



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



**MEETING OF THE WORKING GROUPS 1 AND 2  
OF THE XX INTERAMERICAN CONFERENCE  
OF THE MINISTERS OF LABOR (IACML)**

December 3 – 5, 2019  
Quito, Ecuador

OEA/Ser.L/XIX.VI.1  
CIMT-20/GT1-GT2/doc.9/19  
January 30<sup>th</sup>, 2020  
Original: Spanish

---

**SUMMARY AND MAIN IDEAS OF THE MEETING OF WORKING GROUP 1  
OF THE XX IACML**

“Integrated public policies for productive employment and decent work with social inclusion”

**CONTENTS**

I.	Description and participants.....	1
II.	Background.....	2
III.	Main ideas from WG1 meeting.....	2
	Panel 1: The Future of Work and the Platform Economy.....	3
	Panel 2: Gender Equality and the Institutionalization of a Gender Approach in the Ministries of Labor .....	7
	Panel 3: Equality in the Labor Market, Elimination of Employment Discrimination, and Labor Inclusion of Vulnerable populations.....	9
	Discussion and Information Session-Inter-sectoral Workshop on Skills for the Future...11	

**I. DESCRIPTION AND PARTICIPANTS**

The meeting of Working Group 1 of the OAS XX Inter-American Conference of Ministers of Labor (IACML) was held in Quito, Ecuador, on December 3 – 5, 2019 in conjunction with the meeting of WG2 and the first Preparatory Meeting of the XXI IACML. The meeting was coordinated by the Department of Human Development, Education and Employment, SEDI of the OAS as Technical Secretariat of the IACML and organized jointly with the Ministries of Labor of Ecuador (WG1 Chair), Chile and Brazil (Vice-Chairs). It was financed with resources from the OAS Inter-American Network for Labor Administration (RIAL), as decided by the IACML authorities, and resources from the government of Ecuador as Chair of WG1

This Meeting included the participation of delegations from 20 Ministries of Labor of OAS Member States. Also present were representatives of the consultative bodies COSATE and CEATAL, and experts from the International Labour Organization (ILO), the International Organization for Migration (IOM), the World Bank, the Inter-American Commission of Women (CIM) and the OAS.

All of the information from this meeting is available on: [www.oas.org/sedi](http://www.oas.org/sedi) (by clicking [here](#))

## II. BACKGROUND

The IACML Working Groups were redefined during the XX IACML, held in Bridgetown, Barbados, in December 2017, with the aim of reflecting the current priorities of the Ministries of Labor and the spirit of the Declaration and Plan of Action of Bridgetown. Their authorities were also elected on that occasion, namely:

- Working Group 1: “Integrated public policies for productive employment and decent work with social inclusion.” Ministries of Labor of Ecuador (Chair), Brazil and Chile (Vice-Chairs).
- Working Group 2: “Institutional strengthening to promote and protect workers’ and employer’s rights and obligations and foster cooperation.” Ministries of Labor of Argentina (Chair), Canada and Costa Rica (Vice-Chairs).

According to the Plan of Action of Bridgetown (XIX IACML), the main objective of the Working Groups is “to advise the IACML regarding the objectives of the Declaration of Bridgetown 2017” and, to this end they “will examine in greater depth the topics identified in this Plan of Action, facilitate exchanges of experience, provide pertinent information and studies, and follow up on related hemispheric initiatives”.

Additionally, Article 6 of the Plan of Action of Bridgetown establishes that Working Group 1 will follow up on the following topics of the Declaration of Bridgetown: the future of work; equality in the labor market, elimination of employment discrimination, and labor inclusion for vulnerable populations; integration of labor, education, and training policies; gender equality, among others.

The Work Plan 2018 – 2020 of the IACML includes a Meeting of the Working Groups, which was held on December 3 to 5 in Quito, Ecuador, jointly with the First Preparatory Meeting of the XXI IACML.

The Meeting of the Working Groups of the XX IACML was inaugurated by Mr. Andres Madero, Minister of Labor of Ecuador, and Mr. Jesus Schucry Giacoman, Director of the Department of Human Development, Education and Employment of the Organization of American States and Mrs. Claudette Hope-Greenidge, Chief Labor Officer of the Ministry of Labour of Barbados, as Chair of the IACML.

