

**Annex A – Country presentations on labour dimensions of integration
Country: Mexico**

**XII Inter-American Conference of Ministers of Labour
XII Conférence interaméricaine des ministres du Travail
XII Conferencia Interamericana de Ministros de Trabajo
XII Conferência Interamericana de Ministros do Trabalho**

Country presentation by Mexico

"INTER-AMERICAN SYSTEM OF LABOR COOPERATION"

BACKGROUND

In the Quebec Declaration of the III Summit of the Americas, the Heads of State and Government established the following mandate:

"In order to advance our commitment to create greater employment opportunities, improve the skills of workers and improve working conditions throughout the Hemisphere, we recognize the need to address, in the relevant hemispheric and international fora, issues of globalization related to employment and labor. We instruct the Inter-American Conference of Ministers of Labor to continue their consideration of issues related to globalization which affect employment and labor."

In the Plan of Action of the III Summit of the Americas, the Heads of State and Government also established that, as regards labor and employment, "direct Ministers to build upon the Viña del Mar Declaration which focused on the social dimensions of globalization and the modernization of Labor Ministries, create a process for improved collaboration and coordination on the labor dimensions of the Summit of the Americas process" and "develop new mechanisms to increase the effectiveness of projects and other technical assistance designed to build the capacity of smaller economies and their institutions".

In turn, the hemisphere's Ministers of Labor reiterated these mandates in the Ottawa Declaration of the XII Inter-American Conference of Ministers of Labor and set out, in the Plan of Action, the following activities to be developed by the two working groups:

Working Group I: Labor Dimensions of the Summit of the Americas Process

"This working group will examine the labor dimensions of the Summit of the Americas process, including the questions of globalization related to employment and labor", "will build upon the results of the Working Group on Globalization of the Economy and its Social and Labor Dimensions created under the Viña del Mar Declaration", and "will create a process for improved collaboration and coordination on the labor dimensions of the Summit of the Americas process between Labor Ministries and other appropriate ministries and key international institutions within the Americas that have a critical role to play in the improvement of labor conditions".

Finally, it should be kept in mind that in the context of the XI Conference of Ministers of Labor, the Working Group on Globalization and its Social Dimension of the XI Inter-American Conference of Ministers of Labor focused on the following issues:

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- Social dimension of integration processes;
- Transformations of the structure and functioning of labor markets and labor administration;
- Training and professional development, and
- Systems of assistance to unemployed workers.

PROPOSAL

To follow up on the mandates of the III Summit of the Americas and the XI Inter-American Conference of Ministers of Labor, the *Working Group on the Labor Dimensions of the Summit of the Americas Process* could build on the progress achieved in both working groups and go forward to consolidate an Inter-American System of Labor Cooperation (IASLC), through which better collaboration and coordination may be reached in hemispheric cooperation on labor issues, between labor ministries and key international institutions in the Americas, in the context of the Summit of the Americas process.

Implementation of the Inter-American System for Labor Cooperation (IASLC)

The IASLC could be established according to the following plan:

1. *Building a system of best practices in labor issues in the hemisphere's countries.* There is considerable progress in the results of the working groups of the Inter-American Conference of Ministers of Labor. This work should continue and the member States should be given permanent access to results through internet, publications, and tripartite seminars, conferences and workshops.
2. *Identifying and registering cooperation projects undertaken in the region among countries and groups of countries.* The IACML – ILO Project of the XII Inter-American Conference of Ministers of Labor is working on this, which is a first step toward increasing the effectiveness and regional reach of cooperation actions, and avoiding duplication.
3. *Classification of best practices and cooperation projects, according to the areas of interest identified in the Summit of the Americas process.*

A first approximation to such classification, in the accompanying draft, is based on the areas of interest established in the XI and XII Inter-American Conferences of Ministers of Labor. This classification could be used to facilitate access to the information on the internet and through other means.

