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OUTCOMES AND RECOMMENDATIONS OF THE WORKSHOP

“SOCIAL DIALOGUE FOR A RIGHTS-BASED TRANSITION FROM INFORMAL TO

FORMAL EMPLOYMENT”



**OUTCOMES AND RECOMMENDATIONS**

*(Final document - Reviewed by participating delegations)*

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**INTRODUCTION**

The Workshop “Social Dialogue for a rights-based transition from informal to formal employment” was held on October 20 and 21, 2022, under a hybrid format in Buenos Aires, Argentina, with the participation of 25 countries of the region through delegations of Ministries of Labor, representatives of workers and employers -under the leadership of the Presidents of CEATAL and COSATE- the representation of Spain as an observer country of the OAS, and representatives of the International Labour Organization (ILO) and the Pan-American Health Organization (PAHO). It was an activity of the OAS Inter-American Network for Labor Administration (RIAL), sponsored by the Ministry of Labor, Employment and Social Security of Argentina.

The Workshop, which is a part of the Work Plan 2022-2024 of the OAS Inter-American Conference of Ministers of Labor (IACML), responded to the mandates of the Ministers of Labor in the Declaration and Plan of Action of Buenos Aires, adopted in the XXI IACML in 2021, related to facing informality, broaden institutionalized social dialogue, and promote strategies to guarantee universal social protection in the Americas; in particular, Articles 7, 8, 9, 21, 22, and 24 of the Declaration and Articles 7a, 9a, 9f of the Plan of Action.

In line with the aforementioned mandates, the general objective of the Workshop was to increase knowledge and strengthen the capacities of the Ministries of Labor regarding strategies and policies related to social protection and the promotion of productivity that facilitate the transition to labor formalization through mechanisms based on social dialogue. The proposed specific objectives were: Identify, exchange and analyze government policies and measures aimed at promoting, in an integrated manner, universal access to social protection and the transition from the informal to the formal economy; exchange and analyze policies to increase productivity and ensure the equitable distribution of its benefits, while promoting the transition to the formal economy; share experiences on the role of social dialogue and the contribution of social actors to the formulation and implementation of strategies and policies that facilitate formalization and promote universal social protection; and prepare recommendations to define lines of action that facilitate a rights-based transition from the informal to the formal economy through social dialogue.

To meet the stated objectives, the Workshop had two thematic sessions, the first on a rights-based transition to formal employment and strategies to guarantee universal access to social protection, and the second on the role of social dialogue and the contributions of social actors to formalization, specifically in the promotion of productivity within a framework of respect and strengthening of labor institutions. Both sessions had guiding questions to frame the discussion and included presentations of demonstrative governmental experiences from Brazil, Chile, United States, Jamaica, Panama, and Spain -as an Observer State of the OAS-, and experiences from the actors of the world of work represented by COSATE and CEATAL. There were also ample spaces for dialogue where Ministries and representatives of workers and employers were able to share their experiences and perspectives.

On the second day of the event, a sub-groups exercise was carried out so that the participants could discuss in greater depth and collectively respond to the question “What are the main policy recommendations, in light of the experience of your institution, to improve the contribution of both social protection and productivity policies and strategies to the formalization of employment?”

Three sub-groups were held, two virtual and one in person, which were moderated by delegates of Chile, Guatemala, and Trinidad and Tobago. The delegations of the 25 participating Ministries, as well as representatives from workers and employers, were actively involved in the sub-groups.

This document gathers the main ideas and recommendations that emerged from the Workshop, both from its thematic sessions and from the sub-groups exercise, to strengthen the strategies and policies linked to social protection and the promotion of productivity that facilitate the transition to labor formalization through mechanisms based on social dialogue in the Americas.

