



ORGANIZATION OF AMERICAN STATES
Inter-American Council for Integral Development
(CIDI)



**FIRST MEETING OF THE WORKING GROUPS
OF THE XVIII INTER-AMERICAN CONFERENCE
OF MINISTERS OF LABOR (IACML)**

September 17 - 19, 2014
Bridgetown, Barbados

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23 September 2014
Original: Spanish

AGENDA

Venue: Hilton Barbados Resort – Needham’s Ballroom
Needham’s Point, St. Michael, Bridgetown, BB 11000, Barbados

On this occasion, the WG meetings were preceded by a RIAL Workshop on September 17.

RIAL WORKSHOP “SOCIAL DIALOGUE FOR FORMALIZATION”

General objective: Hold a dialogue at the Americas level on the decisions made at the 103rd Session of the International Labour Conference, exchange information on policies and programs and determine actions to take at the hemispheric level to achieve the progressive formalization of informality.

DAY 1 – September 17

8:00 – 9:00 a.m. Participant Registration

9:00 – 9:20 a.m. **WELCOMING REMARKS**

- Gloria Gaviria, Chief of Cooperation and International Relations of the Ministry of Labor of Colombia, representing the Chair of the Inter-American Conference of Ministers of Labor (IACML)
- Amb. Abigail Castro de Perez, on behalf of the Executive Secretary for Integral Development, Organization of American States (OAS)
- Senator Dr. the Hon. Esther Byer Suckoo, Minister of Labour, Social Security and Human Resource Development of Barbados

9:20 – 10:00 a.m. **GUIDING FRAMEWORK**

- **OAS.** Maria Claudia Camacho, Coordinator, Labor and Employment Section, Department of Human Development, Education and Employment, SEDI
- **Argentina, WG1 Chair.** Julio Rosales, Director of International Affairs, Ministry of Labor, Employment and Social Security
- **ILO.** Juan Chacaltana, Regional Specialist in Labor Economics, Regional Office for Latin America and the Caribbean

10:00 – 1:00 p.m.

PANEL: STRATEGIES FOR FORMALIZATION IN THE REGION

Introductory presentations (10 min. each) on strategies, programs and policies that have achieved results in formalization:

- **United States.** Patricia Davidson, Deputy Administrator for Program Operations, Wage and Hour Division, Department of Labor
- **Paraguay.** Cesar Segovia, Vice Minister of Labor, Ministry of Labor, Employment and Social Security
- **Colombia.** Marcela Mosquera, Deputy Director for Labor Formalization, Ministry of Labor
- **Brazil.** Mauricio Gasparino da Silva, Director, Department of Labor Inspection, Ministry of Labor and Employment
- **Barbados.** Victor Felix, Deputy Chief Labour Officer, Ministry of Labour, Social Security and Human Resource Development

Break (15 minutes at approx. 11:00 a.m.)

Remarks (10 min. each) by:

- **COSATE.** Guillermo Zuccotti, Vice-Presidency of COSATE and representative of the General Trade Confederation of Argentina
- **CEATAL.** John Craig, Alternate Representative of CEATAL and Canadian Employers Council Lawyer

Open space for dialogue among all participants (1 hour and 30 min.)

Guiding questions for presentations and dialogue:

1. What strategies, programs or policies have been put into practice in your country to transition workers from informal to formal jobs and fight precarious employment? Please indicate the role that social dialogue plays in these strategies.
2. What strategies, programs or policies have been put into practice in your country to facilitate the formalization of enterprises?

1:00 – 2:30 p.m.

Lunch – Offered to all delegates at the Hilton Hotel

2:30 – 4:15 p.m.

DISCUSSION IN SUB-GROUPS – RECOMMENDATIONS AND STEPS TO TAKE

- Division into 3 sub-groups, each choosing a moderator and rapporteur – Development of policy recommendations and next steps

Guiding questions:

3. In light of your experience, what policy recommendations could be formulated to achieve the progressive formalization of informality and address precarious employment throughout the Hemisphere?
4. What steps to take could be proposed at the hemispheric level to support the achievement of these objectives?

