



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



**The MEETING OF THE WORKING GROUPS 1 AND 2  
OF THE XX INTER-AMERICAN CONFERENCE  
OF MINISTERS OF LABOR (IACML)**  
December 3 – 5, 2019  
Quito, Ecuador

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**PRELIMINARY AGENDA**

Venue: Dann Carlton Hotel, Quito, Ecuador

On this occasion, the WG meetings will be followed by a Preparatory Meeting of the XXI IACML.

Objectives of the Working Groups: To examine with greater depth the topics identified in the Plan of Action of Bridgetown adopted during the XX IACML in Barbados, 2017, promote the exchange of experiences, provide relevant information and studies, and follow up on related hemispheric initiatives.

We kindly ask all delegations to send their responses to the **Guiding Questions** for each session to [trabajo@oas.org](mailto:trabajo@oas.org), prior to the meeting. These responses are an important input to the meetings and will assist delegations in preparing their participation.

**DAY 1 – December 3rd<sup>th</sup>, 2019**

**Meeting of Working Group 1: “Integrated public policies for productive employment and decent work with social inclusion”**

WG1 Authorities

Chair: Ministry of Labor of Ecuador

Vice-Chairs: Ministries of Labor of Brazil and Chile

8:00 – 9:00 a.m. **REGISTRATION** – Main Conference Room – Dann Carlton Hotel

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

- Jesús Schucry Giacoman, Director of the Department of Human Development, Education and Employment (DHDEE), SEDI, Organization of American States
- Claudette Hope-Greenidge, Chief Labour Officer, Ministry of Labour and Social Partnership Relations of Barbados, Chair of the Inter-American Conference of Ministers of Labor (IACML)
- Minister Andrés Madero, Minister of Labor of Ecuador

9:20 – 12:00 p.m.

**PANEL 1 – THE FUTURE OF WORK AND THE PLATFORM ECONOMY**

*(Break from 10:30 to 10:45 a.m.)*

Moderator: David Alvarez, Undersecretary of Policies and Regulations, Ministry of Labor of Ecuador, WG1 Chair

Introductory presentations (35 minutes):

- **ILO.** Janine Berg, Senior Economist, Labour Conditions Department, ILO, Geneva (by videoconference)
- **World Bank.** Truman Packard, Lead Economist, Social Protection and Jobs Global Practice

Perspectives from governments, workers and employers (40 minutes)

- **Colombia.** Gloria Gaviria, Chief of Cooperation and International Relations, Ministry of Labor
- **CEATAL.** Ronnie Goldberg, Senior Counsel, United States Council for International Business and Deputy Vice President of the Business Technical Advisory Committee on Labor Matters
- **COSATE.** Julio Rosales, representing the Chair of the Trade Union Technical Advisory Council on Labor Matters

Open space for dialogue among all participants, based on Guiding questions (1 hour and 10 minutes)

**Guiding questions** (based on Plan of Action of Bridgetown, Art. 7 a,):

1. In your country, is there any special legislation or regime for those who work on digital platforms? Are there legislative initiatives (bills or proposals) currently being analyzed or studied in this regard?
2. What is the type of contractual relationship that exists in digital platforms (for example, are digital platform workers considered independent contractors)? Which are the rights and responsibilities of those who provide their services on or through such platforms?
3. We appreciate all the information you can provide on this topic, including challenges your country is currently facing, concerns and responses given or being considered to address this phenomenon, or anything else you consider relevant for the debate.

12:00 – 12:45 p.m

**DISCUSSION AND INFORMATION SESSION – INTER-SECTORAL WORKSHOP ON “SKILLS FOR THE FUTURE”**

Moderator: Jorge Olmedo, Director of Attention to Priority Groups, Ministry of Labor of Ecuador, WG1 Chair

- Results of the RIAL Intersectoral Workshop held in Santiago, Chile, in May, 2019, by Jesús Schucry Giacoman, Director DHDEE, OAS (15 minutes)
- Open space for dialogue among all participants, with emphasis on recommendations and next steps (30 minutes)

**Guiding question** (based on Plan of Action of Bridgetown, Art. 7 b, c, d):

4. From the policy recommendations that emerged from the Intersectoral Workshop (included in the document: CIMT-20/GT1-GT2/doc.4/19), which does your institution consider that the Hemisphere must address as first priority? Which should be the IACML next steps to improve the coordination between education and labor?

