



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



**SECOND MEETING OF THE WORKING GROUPS  
OF THE XVII INTER-AMERICAN CONFERENCE  
OF MINISTERS OF LABOR (IACML)**

April 16 - 18, 2013  
Nassau, Bahamas

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**PRELIMINARY AGENDA**

**Venue:** Hotel British Colonial Hilton  
One Bay Street, PO Box N-7148, Nassau

*On this occasion, the WG meetings will be preceded by a RIAL Workshop on April 16 and followed by the First Preparatory of the XVIII IACML on April 19.*

**Guiding Questions:** The Working Groups authorities have prepared a list of Questions for each thematic session. We kindly request that the delegates answer these questions and submit them to the Technical Secretariat ([trabajoddse@oas.org](mailto:trabajoddse@oas.org)) by April 5 or at their earliest convenience.

<p><b>RIAL Workshop “Towards fairer labor conditions: promoting labor inclusion with equity”</b></p>
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**General objectives of the Workshop:** To identify key lessons learned and policy recommendations to promote labor inclusion of the most vulnerable populations, who have traditionally been marginalized or discriminated against in the labor market.

**Specific objectives:** 1) To analyze the various institutional arrangements that Ministries of Labor are implementing to improve labor inclusion and combat discrimination of the most vulnerable populations in the labor market, 2) To identify and discuss best practices in promoting and increasing labor inclusion of the most vulnerable populations, placing emphasis on initiatives that expand social protection among them.

**DAY 1 – April 16, 2013**

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

9:00 – 9:30 a.m.

**Welcome remarks**

- Hon. Shane Gibson, Minister of Labor and Social Development of The Bahamas
- Oscar Morales, Vice-Minister of Labor of El Salvador, representing the Chair of the Inter-American Conference of Ministers of Labor (IACML)
- Evelyn Jacir de Lovo, Director, Department of Social Development and Employment, Executive Secretariat for Integral Development (SEDI), Organization of American States (OAS)

9:30 – 10:30 a.m.

**PANEL 1 – THE SITUATION OF VULNERABLE GROUPS IN THE REGION AS IT RELATES TO THEIR ACCESS TO THE LABOR MARKET**

Moderator: Ministry of Labor and Social Development of Bahamas, Vice-Chair of IACML Working Group 2

Introductory presentations (20 min. each):

- **Inter-American Commission on Human Rights (IACHR).** Commissioner Rose-Marie Belle Antoine, Rapporteur on the Rights of Afro-descendants
- **International Labor Organization (ILO).** Elizabeth Tinoco, Assistant Director-General and Regional Director for Latin America and the Caribbean

Q&A Session (20 min)

10:30 – 10:45 a.m.

Break

10:45 – 1:00 p.m.

**PANEL 2 - THE INSTITUTIONAL VIEW: HOW ARE MINISTRIES OF LABOR SUPPORTING LABOR INCLUSION OF THE MOST VULNERABLE IN THEIR INSTITUTIONAL MANDATES AND STRUCTURE?**

Moderator: Ministry of Labor and Social Welfare of Mexico, Vice-Chair of IACML Working Group 2

Introductory presentations from Ministries of Labor (15 min. each):

- **Ecuador.** Diego Herdoiza, Director of Attention to Priority Groups, Ministry of Labor Relations
- **Canada.** Kim Oliver, Deputy Director of Bilateral and Regional Labour Affairs, Human Resources and Skills Development Canada (HRSDC)
- **Argentina.** Ministry of Labor, Employment and Social Security

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

***Guiding questions for presentations and open dialogue:***

1. Which institutional mandates does your Ministry have to promote labor inclusion of the most vulnerable, and to prevent and eliminate discrimination in the labor market?
2. At the structural/organizational level, is there an Office or Unit in your Ministry that has these specific responsibilities?
3. What are the principle accomplishments, challenges, and recommendations that arise from these institutional arrangements at the regulatory and organizational level?

1:00 – 2:30 p.m.

Lunch

2:30 – 5:00 p.m.