4:15 – 4:30 p.m. Break

4:30 – 5:30 p.m. **FINAL SESSION**

- Presentation by moderators/rapporteurs of sub-groups and general discussion on policy recommendations and concrete proposals to achieve the progressive formalization of informality in the Americas
 - Subgroup 1 – Patricia Davidson, Deputy Administrator for Program Operations, Wage and Hour Division, United States Department of Labor
 - Subgroup 2 – David Mercier, Acting Deputy Director, Bilateral and Regional Labour Affairs, Labour Program, Employment and Social Development Canada
 - Subgroup 3 – Enrique López Arce, General Director of Planning and Cooperation, Ministry of Labor, Employment and Social Security of Paraguay
- Closing remarks - Gloria Gaviria, Chief of Cooperation and International Relations of the Ministry of Labor of Colombia, representing the Chair of the IACML.

7:00 – 9:00 p.m. **Welcome Reception and Barbeque** – Charles Fort, Hilton Hotel
Offered to all delegates by the Ministry of Labour, Social Security and Human Resource Development of Barbados

MEETING OF WORKING GROUP 1: “EMPLOYMENT AS A PILLAR IN THE QUEST FOR EQUALITY AND DEVELOPMENT”

Objectives of the Working Groups: To explore in greater depth the themes identified in the Plan of Action of Medellin adopted at the XVIII IACML in 2013, facilitate the exchange of experiences, provide relevant information and studies, and follow up on related hemispheric initiatives.

WG1 Authorities

Chair: Ministry of Labor of Argentina

Vice-Chairs: Ministries of Labor of United States and the Bahamas

DAY 2 – September 18

9:00 – 9:15 a.m. **Welcoming remarks**

- WG1 Chair - Julio Rosales, Director of International Affairs, Ministry of Labor, Employment and Social Security

9:15 – 12:00 p.m.

PANEL 1 – EQUITY, ERADICATION OF DISCRIMINATION AND SOCIAL INEQUALITY

(Break at 11:00 a.m.)

Introductory presentations:

- **Paraguay.** Enrique López Arce, General Director of Planning and Cooperation, Ministry of Labor, Employment and Social Security - OAS General Assembly in 2014 centered on “Development with Social Inclusion”
- **OAS.** Maria Claudia Camacho, Coordinator, Labor and Employment Section, DHDEE/SEDI
- **Inter-American Commission on Human Rights (IACHR).** Commissioner Rose-Marie Belle Antoine, Rapporteur on the Rights of Afro-descendants and against Racial Discrimination
- **Guatemala.** Elsa Marina Avalos, Vice Minister for Labor Administration, Ministry of Labor and Social Welfare

Open space for dialogue among all participants

Guiding questions:

1. What initiatives have the Ministries of Labor advanced to prevent and eliminate all forms of discrimination, harassment in the workplace, violence and wage gaps, paying special attention to the indigenous and Afro-descendants and to all groups in situations of vulnerability? What partnerships exist with other agencies (i.e. Racial Equality Secretariats)?
2. What measures have been taken to hire and train labor inspectors to combat discrimination, provide outreach and heighten awareness to workers and employers?
3. How can progress in eradicating discrimination and increasing equity in the workforce be tracked? What progress has been made to date?

12:00 – 1:00 p.m.

INFORMATIVE SESSION ON IACML CALENDAR 2014-2015

- Introduction on the Calendar by the IACML Chair, Ministry of Labor of Colombia.
- Planning of the inter-sectoral event on social protection and employment (Mexico, December 2014), by the Technical Secretariat/OAS, the Secretariat for Labor and Social Welfare of Mexico and CISS
- Planning of the Study on bilateral and multilateral social security agreements, by CISS and the Technical Secretariat/OAS

1:00 – 2:30 p.m.

Lunch

2:30 – 5:15 p.m.

PANEL 2 – SOCIAL DIALOGUE FOR LABOR STABILITY THROUGH FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING AND SUSTAINABLE ENTERPRISES WITH DECENT WORK

Presentations (10 min. each) based on Guiding Questions and focusing on social dialogue, freedom of association and collective bargaining, by:

- **COSATE.** Guillermo Zuccotti, Vice-Presidency of COSATE and representative of the General Trade Confederation of Argentina
- **Bolivia.** Bernardo Vargas, Director General of Social Welfare Policies, Ministry of Labor, Employment and Social Welfare

Open space for dialogue

Break (approx. 3:30 p.m.)