## III. MAIN IDEAS OF WG1 MEETING

Based on both the mandates formulated in the Plan of Action of Bridgetown and decisions made during the IACML Planning Meeting in April 2017, the authorities of WG1 defined “Various forms of employment, in the framework of the general discussion on the future of work and including new hiring practices” and “Equality in the labor market, elimination of employment discrimination, and labor inclusion for vulnerable populations” as the priority topics of this meeting. The meeting also had an informative session on the Inter-sectoral Workshop “Skills for the Future: Coordination between Ministries of Education and Labor”

### **Panel 1: The Future of Work and the Platform Economy**

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

Presentations from; Janine Berg, Senior Economist, Labour Conditions Department of the ILO (by videoconference); Truman Packard, Lead Economist, Social Protection and Jobs Global Practice of the World Bank; Gloria Gaviria, Chief of Cooperation and International Relations of the Ministry of Labor of Colombia; Ronnie Goldberg, Senior Counsel of the United States Council for International Business (USCIB) and Deputy Vice-Chair of the Business Technical Advisory Committee on Labor Matters (CEATAL); and Julio Rosales, representing the Chair of the Trade Union Technical Advisory Council (COSATE).

In addition to the presentations, a space for dialogue was held during which the delegates of the United States, Mexico, Dominican Republic, Peru, Paraguay, Brazil and IOM intervened.

The following points summarize the principle elements of the presentations and the interventions during the dialogue:

- Work on digital platforms is a recent phenomenon that has been expanding in the region, and that countries are beginning to understand and address. To that extent, the Ministries of Labor are beginning to define specific policy responses and measures. Some of the efforts mentioned:
  - Reforms to the contracting processes, facilitation of electronic affiliation to social security systems, and allowing electronic signature of employment contracts.
  - Colombia approved in 2019 a policy guidance document on digital transformation and artificial intelligence with the following objectives: to reduce barriers that prevent incorporating technologies in the public and private sectors, create enabling conditions for citizens, and improve telework, among others.
  - The Dominican Republic and Brazil mentioned modifying their regulations to serve the collaborative economy.
  - Countries are carrying out studies to achieve a better understanding of the phenomenon and to be able to make evidence-based decisions. The Peruvian Ministry of Labor is working with universities. The Colombian Ministry of Labor is working with other Ministries and ECLAC to characterize emerging economies and business models of collaborative platforms.
- According to ILO publications, digital platforms are divided into two: web-based platforms, which allow for freelance or micro-task work (example: Amazon Mechanical Turk, Upwork); and those that are location-based, which provide local transportation, delivery, home services, or local micro-tasks (examples: uber, deliveroo, taskrabbit).
- ILO expert presented a recent studies on digital labor platforms. Her main messages:
  - The design of the platforms is not neutral, at least for the following aspects: price setting (is it set by the worker or the platform?), ability to encourage repeated exchange (can customers return to workers?), transparency, collection of fees, and dispute resolution.

- The number of people who work on digital platforms has increased, and they have high level of education in both developing and developed countries. For a high percentage of respondents to the ILO survey (48% worldwide and 60% in Latin America and the Caribbean), platform work is their only source of income. Workers appreciate the opportunity to work from home.
  - There are four main areas of concern: 1) payment of tasks, a high proportion of workers earn less than the minimum hourly wage; 2) insufficiency of work, the vast majority (88%) of the respondents want more work and cannot get it through the platform, in addition, they spend a lot of time looking for work (20 minutes of every hour on the platform goes to activities not paid); 3) unfair treatment by requesters, the orders or instructions may be vague and the worker has no opportunity to learn and correct, if a job is performed poorly it can be rejected and the person may even be blocked from the platform; 4) lack of responsiveness of the platforms to workers' concerns.
  - In some "freelance" platforms, workers pay to work, in contravention of ILO Convention 181 on private employment agencies, which prohibits this practice.
  - Social protection coverage is very low among platforms workers. ILO refers to "the new informality".
  - The Report of the Global Commission on the Future of Work called for "the development of an international governance system for digital labour platforms that sets and requires platforms (and their clients) to respect certain minimum rights and protections". Labor regulation is also a benefit for the company, considering that when there is no risk of financial loss, there is no incentive to reorganize work in order to improve productivity.
  - To the question on how to regulate geographically dispersed work?, the ILO believes that the Maritime Labor Convention is a good model to consider, given that it covers 1.5 million workers, establishes minimum working and living standards for all seafarers, ensures fair competition, and is the result of social dialogue.
  - Public authorities need data in order to make informed decisions, the positive is that the same platforms contain very valuable information. For example, in New York, after a study that showed that almost 90% of Uber, Lyft and other platform transportation services earned less than the minimum wage, a minimum wage was introduced for that sector.
  - This is a recent phenomenon that will surely continue to grow in the future, so taking measures now to improve working conditions and guarantee equity is very important for the long term.
- The representative from the World Bank presented the recently published white book "Protecting all: Risk sharing for a diverse and diversifying world of work", highlighting the following points:
    - Social security institutions and, in general, risk-sharing institutions reflect norms and limitations of the 2nd Industrial Revolution. The prevailing policies assume