**PANEL 3 – THE INITIATIVES VIEW: WHAT PROGRAMS OR PROJECTS ARE IN PLACE THAT HAVE BEEN SUCCESSFUL IN IMPROVING LABOR INCLUSION OF THE MOST VULNERABLE? WHAT INITIATIVES HAVE BEEN ADOPTED TO PROMOTE SOCIAL PROTECTION?**

Moderator: Canadian Labour Program, HRSDC, Chair of IACML Working Group 2

Introductory presentations from Ministries of Labor, workers' and employers' representatives (15 min. each):

- **Trinidad & Tobago.** Hon. Errol Mc Leod, Minister of Labor and Small and Micro Enterprise Development (t.b.c.)
- **Bolivia.** Eliana Pimentel, Employment Policies and Labor Migration Specialist, Ministry of Labor, Employment and Social Welfare
- **United States.** Department of Labor - Panelist t.b.c.
- **COSATE.** Francisco Quijano, Chair of COSATE
- **CEATAL.** John Craig, Alternate Representative of CEATAL and Counsel, Canadian Employers Council

Open dialogue among all participants (1 hour and 15 min.)

***Guiding questions for presentations and open dialogue:***

1. What strategies, programs or projects has your Ministry or organization developed that have been successful in improving labor inclusion of the most vulnerable, and/or in preventing and eliminating discrimination?
2. What are the challenges, successful elements, and lessons learned from these interventions?

5:00 – 5:30 p.m.

**CONCLUSIONS SESSION AND ADJOURNMENT**

- Presentation by moderators on conclusions
- Closing remarks
  - Oscar Morales, Vice-Minister of Labor of El Salvador, representing the Chair of the Inter-American Conference of Ministers of Labor (IACML)
  - Bahamas Authority

**Working Group 1 meeting: “Sustainable development with Decent Work for a new era of Social Justice”**

**General objectives of the Working Groups:** To explore in greater depth the themes identified in the San Salvador Plan of Action, adopted in the XVII IACML in 2011, to facilitate the exchange of experiences, to provide relevant information and studies, and to follow up on related hemispheric initiatives.

WG1 Authorities

Chair: Ministry of Labor of Brazil

Vice-Chairs: Ministries of Labor of United States and Dominican Republic

**DAY 2 – April 17, 2013**

9:00 – 9:15 a.m.

**Welcome Remarks**

- WG1 Chair - Mario Barbosa, Special Advisor on International Affairs, Ministry of Labor and Employment of Brazil

9:15 – 11:00 a.m.

**PANEL 1 – COHERENCE OF LABOR, ECONOMIC AND EDUCATION POLICIES – EMPLOYMENT AT THE CENTER OF ECONOMIC POLICIES**

Moderator: WG1 Chair

Introductory presentation (15 min. each)

- **Brazil.** Mario Barbosa, Special Advisor on International Affairs, Ministry of Labor and Employment
- **Other Ministry of Labor (t.b.d.)**
- **COSATE.** Francisco Quijano, Chair of COSATE
- **CEATAL.** John Craig, Alternate Representative of CEATAL and Counsel, Canadian Employers Council

Open dialogue (45 min.)

***Guiding questions***

1. Which strategies or developments are taking place in your country to achieve a greater coherence of labor and economic policies? How to place the variable of employment at the center of economic policies?
2. What efforts are underway to promote employment and development to ensure the economic security of vulnerable populations and those in precarious employment?

11:00 – 11:15 a.m.

Break

11:15 – 12:00 p.m.

**PANEL 2 – THE LABOR COMPONENT OF THE SOCIAL CHARTER OF THE AMERICAS, AS A NEW HEMISPHERIC REFERENCE IN SOCIAL POLICY**

Moderator: WG1 Chair

- The Social Charter and its labor component. Evelyn Jacir de Lovo, Director, Department of Social Development and Employment, SEDI, OAS (15 min)
- Open dialogue (30 min.)

*Note:* The Social Charter of the Americas was approved by the OAS General Assembly in 2012 and it is considered the social policy parallel to the Inter-American Democratic Charter. Currently, Member States are negotiating in the OAS the Plan of Action of the Social Charter, which has a chapter on “Labor”. During this WG meeting, the objective is to provide information on the Charter and have the perspective of the Ministries of Labor, bearing in mind that the negotiation of the Plan of Action takes place exclusively in the OAS body created for that purpose and through the Permanent Missions of Member States to the OAS.