1. **MAIN IDEAS AND CONCLUSIONS**
	1. **General considerations**
* There is full consensus among governments, workers and employers, that **labor informality is a regional priority**, and that it is urgent to continue to find solutions to address it. Informality affects workers through the lack and absence of rights that it represents, businesses by being a source of unfair competition, governments through its fiscal and economic impact, and society in general through the threat that it represents to the achievement of equality, development and social justice goals, among others. Even though it is a persistent and extended phenomenon throughout the region, it cannot be normalized.
* It was recognized that there is a **strong link between informality, inequality, poverty and exclusion.** The difficulties in the access to education, gaps of connectivity, income inequality and multiple dynamics of gender, ethnic or racial discrimination, among others, are conditions that feed on each other and create a vicious circle of informality, inequality, and deprivation.
* Even though it varies by country, **informal employment is very high**, affecting more than half of the workers in the region. The statistics shared by several countries showed that informal employment is consistently higher among women, afro-descendants, migrant population, the youth and other collectives that traditionally face difficulties in the labor market. They also showed that informality was reduced as an immediate effect of the COVID-19 pandemic, increasing afterwards and, in some cases, reaching already pre-pandemic levels.
* **Reducing informality** is much more complex when the informality rate is lower because this rate appears to concentrate a persistent problem or a “strong core” of informality. This ratifies the importance of building articulated strategies with comprehensive solutions that arise from social dialogue.
* Informality is a **heterogeneous and multidimensional phenomenon** which is present in different economic sectors and workplaces (homes, productive sector, government). Therefore, multiple policy interventions are needed to address it in multiple fronts; some that were mentioned during the Workshop are:
	+ Promotion of productivity,
	+ Increasing coverage and sustainability of social protection,
	+ Strengthening of labor inspection,
	+ Reduction of bureaucratic procedures for the establishment of businesses,
	+ Implementation of labor market information systems,
	+ Improvement of training, employment services and skills certification,
	+ Promotion of entrepreneurship, including seed capital funds, among others.
* Considering the above, there are several Ministries and agencies involved in addressing informality. During the Workshop, the importance of having an integral strategy that can clearly establish the responsibilities of the different agencies, as well as the strategy’s governance, was recognized.
	1. **The central role of social dialogue**
* Throughout the event, the importance of social dialogue in the design and implementation of transition to formality strategies was reaffirmed and was understood as a privileged tool to achieve coherent, concerted, and articulated formalization efforts, integral approaches, urgent actions and sustained public policies in the long term.
* It was reiterated that social dialogue, in order to be effective and support the formulation and development of policies, must be institutionalized and undertaken within a framework of broader guarantees and protection for the free exercise of the rights of freedom of association and collective bargaining. The commitment made by the Ministers of Labor in the Declaration and Plan of Action of Buenos Aires in this regard were highlighted, and many of the conclusions of the RIAL Workshop on “Social Dialogue to achieve a just, sustainable and equitable recovery”, held in July, 2022, in Bogota, were reaffirmed.
* In line with the conclusions of the above-mentioned RIAL/OAS Workshop, it was noted that social dialogue instances were strengthened during the pandemic. Some particular initiatives were mentioned: The Tripartite Table of Dialogue for the Economy and Workforce Development of Panama; the National Labor Council, the Permanent Tripartite Commission and other tripartite decision bodies in Brazil; and the National Tripartite Advisory Council of Trinidad and Tobago.
* During the event, the role of social dialogue in increasing productivity and in ensuring that the profits of productivity are distributed equitably was emphasized. Some guidelines for this social dialogue were proposed: highlight that productivity does not imply the intensification of labor or labor precarization, but rather to work more efficiently, and that this can be achieved without compromising labor rights; recognize the existing asymmetries between labor and capital, and seek just remunerations; enforce compliance with fundamental principles and rights at work.
* Social dialogue should transcend the discussion of labor-relations-specific matters and discuss productive development models and policy orientations at the macro level, in order to promote the creation of decent jobs in the formal economy.
* It is important to revalue the instrument of collective bargaining to promote productivity and to promote the continuous improvement of labor conditions, including occupational health and safety conditions. To this end, new content that promotes productivity should be introduced in the collective agreements, while also managing to distribute these productivity gains among workers; for example, agreements on continuing professional training, the environment, occupational safety, and fair, decent and equitable wages. Argentina mentioned having positive experiences in this regard.
	1. **Informality and social protection**
* The Declaration of Buenos Aires, adopted by the Ministries of Labor in the XXI IACML, establishes that: “In coordination with relevant institutions, we will seek to strengthen our social protection systems, their soundness, fiscal solvency, sustainability and taking into account the principles of solidarity, progressive realization, social inclusion and non-discrimination in the world of work, and take steps towards: achieving **universal, adequate and sustainable social protection”.** During the Workshop, it was recognized that achieving these objectives is fundamental for the transition to labor formalization.
* The need to reform the social security systems in the region was recognized, considering the ageing population, the challenges on coverage posed by informality, and other challenges for its sustainability and operation, including ensuring the sufficiency and quality of social security benefits. Some ongoing initiatives were mentioned, such as the social security reform in Chile that seeks, among others, to strengthen the non-contributive pillar; and the social dialogue process to draft the Social Security Reform in Uruguay.
* It was mentioned that a good part of the solutions to address informal independent work have centered in modifying or creating specific regulations to allow independent workers to access the social security systems; this has included reducing tax burdens, simplifying the registration processes, modifying amounts and periodicity of contributions, among others.
* Some countries have had difficulties achieving social security coverage for self-employed workers. In Trinidad and Tobago, for example, the discussion to incorporate independent workers under a voluntary scheme has extended for many years.
