PANEL 3
EQUALITY IN THE LABOR MARKET

Equality in the Labor Market, elimination of Employment Discrimination, and Labor Inclusion for vulnerable populations

MINISTERIO DEL TRABAJO
Index
2. Strategic Actions.
3. Access to employment.
4. Youth Employment Program
5. Telework
NATIONAL REGULATION

• Constitution of the Republic of Ecuador
• Law to Prevent and Eradicate Violence against Women.
• Labor Code Art. 79: equal pay without discrimination
• Ministerial Agreement MDT-2017-082: Regulation for the Eradication of Labor Discrimination
• Ministerial Agreement MDT-2018-180 on People with Disabilities
• Ministerial Agreement No. 398: Prohibition to terminate workers with HIV-AIDS.
ACCESS TO EMPLOYMENT
EQUALITY

Eliminate discrimination and guarantee gender equality in labor, fair salaries, equal work conditions and access to social security.

- **Strategic cooperation**: UN Women to support the mainstreaming of a gender approach. Gender Equality Certification Program – **Sello Equilaboral**.

- **Regulation**: Prevent, Sanction, and Eradicate Discrimination, Labor Harassment, and all forms of Violence against Women in Labor and its Implementation Guide.
Interinstitutional efforts: Support the rights of domestic workers and the creation of public policy aimed at LGBTI population.

4.297 advisories on inclusion and labor rights of vulnerable and first-priority populations.

14.868 Persons sensitized on:

- Equity rights with gender approach,
- Gender equality and sexual diversity perspectives,
- Women empowering on non-traditional activities,
- Harassment.
ACCESS TO EMPLOYMENT
LABOR

• CONADIS Cooperation agreement: Support social and labor integration of people with disabilities nationally in the public and private sectors.
  • 1,860 focalized inspections to comply with 4% of labor inclusion of people with disabilities.

• Norm for the Qualification and Certification of Direct Substitutes of people with disabilities.
  • From October 2018, more than 5,000 people have been certified as direct substitutes.
ACCESS TO EMPLOYMENT
LABOR

• **Good practices guidelines** for the labor inclusion of people with disabilities.
  • Inclusive profiling,
  • Selection process,
  • Accompanying,
  • Accessibility,
  • Inclusive activities

• **Red Socio Empleo**, supports the link between public and private demand of employment and the citizens’ supply of work.

MINISTERIO DEL TRABAJO
YOUTH EMPLOYMENT
YOUTH LABOR

- **Empleo Joven** (Youth Employment) Program has the objective of promoting labor insertion of young people without work experience, in conditions of dignity and equal opportunities.

- As of November 15, 2019, the Youth Employment Program has achieved the insertion of 4,684 young persons in the private sector.

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<td><strong>TOTAL</strong></td>
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ACCESS TO EMPLOYMENT

TELEWORK

Work modality that promotes the use of technology, internet connection and informatics to work from the comfort of home.

- Promote this culture in the country, stimulating productivity, and improving the workers’ quality of life,

- Information and communication technologies are the fundamental basis when implementing telework.

12,888 Teleworkers