***Guiding question***

1. Which are the most important considerations on labor and employment that could or should be considered in the Plan of Action of the Social Charter of the Americas?

12:00 – 1:00 p.m.

**PANEL 3 – STRATEGIES TO REDUCE POVERTY AND INEQUALITY**

Moderator: Chantenia Gay, Area Advisor for the Western Hemisphere, United States Department of Labor, Vice Chair of WG 1

Introductory presentation to include current data on poverty, inequality, and discrimination linkages and groups most impacted (10 min. each):

- **IACHR.** Commissioner Rose-Marie Belle Antoine, Rapporteur on the Rights of Afro-descendants
- **ILO.** Elizabeth Tinoco, Assistant Director-General and Regional Director for Latin America and the Caribbean (t.b.c)

Open dialogue (30 min.)

***Guiding questions***

1. Please mention Ministry programs and partnerships to reduce poverty and inequality, and government advancements in social protection at the state and local level to assist the indigenous, Afro-descendants, low-income, low-skilled workers, the informal sector, children, and other vulnerable groups.
2. Please highlight any new legislation, expansion of the number of program beneficiaries, Ministry name changes/re-organizations, monitoring and evaluation, and public outreach.

1:00 – 2:30 p.m.

Lunch

2:30 – 3:45 p.m.

**PANEL 4 – ADVANCEMENTS ON GENDER MAINSTREAMING IN THE MINISTRIES OF LABOR**

Moderator: Giselle Almánzar, Director of International Relations, Ministry of Labor of Dominican Republic and Vice Chair of WG 1

Introductory presentations (10 min. each):

- **OAS.** Evelyn Jacir de Lovo, Director, Department of Social Development and Employment, SEDI
- **Inter-American Commission on Women (CIM).** Maria Celina Conte, CIM Gender Specialist
- **ILO.** Guillermo Miranda, Deputy Regional Director for the Coordination of Policies and Programmes

Comments from 2 countries that have participated in the Participatory Gender Audits exercise (10 min. each):

- **Barbados.** Victor Felix, Deputy Chief Labour Commissioner, Ministry of Labour, Social Security and Human Resource Development
- **El Salvador.** Oscar Morales, Vice-Minister of Labor, Ministry of Labor and Social Welfare

Open dialogue (25 min.)

***Guiding questions***

1. What are the latest developments in your Ministry regarding gender mainstreaming? In order to respond this question, please refer to the RIAL Study “The institutionalization of a gender approach in the Ministries of Labor of the Americas” and comment on the advancements made by your Ministry using the findings of such study as a baseline.
2. Based on your experience, which are the main lessons learned and recommendations to strengthen gender mainstreaming in the operation, policies and programs of the Ministries of Labor?

3:45 – 4:45 p.m.

**PANEL 5 – OTHER RELEVANT TOPICS OF WG1**

- Support to Haiti – Support from the Ministry of Labor of Jamaica to the Ministry of Labor of Haiti under the RIAL (30 min. session)
  - Carolina Ahumada, Consultant, Dept. Social Development and Employment, SEDI, OAS
  - Michael Kennedy, Chief Director, Industrial Relations, Ministry of Labour and Social Security of Jamaica
  - Q&A
- Promoting Decent Work for women and men that is free from violence. (30 min session)

- Comment from ILO, given ILO's Theme this year on Stopping Workplace Violence
- Comments from delegations

4:45 – 5:00 p.m.      **Meeting Adjournment** – WG1 Chair - Mario Barbosa, Special Advisor on International Affairs, Ministry of Labor and Employment of Brazil

**Working Group 2 meeting: “Strengthen Ministries of Labor to Promote Decent Work and Social Inclusion”**

WG2 Authorities

Chair:                Ministry of Labor of Canada

Vice-Chairs:      Ministries of Labor of Mexico and The Bahamas

**DAY 3 – April 18, 2013**

9:00 – 9:15 a.m.

**Welcome Remarks**

- WG2 Chair - Kim Oliver, Deputy Director of Bilateral and Regional Labour Affairs, Human Resources and Skills Development Canada (HRSDC)
- Sherry Tross, Executive Secretary for Integral Development, OAS

9:15 – 11:45 a.m.