* In other countries, the possibility of self-employed workers directly contributing to the social security system already exists, which is the case of the single-contribution regime in Argentina (*Régimen de monotributo*). This has allowed for the formalization of self-employed workers; however, in such cases, a question arises: self-employment is formalized at low-cost, but this implies that, on the other hand, employment in a formal dependent relationship is being dis-incentivized, where protections and benefits are much higher. This question deserves a much broader discussion at the national and regional level.
* Delegations mentioned various **measures that have been adopted in their countries within the non-contributive pillar of social protection**, such as subsidy programs, conditional cash transfers, food support, assistance for housing, among others, and highlighted that these measures were increased and were fundamental to support the persons affected by the COVID-19 crisis to cover their basic needs (the experience of the “*Panamá Solidario”* program was shared). These measures are administered from different Ministries, including social development, community development or housing, and even though they are not expressly aimed at persons who work in informality, they cover informal workers that belong to poor households.
* For the non-contributive social protection or so-called social assistance measures to have repercussions in labor formalization, they must be accompanied by other set of strategies such as training and labor intermediation/employment services, as is mentioned later in this document.
	1. **Informality and productivity**
* A relation of causality exists between informality and productivity; it is not a coincidence that Latin America and the Caribbean, as a region, has high informality and very low productivity. This relationship manifests, on the one hand, in the existence of a great number of low-productivity economic units -which are informal in great measure- that do not generate greater added value and, in consequence, cannot develop decent working conditions, and generate informal work. On the other hand, the informality-productivity relationship is sustained in the existence of large portions of informal work in informal productive units that allow or puts pressure on the extension of informality in formal productive units. This is a major problem in Latin America and the Caribbean: the existence of the phenomenon of informality, not only in informal productive units, but also in formal businesses that have contributive capacity and are highly productive.
* In the region, **the level of productivity is very closely related to the size of businesses**. Although businesses with high productivity exist, the gap between large and small and medium enterprises (SMEs) is considerable. SMEs have lower productivity levels; this can be explained, among others, because they have lower levels of specialization and are more disconnected from value chains. Also, studies show that lower-productivity industries or sectors also register higher levels of informal employment. The problem increases because the micro, small and medium enterprises represent the main source of employment in the region.
* The importance of generating strategies aimed at facilitating the incorporation of micro and small businesses, where there is a high incidence of informality, into the formal economy, was highlighted.
* The increase of productivity does not necessarily imply an increase in formal employment, and it does not necessarily imply that the profit of productivity is equitably distributed. **Social dialogue is fundamental to guarantee that this is the case and to achieve a virtuous circle between productivity growth and formal employment.**
* A recent OECD study was mentioned, which shows that **the factors that sustain high productivity** include professional training for workers, the way that labor is organized and the organization and security at work, as well as the incentives that workers have in the productive process, among others. All these factors are linked to social dialogue. Without social dialogue these dimensions cannot be promoted, and if they are promoted, they can have a counterproductive effect on labor relations.
* It was broadly recognized that **active labor market policies**, particularly professional training and employment services, can contribute in great measure to the transition to formality: 1) by training, through the development of the adequate skills for the world of work and formal economy, as well as facilitating reskilling; and 2) through employment services by facilitating the match between the offer and demand of formal employment. Some important aspects that were noted in this regard are to:
	+ Identify skills gaps in order to guide training to close them;
	+ complement training with orientation workshops to seek employment, especially for populations who have lower levels of education and/or have not had formal employment;
	+ develop socio-emotional skills;
	+ advance towards a new system of linking learning and work;
	+ continuously train educators and tutors;
	+ improve incentives for students;
	+ increase the duration and places to perform professional practices that complement training;
	+ work with target populations, not only the productive sector and workers, in defining the training offer, given that they know their upskilling or reskilling needs better; among others.
* **Some outstanding initiatives regarding employment services and training** were mentioned, such as: the electronic employment service of Jamaica (Electronic Labour Exchange), which has been recently expanded and has reached a higher number of employment seekers and companies, including those in informality; and the creation of the tripartite council on professional training in Argentina during the pandemic, which formulated and evaluated training and reskilling public policies that improved the development of pertinent qualifications and closed the skills gap in light of transformations in the world of work.
* The Chair of **COSATE** pointed out that increases in productivity cannot be considered an advancement if they negatively affect workers who are already employed and their working conditions. The increase in productivity cannot be a zero-sum game. A systemic approach to increase productivity must be put in place to protect the rights of workers and offset the negative consequences of technological change. She reiterated some of the positions of the Americas Development Platform (*Plataforma de Desarrollo de las Américas - PLADA*), including the need to have a just transition framework that makes it possible to make technological advancements, the protection of the environment and an increase in productivity, compatible with the rights and wellbeing of workers.
* The delegate of **CEATAL** brought up two great opportunities to increase productivity and economic growth in the region: the adoption of 4.0 technology and the transition to a green economy. The adoption of 4.0 technology is very low in the region, and the investment required to increase it is not very costly. Also, the region is at the center of the green transition thanks to the large number of natural resources that it possesses; for example, it concentrates 60% of the reserves of lithium, a key material to produce batteries. To seize these opportunities, access to funding for the private sector must be expanded, since in the region it is much less advanced than in more developed countries.