Presentations (10 min. each) based on Guiding Questions and focusing on sustainable enterprises with decent work, by:

- **CEATAL.** Tony Walcott, Executive Director, Barbados Employers' Confederation
- **Costa Rica.** Enrique Sánchez, Advisor to the Minister of Labor and Social Security

Open space for dialogue among all participants

Guiding questions:

1. What successful experiences of strengthening mechanisms for social dialogue can be identified? At the level of each country, have spaces for tripartite dialogue been established or institutionalized recently? Have these spaces effectively impacted the formulation and monitoring of public policies?
2. What initiatives can be identified that build trust between workers and employers, strengthen the exercise of trade union rights and contribute to building sustainable enterprises?
3. What efforts have trade union organizations and employers made to consolidate sustainable enterprises and full guarantees for workers' rights?

5:15 – 5:30 p.m.

Closing of the meeting – Julio Rosales, Director of International Affairs, Ministry of Labor, Employment and Social Security

MEETING OF WORKING GROUP 2: “INSTITUTIONAL STRENGTHENING FOR THE PROTECTION OF WORKERS’ RIGHTS AND THE PROMOTION OF SOCIAL DIALOGUE”

WG2 Authorities

Chair: Ministry of Labor of Canada

Vice-Chairs: Ministries of Labor of Peru and Barbados

DAY 3 – September 19

9:00 – 9:15 a.m.

Welcoming remarks

- WG2 Chair – David Mercier, Acting Deputy Director, Bilateral and Regional Labour Affairs, Labour Program, Employment and Social Development Canada

9:15 – 12:00 p.m.

PANEL 1 – STRATEGIES FOR THE PREVENTION AND ERADICATION OF CHILD LABOR

(Break at 11 a.m.)

Introductory presentations:

- **ILO.** Gerardina Gonzalez-Marroquin, Deputy Director for Management, Regional Office for Latin America and the Caribbean - Presentation on Regional initiative launched after the III GCCL in 2013
- **OAS.** Maria Claudia Camacho, Coordinator, Labor and Employment Section, DHDEE/SEDI - OAS comments on IACML and RIAL actions on the matter
- **Ecuador.** Alejandra Maya, Director of International Relations, Ministry of Labor Relations

Open space for dialogue among all participants

Guiding questions:

1. What strategies, policies and programs are your governments developing to meet the international goal of eliminating the worst forms of child labor by 2016? Please indicate successful elements and lessons learned. *(In line with the Declaration of Brasilia adopted at the III GCCL)*
2. What are the main successes and recommendations for achieving concerted action among the private and public sectors and other sectors of civil society to prevent and eradicate child labor?

12:00 – 1:00 p.m.

INFORMATIVE SESSION ON THE INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)

- **OAS** presentation – State of Voluntary Contribution Fund, activities and communications strategy by Maria Claudia Camacho, RIAL Coordinator

and Carolina Ahumada, Labor program officer, Labor and Employment Section, DHDEE/SEDI

- Open dialogue

1:00 – 2:30 p.m.

Lunch

2:30 – 5:15 p.m.

PANEL 2 – OCCUPATIONAL SAFETY AND HEALTH

(Break at 3:30 p.m.)

Introductory presentations:

- **Pan-American Health Organization (PAHO).** Julietta Rodriguez-Guzman, Regional Advisor for Workers' Health, Special Program for Sustainable Development and Equity in Health
- **Bahamas.** Althea Albury, Deputy Director of Labour, Ministry of Labour and National Insurance

Open space for dialogue among all participants

Guiding questions:

1. What initiatives or strategies for prevention in the area of occupational safety and health have the Ministries of Labor recently developed?
2. Is there coordination between the Ministries of Labor and Ministries of Health (or the health sector in general) for developing and/or implementing initiatives on OSH matters? Please describe the type of coordination and the results obtained.

5:15 – 5:30 p.m.

Closing of the meeting

- David Mercier, Acting Deputy Director, Bilateral and Regional Labour Affairs, Labour Program, Employment and Social Development Canada
- Amb. Abigail Castro de Perez, on behalf of the Executive Secretary for Integral Development, Organization of American States (OAS)
- Maria Claudia Camacho, Coordinator, Labor and Employment Section, Department of Human Development and Employment, SEDI
- Senator Dr. the Hon. Esther Byer Suckoo, Minister of Labour, Social Security and Human Resource Development of Barbados