**PANEL 1 – LABOR INSPECTION AND ENFORCEMENT OF LABOR LEGISLATION**

Moderator: Ministry of Labor and Social Development of Bahamas, WG2 Vice-Chair

Introductory presentation (20 min.):

- **ILO.** Guillermo Miranda, Deputy Regional Director for the Coordination of Policies and Programmes (t.b.c.)

Experiences and comments from Ministries of Labor (10 min. each):

- **Jamaica.** Michael Kennedy, Chief Director, Industrial Relations, Ministry of Labour and Social Security
- Other Ministry of Labor (t.b.d.)
- Other Ministry of Labor (t.b.d.)

Open dialogue (1 hour and 30 min.)

***Guiding questions***

1. What measures is your country taking to strengthen labor inspection systems (including ongoing training, professionalization, and provision of adequate resources and equipment, among others) and what lessons learned and recommendations can be drawn from them?
2. Is there an effort to systematize inspection processes in order to evaluate results and obtain timely reports for the formulation of effective policies?
3. How have you ensured employer and worker commitment?
4. How has your inspection system incorporated a culture of prevention? Please indicate efforts/strategies to prevent and control occupational hazards.

11:45 – 12:00 p.m.

Break

12:00 – 1:00 p.m.

**PANEL 2 – UPDATE ON THE INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)**

Moderator: Human Resources and Skills Development Canada (HRSDC), WG2 Chair

Presentation from the **OAS** – Activity and financial report (20 min.):

- Evelyn Jacir de Lovo, Director, Department of Social Development and Employment, SEDI
- Carolina Ahumada, Consultant, Dept. Social Development and Employment, SEDI, OAS

Open dialogue (40 min.)

***Guiding questions***

1. What recommendations would you make to continue improving the operation of the RIAL?
2. How can the IACML secure the financial sustainability of the RIAL?

1:00 – 2:30 p.m.

Lunch

2:30 – 4:30 p.m.

**PANEL 3 – OCCUPATIONAL HEALTH AND SAFETY**

Moderator: Min. of Labor and Social Welfare of Mexico, WG2 Vice-Chair

Introductory presentation on current situation and follow-up on RIAL Workshops on the issue (20 min.):

- **Pan-American Health Organization (PAHO)**. Julietta Rodriguez, Regional Advisor on Workers' Health

Experiences and comments from Ministries of Labor (10 min. each):

- **Peru**. Sylvia Caceres, Viceminister of Labor, Ministry of Labor and Employment Promotion



- **Bahamas.** Harcourt Brown, Director of Labor, Ministry of Labor and Social Development
- Other Ministry of Labor (t.b.d.)

Open dialogue (1 hour and 30 min.)

***Guiding questions***

1. Is there a National Strategy on OHS? If yes, what are its key elements? If not, are there plans to develop one?
2. What interagency and inter-sectoral coordination arrangements in implementing OHS actions are being developed in your country? What are the key lessons learned challenges and recommendations?
3. How are tripartite bodies and, more broadly, partnerships between government, employers' and workers' organizations, civil society organizations, and specialized professional organizations working towards improving OHS?
4. How developed is your country's OHS information system? What are the key features? Is there a unified registry? Is it used to define interventions and policies?
5. What efforts are being made to reach the informal economy?

4:30 – 5:10 p.m.

**PANEL 4 – CHILD LABOR – RESULTS FROM THE RIAL WORKSHOP AND RECOMMENDATIONS FOR THE GLOBAL CHILD LABOR CONFERENCE**

Moderator: Human Resources and Skills Development Canada (HRSDC), WG2 Chair

Presentation on Results of the Workshop (10 min. each):

- **Costa Rica.** Eugenio Solano, Vice-Minister of Labor (t.b.c.)
- **El Salvador.** Oscar Morales, Vice-Minister of Labor

Space for questions and answers (20 min.)

5:10 – 5:20 p.m.

Meeting Adjournment – WG2 Chair - Kim Oliver, Deputy Director of Bilateral and Regional Labour Affairs, Human Resources and Skills Development Canada (HRSDC)

**First Preparatory Meeting of the XVIII IACML**

**DAY 4 – April 19, 2013**

Duration: 9 a.m. a 1:00 p.m.

**The Agenda for this meeting is document: TRABAJO/RTP/doc.2/13 rev.1**