4. *Creation of a permanent system of analysis, reflection and exchange of information* through internet and its dissemination by tripartite means (seminars, conferences). The information on the results of the IACML working groups and on cooperation projects would be made available on line for all interested actors of the IACML, with the possibility of interactive discussion.
5. *Identifying institutional sources of financing, backed by the Inter-American System of Labor Cooperation, to extend existing cooperation projects to other*

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countries and groups of countries, especially to smaller economies and their institutions. This would allow multiplying the benefits of projects while avoiding the duplication of efforts, and would establish a hemispheric network of labor cooperation.

6. *Establishing coordination mechanisms with key international institutions in the Americas.* Institutions such as the OAS, ILO, IDB, ECLAC, PAHO, as well as the CDB and the World Bank, have been identified by the Inter-American Conference of Labor Ministers as institutions with which a better coordination could be established on labor issues.

These international institutions would have an important role in establishing regional and national alliances to allow full compliance with the mandates of the III Summit of the Americas regarding labor and employment. They could also work with the hemispheric network of labor cooperation by participating in the encouragement and design of joint cooperation in labor issues, in promoting tripartite social dialogue for the identification of areas for joint action, and in undertaking studies on issues related to globalization which affect employment and labor.

Funding mechanisms

In this matter, the XII IACML Plan of Action establishes that "Member States shall devote the necessary and available economic and/or technical resources to enable the implementation of the Action Plan. Furthermore, the Chair *pro tempore* will call upon member States and relevant international organizations to make voluntary contributions to support activities and projects under this plan, and to facilitate the participation of COSATE and CEATAL."

Follow-up of cooperation activities

The Inter-American System for Labor Cooperation could be administered by I) the *pro tempore* Chair of the IACML, ii) the IACML troika, iii) the Technical Secretariat of the OAS for the IACML, or iv) a Committee including all of these actors.

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INTER-AMERICAN SYSTEM OF LABOR COOPERATION

ANNEX: DRAFT FOR THE CLASSIFICATION OF BEST PRACTICES AND AREAS OF COOPERATION

A. Globalization of the economy and its social and labor dimension in the Summit of the Americas process

I. Employment and the labor market

- i. Policies and procedures to respond to the challenges of labor markets
- ii. Assessing the impact of globalization on employment and labor.
- iii. Labor mobility between and within economic sectors.
- iv. Systems for determining wages and the relation between workers' incomes and their level of productivity, quality and professional training.
- v. Systems for training and professional education.
 - a. Coordination between the public and private sectors.
 - b. Training and education of youth, women, persons with disabilities, minorities, and other vulnerable groups.
 - c. Training and education of persons affected by processes of productive reconversion.
 - d. Training and education of workers in micro and small firms.
- vi. Promoting both public and private systems for linking job supply and demand.
- vii. Assisting and guiding workers in selecting among training offers.
- viii. Systems for the normalization and certification of labor and professional competencies.
- ix. Systems for economic aid to unemployed workers.

II. Labor relations

- i. Establishing or strengthening bipartite or tripartite social dialogue.
- ii. Promoting alternative mechanisms for the resolution of disputes.
- iii. Country best practices.

III. Social security.

- i. Adapting social security or retirement systems.
- ii. Policies for including migrant workers in social security systems and their contributions.

B. Modernization of the State and Labor Administration and Capacity Building in Labor Ministries

I. Role and tasks of Labor Ministries.

- i. Strategic planning, technical training and coordination with other public and private agencies.
- ii. Empirical information on labor.
- iii. Public information on labor relations, employment, labor markets, professional education, labor conditions, labor legislation, labor aspects of integration policies, other topics.
- iv. Social dialogue and promoting areas and issues for labor, economic, and social agreement.

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II. Inspection and effective means to apply national labor standards and social security.

- i. Strengthening the capacity for inspection..
- ii. Permanent training of personnel.
- iii. Massive dissemination of rights and duties under the law.

III. Promotion of the ILO Declaration

- i. Public awareness building.
- ii. Initiatives for promoting the Declaration with the participation of the private sector, including firms and labor.

IV. Strengthening the capacity of smaller economies and their institutions.

- i. Developing new mechanisms for increasing the efficiency of projects and technical assistance.