12:45 – 2:00 p.m.

**LUNCH** – Offered by the Ministry of Labor of Ecuador to all participants

2:00 – 3:15 p.m.

**PANEL 2 – GENDER EQUALITY AND THE INSTITUTIONALIZATION OF A GENDER APPROACH IN THE MINISTRIES OF LABOR**

Moderator: Paola Jijon, Undersecretary of Employment and Wages, Ministry of Labor of Ecuador, WG1 Chair

Presentations (45 minutes):

- **OAS.** Results of the study “The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas”, by Maria Claudia Camacho, Labor and Employment Section Chief, DHDEE
- **CIM.** Beatriz Piñeres, Specialist of the Inter-American Commission of Women (CIM)
- **El Salvador.** Nora del Carmen López, General Director of Social Protection, Ministry of Labor and Social Protection
- **Paraguay.** Viviana Cano, Director of Planning, Ministry of Labor, Employment and Social Security

Open space for dialogue among all participants, based on Guiding questions (30 minutes)

**Guiding questions** (based on Plan of Action of Bridgetown, Art. 7 h,):

5. Do you consider your Ministry has advanced in institutionalizing a gender approach in its operation, policies and programs? Which actions could be promoted regionally to support your Ministry in this effort?
6. Which plans, programs or projects has your Ministry undertaken to address gender-based violence in the workplace? Which actions could be promoted at the regional level to support your Ministry in this effort?

3:15 – 3:30 p.m.

BREAK

3:30 – 4:40 p.m.

**PANEL 3 – EQUALITY IN THE LABOR MARKET, ELIMINATION OF EMPLOYMENT DISCRIMINATION, AND LABOR INCLUSION FOR VULNERABLE POPULATIONS**

Moderator: Jorge Olmedo, Director of Attention to Priority Groups, Ministry of Labor of Ecuador, WG1 Chair

Presentations (25 minutes):

- **Ecuador.** Héctor Guanopatín, Viceminister of Labor and Employment
- **Barbados.** Claudette Hope-Greenidge, Chief Labour Officer (Ag), Ministry of Labour and Social Partnership Relations

Open space for dialogue, based on Guiding questions (45 minutes)

**Guiding questions** (based on Plan of Action of Bridgetown, Art. 7,f):

7. What strategies or initiatives is your institution developing regarding labor inclusion and non-discrimination of groups that face greater challenges in the world of work, such as persons with disabilities, afro-descendants, and indigenous populations, among others? We thank you for highlighting actions to strengthen inclusive enterprises, awareness-raising strategies, and improved access to training systems, as well as actions related to labor inspection and monitoring to safeguard the rights of these groups in the workplace.
8. How do your labor regulations protect and support those who provide care (care-givers) to people in vulnerable situations? Provide examples.
9. Is your institution developing or planning to develop any action aimed especially at persons deprived of liberty? We thank you for indicating current or potential actions, as well as sharing any information you consider relevant to address this particular group.

4:40 – 4:50 p.m.

**CLOSING OF WORKING GROUP 1 MEETING** – Ministry of Labor of Ecuador, Chair of Working Group 1

5:15 p.m.

Meeting at Dann Carlton Hotel lobby for cultural activity

6:00 – 8:00 p.m.

**VISIT TO CASA MUSEO GUAYASAMIN** - Offered by the Ministry of Labor of Ecuador to all participants

**DAY 2 – December 4<sup>th</sup>, 2019**

**Meeting of Working Group 2: “Institutional strengthening to protect workers’ and employers’ rights and obligations and foster cooperation”**

WG2 Authorities

Chair: Ministry of Labor of Argentina

Vice-Chairs: Ministries of Labor of Canada and Costa Rica

9:00 – 9:10 a.m. **OPENING OF WG2 MEETING**

- Welcome remarks by Marcelo Bancalari, International Affairs Advisor, Ministry of Production and Labor, Chair of WG2

9:10 – 11:00 a.m. **PANEL 1 – PREVENTION AND ERADICATION OF CHILD LABOR**

Moderator: Marcelo Bancalari, International Affairs Advisor, Ministry of Production and Labor, Chair of WG2

Introductory presentation (20 minutes)

- **ILO.** Ana Lopez Castello, Principal Technical Advisor, Program on Prevention and Eradication of Child Labor, ILO Regional Office for Latin America and the Caribbean

