



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



**PLANNING MEETING OF THE AUTHORITIES**  
**CIDI Ministerial Process – Labor**  
February 13, 2020  
Washington, D.C.  
(Virtual Meeting)

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**OUTCOMES OF THE  
VIRTUAL MEETING OF AUTHORITIES OF THE  
INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)**

**PARTICIPANTS:** Ministries of Labor that lead the IACML (Chair: Barbados, former Chair: Mexico); Chairs and Vice-chairs of the Working Groups: Ecuador, Argentina, Brazil, Chile, Canada and Costa Rica, as well as the Chairs of COSATE and CEATAL. Delegations from the United States and Guatemala participated as observers.

**OBJECTIVES OF THE VIRTUAL MEETING:**

1. To monitor the development of the IACML Work Plan for 2018-2020, and review upcoming activities
2. To define the draft Agenda (key themes) of the XXI IACML
3. To review the financial situation of the RIAL and decide on the use of available resources.

**SUMMARY:**

The meeting was chaired by Mrs. Karen Best, Permanent Secretary of the Ministry of Labor and Social Partnership Relations of Barbados, as Chair of the XX IACML.

Below is a brief summary of each session:

**a) Opening remarks:**

Mrs. Best welcomed delegations and emphasized the great opportunity that this meeting represents for authorities to advance towards fulfilling the mandates set forth by Ministers in the Declaration and Plan of Action of Bridgetown 2017. She reminded delegations of the principles that should guide the IACML process, including the fundamental principles and rights at work, the decent work agenda, the sustainable development goals, particularly SDG8, gender equality, social justice. She mentioned the symbiotic relationship that exists between the wellbeing of labor and economic growth, praised the tripartite dialogue achieved at the IACML, and reiterated Barbados commitment to this hemispheric process.

**b) Development of the IACML Work Plan 2018 – 2020 and upcoming activities**

The Director of the Department of Human Development, Education and Employment of the OAS, Mr. Jesus Giacoman, presented a report of the activities undertaken in compliance with the IACML Work Plan 2018 – 2020 (document: CIDI/CIMT/RPA/doc.15/20). The Work Plan has been fulfilled completely up to this date, thanks to the commitment to IACML authorities and its partners.

Activities implemented (Hemispheric workshops, bilateral cooperations and studies) continue to demonstrate very promising results.

The Director of International Affairs of the Ministry of Labor of Argentina, Mr. Gerardo Corres, presented the upcoming RIAL Workshop on gender mainstreaming in the Ministries of Labor, contemplated in the IACML Work Plan. The workshop is organized jointly by Argentina, the Technical Secretariat and the Inter-American Commission on Women (CIM), will target the gender units or offices inside the Ministries and seeks to train those areas in specific methodologies to improve their work. It will take place in Buenos Aires on May 19 to 21, 2020.

The Chair opened the floor for comments.

The Chair of CEATAL, Mr. Daniel Funes de Rioja, thanked the Chair and Secretariat for preparations of the meeting, and the Governments of Argentina and Canada for leading the gender discussions in the IACML. He expressed that gender equity is at the center of the concerns of businesses and workers organizations in the region, and fully endorsed the Workshop in May.

### **c) Preparation of the XXI IACML**

The Director of International Affairs of the Ministry of Labor of Argentina, expressed the interest and commitment of his delegation to host the XXI IACML in Buenos Aires in December 2020, reaffirming the interest expressed during the 1<sup>st</sup> Preparatory meeting in December, 2019. The proposed date for the XXI IACML is December 2-4, 2020.

The IACML Technical Secretary, Mrs. Maria Claudia Camacho, presented a review of the preparatory process for the XXI IACML, dividing it into the definition of the Agenda (themes of the IACML) and negotiation of Declaration and Plan of Action. The Agenda should be approved by the Inter-American Council for Integral Development (CIDI) at the earliest. Based on the Agenda, the delegation of Argentina and Secretariat will produce the drafts of Declaration and Plan of Action, which will be discussed in a Virtual Forum (June-August) and negotiated at the 2<sup>nd</sup> Preparatory Meeting in September, 2020 in Washington D.C.

The delegation of Argentina, represented by Mr. Corres, presented the proposed agenda for the XXI IACML, which is based on discussions at the 1<sup>st</sup> Preparatory Meeting in December, 2019, and contained in document: CIDI/CIMT/RPA/doc.16/20. He expressed all themes covered are of the highest priority for Argentina and the region, and especially emphasized the urgency to continue addressing the future of work, including life-long learning, strengthening education and training systems, and social dialogue.

The Chair opened the floor for comments.

The Chair of CEATAL, Mr. Daniel Funes de Rioja, recalled previous IACML, CEATAL, and joint COSATE-CEATAL Declarations that make reference to sustainable enterprises, considered as fundamental to achieve decent work and wellbeing in the Americas. He suggested including entrepreneurship, enabling environment for enterprise creation, sustainable enterprises, and formalization in the proposed agenda for the XXI IACML.

The delegate of Costa Rica, Mrs. Ana Lucia Blanco, endorsed the proposed Agenda and considered that it captured very well the discussion held at the 1<sup>st</sup> Preparatory Meeting in Ecuador.

The Chair of COSATE, Mrs. Marta Pujadas, reiterated commitment of workers' organization with the IACML process. Regarding proposed Agenda, suggested to start main theme with "Towards a future of work.." and replace growth by sustainable development. In second topic, suggested to make reference to contributions from the world of work, not only Ministries of Labor, and include issue of climate change. Regarding social dialogue suggested to consider title: "social dialogue to achieve a future of work with social justice", and incorporate fundamental principles and rights at work under that theme. Mentioned other issues of importance for workers: just transition framework, social protection, and occupational health and safety. Joined CEATAL Chair in recalling COSATE-CEATAL joint Declaration in 2017, considered as a guide for future consensus.

