



WORKSHOP ON PUBLIC EMPLOYMENT SERVICES

Inter-American Network for Labor Administration (RIAL)

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Ministry of Labor and Labor Development (MITRADEL)



POLICY FRAMEWORK

- Social dialogue and tripartism
- Decent work
- Institutional strengthening and modernization
- International norms
- Employment policy and labor policy

SOCIAL DIALOGUE AND TRIPARTISM



- Process of participation and dialogue among workers, employers, and government
- Permanent authorities: Concertación Nacional para el Desarrollo [National Concerted Action for Development], governing bodies of employment sector organizations and entities, National Commission on the Minimum Wage
- Dialogue on specific subjects: Social security reform, Organic Law, Youth Employment Plan

DECENT WORK



- Hemispheric Agenda
- Tripartite agreement and priorities of the Decent Work Program (PTD) of Panama:
 - Facilitate the ratification of international labor conventions of interest to the country
 - Strengthen the government, and employers' and workers' organizations, in building their capacities
 - Strengthen social dialogue
- Installation of National Tripartite Committee



Strengthening and modernization

- Legal framework: New organic law
- Modernization of services: Job Call Center, mobile telephony for the inspection service, “Panamá Trabaja” web portal
- Human resources: Administrative career service; human resource training and specialization
- New projects for the Decent Work Program



EMPLOYMENT POLICY AND LABOR POLICY

- Centralization and transformation of the professional education and training system
- Strengthening of the Public Employment Services
- Strengthening of the Autoridad de la Micro, Pequeña y Mediana Empresa [Microenterprise and Small and Medium-sized Business Authority] (AMPYME)



INTERNATIONAL NORMS

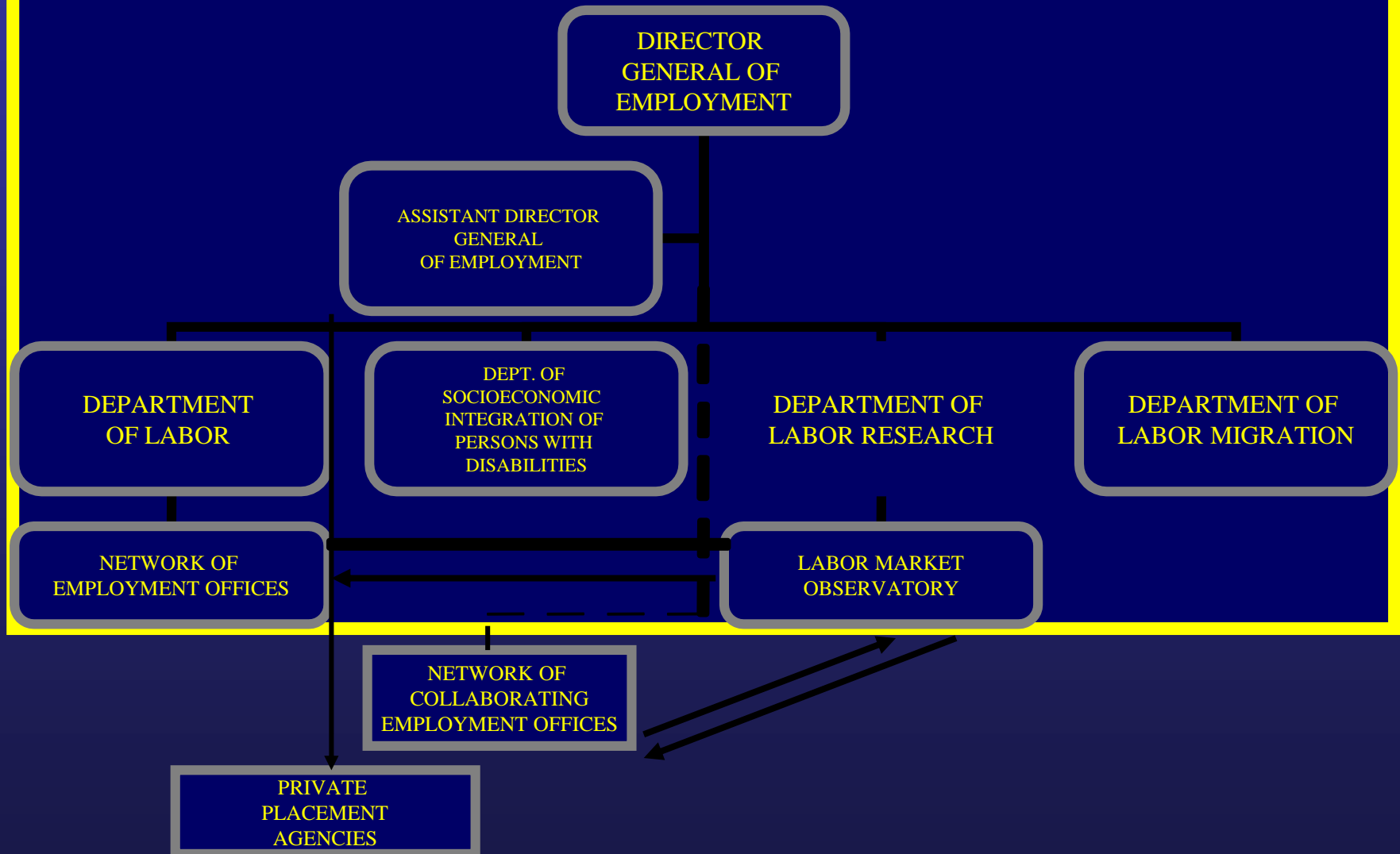
- **Convention 122 and Recommendation 169 on Employment Policy**
- **Convention 88 on Employment Services**
- **Convention 111 on Discrimination (Employment and Occupation)**
- **Convention 181 on Private Employment Agencies**
- **Convention 188 on Work in Fishing**