Presentations from Ministries of Labor (30 minutes):

- **Dominican Republic.** Federico Gomera, Director of Prevention and Eradication of Child Labor, Ministry of Labor
- **Antigua and Barbuda.** Eltonia Anthony-Rojas, Labour Commissioner, Ministry of Legal Affairs, Public Safety, and Labour
- **Argentina.** Presentation by the moderator

Open space for dialogue among all participants, based on Guiding question (1 hour)

**Guiding question** (based on Plan of Action of Bridgetown, Art. 9. i):

1. What efforts is your Ministry undertaking to end child labor by 2025, according to goal 8.7 of the 2030 Agenda? Please integrated and coordinated policies with different ministries, comprehensive social protection systems, and interventions that focus not only on children and adolescents, but also on their family and community environments.

11:00 – 11:20 a.m. **BREAK**

11:20 – 12:20 p.m.

**DISCUSSION AND INFORMATION SESSIONS – REPORTS FROM THE INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)**

Moderator: Jose Bazan, Deputy Director, Labour Program, Ministry of Labor of Canada and Vice Chair of WG2

- OAS presentation on RIAL’s activity and financial report, by Maria Claudia Camacho, Section Chief and Guillermo Calzada, Program Officer, Labor and Employment Section, DHDEE (30 min.)
- Open space for dialogue (30 min)

12:20 – 1:40 p.m.

LUNCH - Offered by the Ministry of Labor of Ecuador to all participants

1:40 - 3:40 p.m.

**PANEL 2 – REGULAR, SAFE AND ORDERLY LABOR MOBILITY**

Moderator: Ana Lucia Blanco, Advisor on International Affairs, Ministry of Labor and Social Security of Costa Rica and Vice Chair of WG2

Introductory presentations (40 minutes):

- **IOM.** Roberto Cancel, Technical Specialist on Labor and Human Mobility, International Organization for Migration
- **OAS.** Miryam Hazan, Specialist on Migration, Department of Social Inclusion
- **ILO.** Adriana Hidalgo, Technical Officer on Labor Migration, ILO Regional Office for Latin America and the Caribbean

Presentations from Ministries of Labor (30 minutes):

- **Guatemala.** José David Prado, Viceminister of Social Protection and Employment, Ministry of Labor and Social Protection
- **Ecuador.** Sharian Moreno, Undersecretary of Labor, Ministry of Labor

Open space for dialogue among all participants, based on Guiding question (50 minutes)

**Guiding questions** (based on Plan of Action of Bridgetown, Art. 9. j):

2. What strategies or initiatives is your country developing to achieve regular, safe and orderly labor mobility?
3. What actions is your Ministry carrying out to assist migrant workers? Please, indicate actions to protect migrant workers’ rights at all stages in the migration cycle; improve labor market information systems that can feed into the definition of migration policy; and bolster the ability of labor inspection to address migrant workers.

3:40 – 4:00 p.m. BREAK

4:00 – 4:45 p.m. **DISCUSSION AND INFORMATION SESSION - FOLLOW UP ON THE RIAL WORKSHOP ON COMPLIANCE WITH LABOR LEGISLATION**

Moderator: Jose Bazan, Deputy Director, Labour Program, Ministry of Labor of Canada and Vice Chair of WG2

- Presentation on the results of the RIAL Workshop “Strategies to improve compliance with Labor Legislation” held in San Jose, Costa Rica in December 2018, by Ana Lucia Blanco, International Affairs Advisor of Ministry of Labor of Costa Rica and Jesus Schucry Giacomani, Director DHDEE, OAS (20 min)
- Open space for dialogue among all participants (25 min)

**Guiding questions** (based on Plan of Action of Bridgetown, Art. 9. j):

4. From the policy recommendations that emerged from the RIAL Workshop (included in the document CIMT-20/GT1-GT2/doc.5/19) which does your Ministry consider that the Hemisphere must address as first priority? Which should be the IACML next steps to improve compliance with labor legislation?

4:45 – 5:00 p.m. **CLOSING OF WORKING GROUP 2 MEETING** – Authority of Working Group 2

**DAY 3 – December 5<sup>th</sup>, 2019**

**First Preparatory Meeting of the XXI IACML**

9:00 – 12:00 – Discussion session on the main themes of the XXI IACML and preparatory process