that most people have stable dependent employment, but work today is more diverse and more fluid. This diversity and fluidity challenges the effectiveness and relevance of the prevailing model; therefore, the assumptions of the model must be adjusted.

- The labor market is undergoing great transformations due to: technological change, economic integration, social change, demographic change and climate change. The world of work evolves, yet institutions, regulations and interventions remain rigid.
  - Today labor policy, social security policy, social assistance programs and active labor market policies are separate areas, and should be together in order to achieve better risk-sharing. The goal is to have a gapless coverage that protects everyone. Achieve accessible and comprehensive protection, no matter where or how people work.
  - Labor regulations today are restrictive and must avoid extremes. Among the instruments considered extreme are the minimum wage and protection against dismissal.
  - The government's emphasis should not be on protecting jobs, but on protecting people for change. Make greater efforts to support re-employment, help people manage changes and transitions, and deploy services in such a way that they can respond to shocks.
  - Governance structures must also change, going from tripartite to pentapartite. A diverse and diversifying world of work requires a more representative negotiating table.
  - Public spending must be better distributed. There is fiscal space, the issue is that public spending is poorly placed and poorly distributed.
  - The main messages for policy makers: 1) the foundation of effective risk-sharing is poverty prevention and subsidized protection from catastrophic losses, financed from broad-based taxes; 2) with robust protections from impoverishment available to all people wherever and however they work, government mandates can be less distortive; 3) instead of protecting workers from change, governments should protect workers FOR change by supporting job transitions and re-employment; 4) Given budget and capacity limitations in most countries, governments should prioritize meeting the needs of the least-well-off first before expanding coverage to other households (progressive universalism); and 5) digital technology can be harnessed to mobilize tax resources and to deliver protection more effectively, efficiently and equitably.
- Some delegations expressed concern about achieving a balance between, on the one hand, the regulation and protection of labor rights and, on the other, business development. It was mentioned that some of these companies, such as Uber, are having millions of losses and that they face the risks and problems of any business.
  - This dialogue and exchange of experiences at the regional level on the collaborative economy and digital labor platforms is highly relevant, given that countries are currently defining how to deal with these phenomena, and they are matters that generate a lot of

controversy. How do you consider those who work in platforms (employees or contractors)? What kind of legislation applies or should be developed? How does labor inspection operate?

- The delegate from CEATAL indicated that her presentation intended to balance the discussion with the views from the employers, thus, emphasizing the benefits and opportunities that come with the platform economy, including: 1) flexibility, which can be an especially important women's economic empowerment tool; the delegate emphasized flexibility is not equivalent to precariousness; 2) potential to address the gender pay gap, she mentioned WorkGenius, where women earn 26% more than men; 3) encouragement of entrepreneurship; 4) potential to raise employees' productivity, skills, and wages, and integrate workers in remote communities with the rest of the economy. She underscored the fundamental role of lifelong learning and skills development to respond to employment challenges. She warned that artificial intelligence could deepen biases, thus, platforms must be subject to particular scrutiny. She indicated that technology is moving at a higher speed than regulation, and that regulation is responding in an inconsistent manner and with many variations across countries. She added that Courts decisions on the type of contractual relationships that exists on digital platforms (employees or independent contractors) is essential in determining access to rights and protections; and cited a review of legal cases undertaken by IOE, which documents the broad variety of decisions Courts are taking around the world. These inconsistencies of legal interpretation imply both that international regulation of the platform economy is highly premature, and that further research is needed to give policy-makers the right data to make educated policy interventions. The danger to avoid is to inhibit innovation. She finalized citing the Joint Declaration of COSATE and CEATAL, approved at the XX IACML in Barbados, which called on governments to renew their efforts to develop agile business environments that promote innovation and productivity.
- For his part, the delegate of COSATE stressed that the discussion on working in platforms should be framed within the larger discussion on the relationship that must exist between the State, society and the market. He mentioned the great challenges that persist in the labor market, including informality, youth unemployment and child labor. He noted that all industrial revolutions have had an impact on daily life and required new regulations. He stressed that before the Fourth Industrial Revolution the countries have stood still and have allowed companies to lead the way. He pointed out that labor laws and regulations are essential for the future of work, especially in the face of digital platforms; and stressed that it is necessary to have regulations on effective working hours, unstable income, non-compliance with social security and other issues related to the platforms phenomenon. He considered that new regulatory frameworks should be developed that promote inclusion, social peace, and equity in income distribution at the regional level. He stated that formal education must be linked to permanent professional training, adapt to the new digital age and allow a just transition between the different paths that technology offers. He warned that new forms of work are more dangerous than new technologies, and that it is necessary to avoid that labor relations become commercial relations.