The Director of Hemispheric Affairs of Ministry of Labor of Mexico, Mrs. Mara Salazar, endorsed proposal from Argentina and indicated they are open to consider proposals made by COSATE and CEATAL. Indicated that issue of youth employment is of highest priority, as well as strengthening Ministries of Labor. Shared that her Ministry is focused in instrumenting the major Labor Reform recently approved and welcomes cooperation and dialogue through IACML.

Delegate of Argentina thanked delegations and indicated they will consider all observations in preparing a reviewed draft.

The delegate of Brazil, Mrs. Maria Clara Tusco from Permanent Mission of Brazil to OAS thanked Secretariat and authorities, asked Secretariat to clarify next steps with the proposal, and commenting on proposal from COSATE indicated Brazil suggests substituting climate change for environmental sustainability, which goes beyond climate change.

Technical Secretariat indicated a new draft of Agenda, prepared by Government of Argentina with support from Secretariat, will be circulated to all delegations and discussed at a CIDI meeting.

The Chair of COSATE, later supported by CEATAL via message to the Secretariat, requested delegations to consider ensuring the presence of COSATE and CEATAL in all activities.

Chair closed this session of the Agenda thanking all delegations for the comments and requesting the new draft to be circulated at the earliest.

#### **d) Financial situation of the RIAL**

The Technical Secretariat presented the current financial status of the RIAL (document: CIDI/CIMT/RPA/doc.17/20). All activities in the Work Plan up to the next XXI IACML have resources allocated and the RIAL has a relative positive situation; however, this is due largely to Canada's contribution of \$153,000 in 2018. Available resources are: \$53,161. The Secretariat mentioned current budgetary constraints at the OAS, which could compromise the ability of the Secretariat to support the IACML process, and proposed delegations to consider allocating \$35,000 to cover administrative costs.

Delegations agreed to authorize use of \$35,000 towards administrative costs in order to ensure the full implementation of the IACML Work Plan 2018-2020.

**e) Review of decisions taken and final remarks**

For the Technical Secretariat, Director Giacomani, thanked delegations for supporting the Secretariat and reiterated commitment to continue exploring sources of funding. He thanked the Chair, authorities, COSATE, CEATAL and the countries that participated as observers. He summarized decisions taken and next steps, as captured below.

In writing through the virtual platform various delegations thanked the Chair and the Technical Secretariat for the meeting.

The Chair thanked all delegations and the Secretariat for their very active engagement, reiterated Barbados commitment to continue supporting the IACML, looking forward to a successful IACML in Argentina, and adjourned the meeting.

**MAIN OUTCOMES:**

The main decisions and next steps agreed upon in the meeting are:

- The first version of the study “The institutionalization of a gender approach in the Ministries of Labor of the Americas: An update” was finalized recently. The Technical Secretariat will distribute the study among all Ministries of Labor at the earliest and receive comments until March.
- The Technical Secretariat, jointly with the Inter-American Commission of Women (CIM) and the Government of Argentina will continue the preparation of the RIAL Workshop “Gender mainstreaming in the Ministries of Labor”, based on findings and recommendations of the above-mentioned Study. The workshop will gather authorities from Ministries of Labor gender units or offices, in order to train them in specific methodologies to improve their work, exchange experiences and identify recommendations to continue improving the work of IACML in this area. These recommendations will be included in the final version of the Study.
- The above-mentioned RIAL Workshop on Gender will take place on May 19 to 21, 2020 in Buenos Aires, Argentina. It will be financed primarily by the Canadian contribution to the RIAL.
- The Government of Argentina reaffirmed commitment to host the XXI IACML and will be forwarding a note with proposed date: December 2 to 4, 2020.
- The Inter-American Council for Integral Development (CIDI) should approve a Resolution accepting the offer by the Government of Argentina and convening the XXI IACML, in order to set the date for the Ministerial.
- The delegation of Argentina, with the support from the Technical Secretariat, will produce a revised proposed Agenda (main theme and topics) of the IACML, based on discussions

during the virtual meeting. This proposed Agenda will be submitted to CIDI for discussion and approval at the earliest.

- The process to negotiate the draft Declaration and Plan of Action of the XXI IACML, will be as follows:
  - o March to April: Authorities of the Working Groups and Technical Secretariat produce the Working Groups final reports, which provide input for Plan of Action.
  - o April: CIDI approves draft Agenda.
  - o April to June: Delegation of Argentina and Technical Secretariat produce draft Declaration and Plan of Action.
  - o June: Technical Secretariat opens Virtual Forum to discuss draft Declaration and Plan of Action.
  - o June to August: Virtual Forum open.
  - o End of August: Delegation of Argentina and Technical Secretariat produce second draft of Declaration and Plan of Action, based on discussions at the Virtual Forum.
  - o September: Second Preparatory Meeting of the XXI IACML in Washington D.C. to finalize negotiations.
- Authorities approved the use of up to \$35,000 of RIAL funds to support administrative costs, in order to ensure the full implementation of the IACML Work Plan 2018-2020.
- Approved budget for the RIAL for upcoming activities: Translation and publication of Gender study, RIAL Workshop on gender in May, and 8 bilateral cooperation activities in 2020, remains unchanged.