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FINAL REPORT

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR OF THE ORGANIZATION OF AMERICAN STATES

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INDEX

I. Background 1

II. Proceedings 1

A. Preparatory Meeting 1

B. Inaugural Session 2

C. First Plenary Session 4

D. Second Plenary Session 5

E. Third Plenary Session 8

F. Fourth Plenary Session 9

G. Fifth Plenary Session 10

H. Closing Session 13

ANNEXES

APPENDIX I – RESOLUTIONS

Declaration of Bridgetown 2017 17

Plan of Action of Bridgetown 2017 25

Resolution 1: Vote of Thanks to the People and Government of Barbados 33

Declaration of COSATE to the XX IACML 35

Declaration of CEATAL to the XX IACML 43

Joint declaration of COSATE and CEATAL to the XX IACML 45

APPENDIX II – REPORTS PRESENTED TO THE CONFERENCE

Final Report of Working Group 1 49

Final Report of Working Group 2 57

Report of the Technical Secretariat to the XX IACML..... 65

APPENDIX III – MEETINGS OF CONSULTATIVE BODIES

Report of the Meeting of the COTPAL …….……. 79

Report of the Meeting of the COSATE ……..……..…… 83

Report of the Meeting of the CEATAL ...……..…….. 87

Report of the Joint Meetings of COSATE and CEATAL ……..……...…. 91

APPENDIX IV – OTHER DOCUMENTS

Work Schedule ……..……...…….. 99

List of Participants ……..……..……. 103

List of Documents ……..……..…..… 115

FINAL REPORT

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR OF THE ORGANIZATION OF AMERICAN STATES

I. Background

The Twentieth Inter-American Conference of Ministers of Labor (IACML) was held on December 7 and 8, 2017, in Bridgetown, Barbados. Prior to this IACML, two preparatory technical meetings were held: in Asunción, Paraguay on April 28, 2017, and in Washington D.C. from October 4 to 6, 2017. In addition, between August 14 and September 23, 2017, a virtual consultation forum was posted to discuss the draft Declaration and draft Plan of Action. Preparations by the Government of Barbados and the OAS began one year prior to the Conference.

II. Proceedings

Pursuant to Article 30 of the Rules of Procedure, and as detailed below, the Conference comprised a preparatory session, an inaugural session, five plenary sessions, and a closing session. There were also meetings of the consultative bodies of the Conference. Annex IV of this report contains the Work Schedule of the XX IACML and the list of documents of the Conference.

A. Preparatory Session

Pursuant to Article 31 of the Rules of Procedure of the Conference, the heads of delegation attending it held a preparatory session on December 7, at 4:45 p.m.

Yéssica Calvario, the head of the Mexican delegation, representing the Secretary of Labor and Social Security and Chair of the XIX IACML, Alfonso Navarrete, thanked the Minister of Labor, Social Security, and Human Resource Development of Barbados, Dr. Hon. Esther Byer-Suckoo, and her team for organizing this Conference. She also thanked the Technical Secretariat of the OAS for all its support during Mexico's term as chair. She then initiated the process for electing the Chair of the XX IACML.

The Minister of Labor of Antigua and Barbuda, Steadroy Benjamin, proposed the Minister of Labor of Barbados as Chair of the XX IACML, after extolling her personal and professional qualities, qualifications, and leadership. The proposal was seconded by the Deputy Minister of Labour of Canada, Lori Sterling, and Minister Esther Byer-Suckoo was elected by acclamation.