## **Panel 2: Gender Equality and the Institutionalization of a Gender Approach in the Ministries of Labor**

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

Presentations by Maria Claudia Camacho, Labor and Employment Section Chief, from the Department of Human Development, Education and Employment, SEDI - OAS; Beatriz Piñeres, Specialist of the Inter-American Commission of Women (CIM); Nora López, General Director of Social Protection from Ministry of Labor and Social Protection of El Salvador; and Viviana Cano, Director of Planning from the Ministry of Labor, Employment, and Social Security of Paraguay

The following points summarize the main elements of the presentations and interventions by delegations during the dialogue, including Peru, Mexico, Belize and Brazil:

- Since 2007, with the approval of the Strategic Guidelines on Gender, the IACML has carried out multiple actions to support the Ministries in mainstreaming the gender perspective in their operations, policies and programs. These actions include training activities, bilateral cooperation missions, participatory gender audits, and studies; and have been carried out in partnership with ILO and CIM. The IACML recognizes that despite advances in greater education and labor participation of women, multiple inequalities persist; and it understands both gender mainstreaming (incorporating the gender perspective in the design, execution and evaluation of policies and programs to respond to equality objectives) and gender institutionalization (seeks to change norms, attitudes and organizational culture) as fundamental and necessary tools to move towards equality.
- As part of its work on this topic, the IACML elaborated in 2009 the study “The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas”, which provides a comprehensive account of gender mainstreaming in labor administrations of the region, and today serves as a baseline to measure progress. The Plan of Action of Bridgetown (XX IACML, 2017) and the Work Plan 2018 – 2020 of the IACML ordered the update of this study. To achieve this, the Technical Secretariat sent a questionnaire to all the Ministries and is currently drafting a new version of the study with the support of a gender expert consultant. During the Meeting of the WGs, the Secretariat presented the preliminary findings of the study, and noted that it will be sent to all Ministries for its revision in February, 2020. Main findings:
  - Progress: Today, the importance and need to mainstream gender is not questioned, this is already internalized within the Ministries; the gender institutions within the Ministries have been strengthened (creation and consolidation of units); results in mainstreaming gender in policies, programs and projects are real; before, the actions of the gender units were more limited to developing programs targeting women, today, real mainstreaming can be seen.
  - Challenges: Tendency to merge gender units with units that serve vulnerable populations (worrying and negative trend for mainstreaming); more actions are required to change the organizational culture of the Ministries in favor of equality; despite having more staff, units budget remains low.
  - Recommendations: Improve planning and institutional definition of units (mission, functions); create a network of gender units, as a sub-network of the

RIAL; create a more fluid relationship with the mechanisms for the advancement of women; continue to deepen training and cooperation among Ministries.