MAIN INSTRUMENTS OF PUBLIC EMPLOYMENT POLICY MANAGEMENT

1. Professional and technical training of active workers and the unemployed
2. Labor brokerage (Public Employment Service of Panama - SERPE)
3. Job counseling (Panamanian Training and Employment System - SIPCE/SERPE)
4. Effective Placement Support Programs (PAIL)
5. Consolidation of labor migration
6. Special focus groups (persons with disability, gender, youth)

ORGANIZATIONAL CHART OF SERPE



JOB PLACEMENT SUPPORT PROGRAM



General objective: “Incorporation in the labor market of the population with least opportunity to obtain a decent job.”

- In coordination with companies that, as a result of installation or expansion of their productive facilities, or expansion of work shifts, require human capital
- Beneficiaries begin a knowledge acquisition process known as occupational adjustment

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JOB PLACEMENT SUPPORT PROGRAM

- Fifty-four percent of all beneficiaries are under age 25. Forty-four percent of occupational adjustment participants are women
- They participate in their occupational adjustment experiences in industrial, construction, commerce and services, technology, transport, and agricultural sector companies

Areas:

Entertainment, telecommunications, and handicrafts

Panamanian Training and Employment System (SIPCE)
IDB/MITRADEL/Instituto
Nacional de Formación Profesional y Capacitación para el Desarrollo
Humano (INADEH)



▪ **Objective:** To contribute in the medium term to developing a job training and placement system that promotes the employment potential of Panamanian workers.

Job training and placement for youth and other groups:

- Job placement
- Transition to the world of work

Age of participant: Placement: 18 to 29

Transition: 18 to 23

SOCIAL INCLUSION OF PERSONS WITH DISABILITIES:

- Law 42 of August 27, 1999 provides that at least 2% of company workforces of at least 50 workers must be persons with disabilities.
- Law No. 1 of January 28, 1992 establishes a fiscal incentive for companies that hire persons with disabilities
- Evaluation and counseling is offered to persons with disabilities, as well as in business promotion and analysis of company posts.

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SOCIAL INCLUSION OF PERSONS WITH DISABILITIES:

Intra-agency linkage

- ✓ Public Employment Service
- ✓ Job Placement Support Program
- ✓ Panamanian Training and Employment System

Interagency linkage with social protection systems:

- ✓ National Secretariat of Disability (SENADIS)
- ✓ Ministry of Health (MINSA)



GENDER EQUITY

Commission on Gender and Labor

1. Bases:

- MIDES-MITRADEL agreement
- Law 4 of January 29, 1999 (Equal Opportunity for Women)
- AGEM Regional Program

2. Predecessor: Women's Office

3. Main activities: Research, statistics, training, awareness

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THANK YOU VERY MUCH

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