Minister Byer-Suckoo thanked the delegations and said it was an honor to take on the responsibility of steering the work of this Conference. She proceeded to review the agreements reached at the preparatory meeting held in Washington, D.C. in October 2017 and, pursuant to Article 31 of the Rules of Procedure:

i. Mentioned the order of precedence decided by lot in Washington, starting with Saint Kitts and Nevis, which the delegations agreed to follow.

ii. Agreement was also reached on the Draft Rules of Procedure for the XX IACML (CIDI/TRABAJO/doc.8/17).

iii. The draft agenda (CIDI/TRABAJO/doc.2/17) was adopted without changes.

iv. It was agreed to eschew application of Article 22 of the Rules of Procedure regarding the installation of a Credentials Committee, given that all the delegations had followed established procedure.

v. Pursuant to Article 23 of the Rules of Procedure, the Style Committee was installed, made up of the delegations of Brazil (Portuguese), Mexico (Spanish), Barbados (English), and Canada (French).

vi. Pursuant to Article 24 of the Rules of Procedure, it was decided not to form working groups during the IACML and that all matters would be discussed in plenary session.

vii. Pursuant to Article 38 of the Rules of Procedure, the deadline set for submitting new proposals was 11:00 a.m. on December 7, 2017.

viii. Pursuant to Article 26 of the Rules of Procedure, the Chair officially accepted the final reports of Working Groups 1 and 2, established during the XIX IACML, and thanked the delegations of Brazil (Chair of WG1), Chile and Panama (Vice Chairs of WG1), Paraguay (Chair WG2), and Canada and Costa Rica (Vice Chairs WG2) for leading the work of the groups, and Mexico for steering the work of the XIX IACML.

The final reports received by the IACML are reproduced in Annex II of this final report.

ix. It was agreed that the XX IACML would end at around 6:00 p.m. on December 8, 2017.

x. Other business

Regarding the draft Declaration and draft Plan of Action of Bridgetown, the Chair recalled the extensive negotiation process during which all delegations had had the opportunity to contribute to the initial proposals. She said that the draft Declaration had remained ad referendum of the delegation of the United States, which, during the meeting of the Permanent Technical Committee on Labor Matters (COTPAL), had made new adjustments to the language used in paragraphs, 3, 9, and 25 (CIDI/TRABAJO/INF.12/17). Given that not all the delegations were familiar with these new proposals, the Chair invited them to review them and asked the delegation of the United States to continue its informal consultations and report back to the plenary on the outcomes.

The Chair ended by reminding delegations that the chairs and vice chairs of the working groups would be elected during the XX IACML. She announced that the delegations of Ecuador, Argentina, Chile, Brazil, Canada, and Costa Rica had submitted their candidacies. There being no more items to address, the Chair declared the preparatory session closed.

B. Inaugural session

The inaugural session was held on December 7 at 5:30 p.m.

The Minister of Labor of Barbados, Esther Byer-Suckoo, welcomed all participants and emphasized that it was a great honor for her country to host this Conference, which in her view constituted a very important forum for finding solutions to the labor-related challenges the region is

facing. She underscored the power of partnerships and pointed out that recent progress in Barbados in recent years -- including new legislation on occupational health and sexual harassment and a human resources development strategy, to mention just two achievements -- would not have come about without the active involvement of workers and employers and without the support of the OAS and the ILO. She stressed the value of the support provided to countries by the Inter-American Network for Labor Administration (RIAL), which allowed countries to benefit from each other's experiences, and reiterated Barbados' willingness to share the experience it had acquired. She mentioned that the future of work was uncertain and that only through cooperation would all countries be able to address the enormous challenges that lay ahead. She also underscored the importance of cooperation and partnerships for achieving the sustainable development goals. She invited participants to "think big" and make the Americas a model region for the rest of the world, especially with respect to youth employment, which she singled out as a top priority. She lauded the commitments that the countries of the region had set forth in the Declaration of Bridgetown, with its highly ambitious goals in all spheres of labor administration.