**1.5**  **Attention to different sectors with high prevalence of labor informality**

* It was noted that, informality is a heterogeneous phenomenon. Thus, the policies to achieve labor formalization should consider the **particular needs of different sectors** and address them in a direct and differentiated manner. In this context, several initiatives to address sectors with high prevalence of informal work were highlighted, especially: domestic work, work in digital platforms, agricultural work, and, generally, self-employment, which are listed below.
* In a broader way, the Ministry of Labor of Trinidad and Tobago shared the strategy of sectorial norms “Sectoral Orders”, under the Law of Minimum Wage that establishes minimum employment and wage conditions for sectors predominated by informality, such as retail, gas stations, domestic work, agriculture, among others. The Labour Inspectorate Unit in the Ministry is mandated to enforce the Minimum Wage legislation. The Ministry of Labor of Jamaica presented the Jamaica Transition to Formality Project (JTAFP), aimed at formalizing domestic, agriculture and fisheries workers; and includes support to business development, training and sensibilization of labor legislation.

**Domestic work**

* Domestic work has been historically undervalued, and therefore, has obtained less protection within labor legislations themselves. In addition, it is undertaken mostly by women and migrant persons, which has implications in terms of equity and discrimination.
* The Ministry of Labour of Jamaica highlighted the agreement reached with the Jamaica Household Workers Union within the Jamaica Transition to Formality Project (JTAFP) as an excellent practice. This agreement given domestic workers access to training and labor orientation services, thanks to the intervention of the Union. In addition, the Union has committed to provide information on the sector as an input to the Labour Market Information System to improve the efficiency of the Ministry’s interventions. The Ministry of Labour of Jamaica pointed out that this has brought positive results.
* The Ministry of Labor of Spain presented the Royal Decree Law 16 approved in September, 2022, to improve the working conditions and social security of domestic workers, which enables a full equivalence of domestic workers with the rest of paid workers. This Royal Decree eliminates the exclusion of domestic workers from the working hazards prevention act; modifies the causes for termination to give greater protection and guarantees to workers; eliminates the possibility of a verbal contract and promotes the use of written employment contracts; includes domestic workers in the Wage Guarantee Fund, which provides the right to make contributions and collect social security benefits. To prevent this new regulation from generating a ‘flight into informality’, given that it implies higher labor costs, the government provides some reductions and bonifications for hiring.
* The difficulty of undertaking labor inspections in the domestic work sector, as well as the need to have alternative strategies to achieve compliance with legislation was mentioned. Spain mentioned that sending letters to households with details of minimum wage and benefits had positive results.