- The OAS Inter-American Commission of Women (CIM) has been a fundamental partner in this process. The basis for close CIM - IACML collaboration is the Inter-American Program for the Promotion of Women's Human Rights and Gender Equity and Equality (known as the PIA), approved in 2000, in which the member states agreed to integrate the gender perspective in their policies and projects as a means to achieve the full and equal participation of women and men in all spheres of public and private life. The CIM brings together all the Women's Mechanisms in the region and supports them so that, in turn, they can support and strengthen all public institutions to advance gender mainstreaming.
- The following key challenges of the situation of women in the labor market, were mentioned: Although there have been advances in female labor participation, the gap with male participation continues to be very high (around 25 percentage points); unemployment is higher among women than men; women are overrepresented in the informal economy; women spend much more hours than men in housework and unpaid activities; high educational and job segregation (only 30% of graduates in STEM careers are women) that puts women at greater risk due to automation and advances in artificial intelligence.
- Violence against women in the workplace emerged as a matter of great concern. The Belém de Pará Convention and its Follow-up Mechanism (MESECVI) was mentioned, and it was recognized that Ministries are giving increasing attention to this issue, aware that it is a recurring challenge. They are taking actions to prevent violence in the workplace in parallel with actions to prevent workplace harassment, among them are labor inspection protocols.
- The existence of National Gender Policies and commitment at the level of the entire Government is essential to advance gender equality.
- Among the actions carried out by the Ministries regarding gender equality, the following stand out:
  - Equality Certifications or Seals awarded to companies committed to gender equality and which have shown progress towards that goal. The EQUIPARES Seal of Colombia was mentioned which, through the RIAL, informed the creation of the IGUAL-ES Seal in El Salvador. In Ecuador there is the Equilaboral Seal, and in Mexico the Family Responsible Company Distinction.
  - Training for inspectors and officials from different areas of the Ministry on gender equality and mainstreaming.
  - Evaluation of Internal Labor Regulations and constitution of Occupational Health and Safety Committees to incorporate a gender perspective. In El Salvador, for example, the Labor Directorate does not approve Internal Regulations that do not contain this approach.
  - Actions to support the economic empowerment of women, including training, intermediation and entrepreneurship. The experience of the Center “Ciudad Mujer” of Paraguay, which provides comprehensive care services and links various public institutions, is highlighted.



- The issue of gender violence in the workplace is gaining attention within the Ministries and concrete actions are being taken to address it. Recently, the MTESS in Paraguay created the Office for the Attention and Prevention of Labor Violence; Ecuador is developing a law on this topic that will also have an implementation guide; and El Salvador provides training to employers and officials on this subject.
- The advances in the Ministry of Labor of El Salvador were highlighted. In 2012, a Participatory Gender Audit was carried out in the Ministry with the support of the OAS and ILO, resulting in an Action Plan that has guided many of its actions. The Ministry's institutional policy on gender and the manuals it has developed to support employers to mainstream gender are highlighted.
- The CIM delegate reiterated CIM's commitment to the IACML to advance gender equality and promote the full participation of women in the labor market and in productive activities, including the removal of barriers to their full and effective participation - such as care work, violence and / or sexual harassment in the workplace.
- The OAS Educational Portal of the Americas is an excellent online training and certification mechanism, that currently offers two virtual courses developed jointly with the CIM: 1) Gender Equality and Rights-based approach to Policies, Programs and Projects, y 2) Strategic Planning with a gender approach; each one with a 10-week duration. These courses may be adapted to have a specific focus, and be offered in closed editions. The DHDEE/OAS Director posed the opportunity of having closed editions to the Ministries of Labor.

### **Panel 3: Equality in the Labor Market, Elimination of Employment Discrimination, and Labor Inclusion of Vulnerable Populations**

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

Presentations by Jorge Olmedo, Director of Attention to Priority Groups of the Ministry of Labor of Ecuador and Claudette Hope-Greenidge, Chief Labour Officer of the Ministry of Labour and Social Partnership Relations of Barbados

The following points summarize the main elements of the presentations and interventions by several delegations during the dialogue, including Honduras, Peru, Dominican Republic, Paraguay, Mexico, Belize Brasil, El Salvador, Bahamas, OAS and CIM:

- The Ministries of Labor are paying special attention and taking concrete actions to guarantee labor inclusion and serve groups that face greater challenges in the labor market. Some of the actions mentioned are the following:
  - Creation and approval of new legislation related to the prevention of discrimination, workplace or sexual harassment, and service to different groups. Several laws on the prevention and elimination of workplace harassment were highlighted, as well as some particularly addressing people with disabilities.

