standard must carry out the training in the format established by the respective agencies in which they perform their duties. Therefore, it is essential to promote the federalization of the Micaela Law so that it can be adopted by the provincial jurisdictions in order to expand the training on gender and violence against women in provincial powers.

So far, some provinces have adopted the Law in their own jurisdiction, but it is not yet fully implemented in every level of the State, especially when it comes to the Judicial Power. According to a report made by feminist organisations, only seven provinces completed some type of training as mandated by law on gender for justice officials and employees. They also reported that it was particularly difficult to access the information on the level of implementation of the law.

In order to actually change the mindsets in the public sector when it comes to gender issues, it’s necessary to implement Micaela Law on every level, with real institutional commitment and a focus on the quality of the contents, taking into consideration that not only technical or legal aspects should be addressed, but also awareness and sensitization.

On the other hand, Law No. 27592, called “Yolanda Law”, was passed in 2020. The purpose of this Law is to guarantee comprehensive training in the environment, with a sustainable development perspective and with special emphasis on climate change for people who work in public office. For this purpose, it establishes mandatory training on environmental issues, in accordance with the general guidelines that the enforcement authority will establish. The main objective of the "Yolanda Law" is that public officials and employees understand the transversality of environmental issues in the design, planning and implementation of public policies to contribute, from state management, to the construction of an environmentally sustainable Argentina.

In Córdoba, the Provincial Legislature approved Law No. 10758 of adherence in 2021. However, by June 2022, only the Executive Power had started to implement it.

Finally, since our country legalised abortions in 2020 through Law No. 27610, we have been working with health professionals in order to strengthen the access to legal abortions in our province. With a health system that is naturally challenging due to its complexity, women

often face obstructions when they try to access the rights that the law establishes in both public and private services. After developing a virtual training course during the second half of 2021, and then having face-to-face courses during 2022, we had the chance to share experiences and debates with health professionals from all over the province about the new legal scenario. The main issues identified by them are the abuse of conscientious objection among health professionals and private institutions, the lack of institutional support for health professionals who are willing to apply the law, the deficient information that health professionals and users are receiving on the new regulation from local authorities, and, therefore the need to continue training and assisting health professionals and providing them with tools for them to do their job with information, certainty and safety. In this context, it is necessary to move forward so that more health professionals are willing to carry out the practice, well trained, and reassured.