**Work in digital platforms**

* The **situation of workers of digital platforms** was mentioned, as well as the importance of reaching international agreements and advancing towards the adoption of a Convention and guidelines that define and protect their rights. The European Union is working on guidelines where workers in digital platforms are expected to be defined as employees.
* The Ministry of Labor of Spain presented a tripartite agreement -the result of social dialogue-, that determines that there is an employment relationship between the company that operates the platform and those who work on it because the two requirements demanded by the legislation are met: dependency and future risk management (where future risks fall on the employer, not the worker); therefore, they are employed by others, not self-employed. New regulation in this regard will come into force in January 2023. When presenting this experience, the representative of Spain stated that when delivery platforms do not recognize those who work through them as wage workers, they are not only violating their rights, but also the social security funds, and creating unfair competition among companies.

**Agriculture**

* To address high informality in the agriculture sector, it is important to address the production chain and reach the large enterprises that commercialize agricultural products. A recent experience in Brazil was highlighted, where they are working with large coffee companies to demand that small coffee producers – where there are precarious work dynamics and where the likelihood of forced labor is significantly increased - guarantee good working conditions.

**Self-employed workers**

* The challenge of informal self-employment was intended to be improved by creating specific regulatory frameworks that allow independent workers to access social security systems, as was mentioned in section 1.3 of this document.
* It is recognized that there is a problem with the **misclassification of workers** as independent contractors, when in fact they are employees. In Spain they have been named as “false autonomous workers” and have been identified mainly through labor inspection. This misclassification has implications for informality because it deprives those affected of the rights and benefits of an employment relationship. In addition, it threatens their economic security, as well as the sustainability of social security systems, among others, and has negative effects on equity and fair business competition.
* A recent Regulation proposal from the United States Department of Labor that seeks to avoid and correct this issue of misclassification was presented during the Workshop. A 2020 study showed that between 10 – 30% of employers in the United States misclassify their employees as independent contractors; this prevails more in the service sector and industries which have a higher number of people of color and migrants, which has equity connotations. The Regulation -which at the time of the Workshop was in the consultation phase- is based on judicial precedent and adopts a six-factor test to determine classification, which includes: the degree of control within the labor relation and the workers opportunity for profit or loss depending upon managerial skills.
1. **RECOMMENDATIONS**

Three discussion subgroups were formed during the Workshop to enable participants to discuss with greater depth and collectively respond to the question: **What are the main policy recommendations, in light of the experience of your institution, to improve the contribution of both social protection and productivity policies and strategies to the formalization of employment?** Delegations of 25 Ministries of Labor, as well as representatives of workers and employers, actively participated in the subgroups, which were moderated by the government delegates of Chile, Guatemala and Trinidad and Tobago.

All the recommendations that arose both from the exercise in sub-groups and the plenary sessions of the Workshop are consolidated below:

* Improve the **production of statistics and obtain research and specialized information** that allows evidence-based policymaking for formalization. Given that it is a complex, heterogeneous and multidimensional phenomenon, it is necessary to have a good understanding of the different manifestations of informality, as well as the needs and realities of each sector. The statistics and studies should include the new trends in the labor market, especially work in digital platforms.
* **Address the challenges of the informal economy**, in particular decent work deficits that affect sub-contracted workers or those who work in different parts of production chains.
* **Design integral policies for the transition to labor formality**, that are the results of social dialogue, have a multisectoral approach -meaning various Ministries and state institutions intervene in policy-design-; and clearly establish a governance structure.
* Include **gender, diversity, and inclusion** dimensions as a cross-cutting element in the design and implementation of public policies. Recognize and address the realities of different groups where informal work prevails, such as migrant population, afro-descendants and indigenous populations, lower income sectors, among others.
* Improve **education and awareness on the benefits of formalization**, both for employers and workers. Undertake awareness campaigns by sectors, including differentiated and appropriate messages for each group.
* **Strengthen labor inspection and adapt it to new forms of work;** some important characteristics of labor inspection that must be strengthened: training of inspectors, the use of technology in inspection and case management, and appropriate funding.
* **Strengthen and institutionalize social dialogue** and ensure its efficiency. Install a social dialogue culture at a national and company level. Promote social dialogue in the discussion of increased productivity and other macro-economic matters, not only labor-related issues.
* **Advance the ratification of international conventions**, especially those aimed at protecting groups that face greatest challenges and precarization in the world of work; ILO Convention No. 189 on Domestic Workers was especially mentioned.
* **Monitor and continuously evaluate the sustainability of social protection systems** and identify gaps and shortcomings in access, quality and sufficiency of benefits that must be corrected in collaboration with social actors.
* Adapt, through social dialogue, **the regulatory framework of social protection,** by reforming or creating new legislation, with the aim of solving the identified shortcomings, broaden its coverage to traditionally excluded collectives and guarantee its sustainability.
* **Link social protection with professional training policies** and other incentives to labor insertion. This link is decisive in the capacity of social protection to achieve transition to formality.
* **Increase the visibility of social protection,** as well as achieving that the social protection system is known, trustworthy and legitimate; thus, it is important that those who are already covered by it, feel effectively protected.
* Advance **national strategies to increase productivity**, which are defined through social dialogue, and where informality is a visible and explicit element.
* Establish and reinforce **social dialogue instances** for productivity which include, in their deliberations, recommendations aimed specifically at formalizing employment.
* **Especially address the situation of micro and small enterprises,** provide incentives that promote their formalization, bring funding closer, make registration easier, simplify procedures to fulfill taxation and social security obligations, promote participation in public procurement, among others.
* Include the need for a **fair transition** in the policies to increase productivity, taking into account the need for reskilling of both businesses and workers.
* Improve **professional training** and bring it closer to low-skilled informal workers. Invest in reskilling and upskilling processes, provide training in the productive sectors’ most-demanded skills, and improve relevance of training to guarantee better employability.