- Design and implementation of public policies –including attention protocols- to address the realities of different segments.
  - Strengthening of the offices or units within the Ministries in charge of this issue.
  - Advice for employers and workers, and awareness-raising and training actions on inclusion and labor rights of vulnerable populations. Regarding persons with disabilities, the challenge is not only their access to employment but discrimination in the workplace which, in many cases, leads to desertion. Therefore, it is important to raise awareness and train both employers and workers.
  - Agreements with other institutions to serve certain groups. For example, agreements between Ministries of Labor and agencies for persons with disabilities.
  - In regards to labor inclusion of persons with disabilities, hiring quotas laws (Ecuador, Honduras, Dominican Republic, Brazil) were highlighted and seem to have expanded in the region.
  - Elaboration of good practices guidelines for labor inclusion of people with disabilities (the case of Ecuador).
  - Promotion of telework to stimulate productivity and improve quality of life.
- Workplace harassment is an issue that has become relevant in recent years in legislation and in the actions of the Ministries. For example, in Peru, the National Service “Work without Harassment” was established in 2019 to handle cases and provide training for employers, among others.
  - The Plan of Action of Bridgetown categorizes as vulnerable populations people with disabilities, migrants, youth, Afro-descendants, indigenous people, among others. These groups will vary for each country; for example, in the Caribbean, most of the population is of African descent, so this group cannot be classified as vulnerable. During the debate, the LGBT community, people with HIV-AIDS, and those deprived of liberty were mentioned as part of vulnerable populations.
  - The following was brought up as a lesson learned and recommendation: promotion of collaborative work between Ministries of Labor and civil society organizations that directly serve vulnerable populations, in order to guarantee their access to the labor market in conditions of equality and full respect of their labor rights.
  - It is still a priority to inform and sensitize the general population on issues of inclusion and non-discrimination. Hence, it was recommended that the Ministries review and modernize their information channels and make greater use of social media.

#### **Discussion and Information Session – Inter-sectoral Workshop on ‘Skills for the Future’**

- The Director of the Department of Human Development, Education and Employment, Jesus Giacoman, presented the document of outcomes of the Workshop “Skills for the Future: Coordination Between Ministries of Education and Employment”, which took

place in Santiago, Chile, on May 16-17, 2019 (document: CIMT-20/GT1-GT2/doc.4/19) He informed that the Workshop had the participation of delegations from Ministries of Education and/or Labor of 18 countries, international organizations, private sector, academic institutions and workers' and employers' representatives, who jointly identified a series of lessons learned and recommendations, namely:

- Policy recommendations at the national level: Develop skills for the future (technical and socio-emotional skills) according to the countries' potentialities; strengthen dual education programs with a focus on learning by doing; develop National Qualification Systems and National Qualification Frameworks involving the Ministries of Labor and Education, private sector and workers' representatives, that include systems of recognition of previous learnings; embed digital and soft skills at all levels of training; generate or strengthen mobility programs for teachers; promote appropriate curriculum reform to reflect labor market needs.
- Recommendations for actions at the regional level: Work towards an equivalence of the National Qualifications Frameworks at the level of the Americas (as a response to growing intra-regional migration); develop a common glossary of relevant terms in the discussion of education-labor coordination and skills development; define XXI Century skills for the region and prioritize them at the national level; generate a student mobility pilot at the regional level (emphasis on technical level); strengthen labor observatories or labor market information systems; review the actions that are being carried out within the different sub-regional groups on education to complement and strengthen proposals; establish the bases to create a regional mechanism to standardize skills certification, beginning with the homologation of concepts and terminology.
- The delegations of El Salvador, United States, Colombia, Bahamas, Barbados and Peru, as well as ILO and CEATAL representatives took the floor and reinforced the following messages:
  - There is a need to strengthen labor market information systems to have reliable and updated information on the current and future needs of the labor market, in order to allow for evidence-based policy-making.
  - It is fundamental to work with the private sector and worker's representatives to define and develop the skills for the future. In some countries, labor unions are important providers of training.
  - The importance of soft skills was recognized, some delegates considered them more important than technical skills. Given the constant change in occupations, the 'learning to learn' skill was specially noted.
  - National Qualification Systems are being developed at different paces in the different countries. In some, they are still at very early stages. They are considered to be a good mechanism to coordinate actions between Ministries of Education, Labor and other sectors.
  - The importance of competence recognition between countries. The experience of the Caribbean, which already has free mobility of professionals, was specially noted.

- The idea of having a Regional Qualifications Framework is gaining strength. Recently, it emerged as a recommendation from the Meeting of Ministers of Labor of the Quito Process (held in Bogota, November, 2019)
- It is necessary to continue exchanging information and experiences, including impact evaluations, on the development of skills for the future.
- Delegates coincided that the discussion on skills, training and linkage with the productive sector is central to the discussion of the future of work.

The meeting ended with remarks from the Chair of WG1, represented by Shareem Marquez, from the Ministry of Labor of Ecuador, who thanked all delegations for their inputs and highlighted the importance of the issues addressed. She invited all delegations to a visit to the Museum “*Casa Museo Guayasamin*” and declared the meeting closed.