**Two recommendations for OAS and ILO arose during the workshop**

* Build a repository of public policy good practices to achieve labor formalization (policies of transition to formality), based on the experiences shared in this Workshop. The OAS offered the RIAL Portfolio of Programs and expressed that it will explore with the ILO how to advance in this recommendation, considering that ILO has already developed, within FORLAC, repositories of this nature.
* Provide opportunities and spaces for training and cooperation on strategies to achieve formalization of employment in the Americas.

**ANNEX 1 – LIST OF PARTICIPANTS**

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- Patrick Oakford, Principal Deputy Assistant Secretary for Policy

- Carolina Rizzo, Senior Advisor on Western Hemisphere Affairs, Office of International Relations and Economic Research

- Kathleen Ryou, Senior Advisor on European and Middle Eastern Affairs

**URUGUAY –** Ministerio de Trabajo y Seguridad Social

- Gabriela Roberti, Directora de Condiciones Generales De Trabajo

**ÓRGANOS CONSULTIVOS / CONSULTATIVE BODIES**

Comité Sindical de Asesoramiento Técnico (COSATE)

- Marta Pujadas, Presidenta

- Julio Rosales, CGT

- Nahuel Placanica, CGT

Comisión Empresarial de Asesoramiento Técnico en Asuntos Laborales (CEATAL)

- Daniel Funes de Rioja, Presidente CEATAL, Unión Industrial Argentina (UIA)

- Laura Gimenez, CEATAL, UIA

- Pablo Dragún, UIA

- Maria Paz Anzorreguy, coordinadora de CEATAL, Organización Internacional de Empleadores

- Ronnie Goldberg, CEATAL - U.S. Council for International Business

- John Craig, CEATAL, Canadian Employers' Council

- Brian Burkett, Canadian Employers’ Council

- Armando Urtecho, COHEP

- Josué Salinas, COHEP

- Juan Mailhos- Asesor Legal CNCS Uruguay

- Eduardo Ocampo- Director Ejecutivo Concamin, Mexico

- Vern Gill, Saint Lucia Employers’ Federation

- Ronald Ramlogan, CEO, Employers’ Consultative Association of Trinidad and Tobago

- Tomás Jaramillo Torres, Asociación de Industriales, Colombia.

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- Marcos Fraile, Consejero de Trabajo, Migraciones y Seguridad Social, Embajada de España en Estados Unidos

**ORGANISMOS INTERNACIONALES / INTERNATIONAL ORGANIZATIONS**

Organización Internacional del Trabajo (OIT)

- Bárbara Perrot, Funcionaria de Programas, Oficina de la OIT en Buenos Aires

Organización Panamericana de la Salud (OPS)

- Ana Claudia Gastal Fassa, Asesora Regional de la Salud de los Trabajadores

Organización de los Estados Americanos (OEA) / Organization of American States (OAS)

- Jesús Schucry Giacoman, Director del Departamento de Desarrollo Humano, Educación y Empleo

- María Claudia Camacho, Jefa de Sección de Trabajo y Empleo

- Guillermo Calzada, Oficial de programas, Sección de Trabajo y Empleo

- Isabella Linares Uscher, Pasante de la Sección de Trabajo y Empleo

- Regina Galindo Ortiz, Pasante de la Sección de Trabajo y Empleo

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