The Secretary of Labor and Social Security of Mexico and Chair of the XIX IACML, Alfonso Navarrete Prida, was unable to attend but sent a written message (document CIDI/TRABAJO/INF.11/17), in which he underscores the importance of the IACML, which, for over 50 years, has advanced understanding of the world of work in the Hemisphere and the design of better public policies to overcome the challenges of a changing labor market. He points out that employment is a core concern in the international agenda following the 2008 crisis and highlights major recent developments, such as the technological revolution, the emergence of novel forms of employment, demographic changes that radically affect social security schemes, and globalization driven not just by exchanges of goods, but also by the mobility of people and information. In his message, Secretary Navarrete lists recurrent labor challenges – unemployment, informality, and inequality between men and women, as well as the complex circumstances surrounding the migrant population, among others – and highlights dialogue and regional cooperation as tools for confronting those challenges. In that connection, he points out that the IACML benefits from the invaluable support of the OAS and RIAL and key contributions from COSATE and CEATAL, which together allow it to achieve effective hemispheric cooperation and to forge productive partnerships for the region. Finally, Secretary Navarrete thanks and congratulates the Government of Barbados.

The Regional Director of the ILO for Latin America and the Caribbean, José Manuel Salazar, underscored the relevance of the topics to be addressed at the Conference. He referred to what the ILO has called a "slow-motion crisis" in labor markets that has triggered a cumulative deterioration in most of the region's social and labor indicators, as a result of the slowdown and subsequent contraction of the economy. He mentioned the high rates of unemployment (8.1%) and informality (47%), above all among youth (18.3% of youth unemployment), as well as self-employment (28% of total employment), and the even worse plight of women and indigenous communities. He stressed that the indicators show that many are being left behind and singled that out as the key challenge to be overcome, not just to achieve the inclusive and sustainable development envisaged in the 2030 Agenda, but also to ensure social cohesion in the region. He explained that these dire outcomes were not just the product of developments in the short-term economic cycle. Rather, they stemmed from structural factors associated with an enormous productivity gap. He spoke about the future of work, given that currently the world of work was being digitized, automated, virtualized, and decarbonized, which poses new challenges. As additional challenges, he pointed to accelerated ageing and the technological revolution, which is triggering new business and hiring models. As recommendations for forging a better future for work in the region, he suggested: formulating productive development and diversification policies; improving education and workforce development; guaranteeing

observance of labor rights for all, especially for segments of the population in vulnerable circumstances; and tackling gender inequalities. He recognized the key role of social dialogue in all these endeavors and emphasized that, apart from addressing specific issues, this IACML also afforded an opportunity to reaffirm collective values such as democracy, the quest for equality, social justice, and nondiscrimination.

The OAS Secretary General, Luis Almagro, referred to the need for the region to focus on generating and broadening opportunities for all citizens, especially given the rapid pace of change in the global economy. He pointed out that those who founded this Conference over 50 years ago could not have imagined the world as it is today, with the Fourth Industrial Revolution and new forms of economic interaction. They did, however, grasp the importance of taking collective actions to safeguard people's well-being and labor rights. The current short-term outlook, characterized by slow economic recovery and worrisome social and labor indicators, poses major challenges, making forums like the IACML even more relevant for putting forward solutions and suggesting concrete actions for addressing them. He mentioned the vital role of education, both quantitatively and qualitatively, for achieving upward social mobility, increasing resilience, and improving the economic and social outlook for the region. In his view, the region's chances of prospering in the competitive global economy depended on its capacity to build an innovative workforce capable of producing high quality goods and services. For that, educational systems need to adjust to the faster pace of development. For that reason, he welcomed the discussion in the IACML between ministers of labor and of education. He emphasized that the observance of labor rights, compliance with labor laws, and the expansion of employment opportunities must continue to be the cornerstones of the inter-American community's efforts, and he underscored the OAS motto of "more rights for more people." The Secretary General welcomed the fact that this Conference brings together governments, workers, employers, and international organizations, and that it constitutes a forum for strengthening dialogue, cooperation, and partnerships in the region.

C. First plenary session – Follow-up reports on the XIX IACML

The first plenary session began at 8:30 a.m. on December 8. The Minister of Labor of Barbados and Chair of the XX IACML called the session to order and read out the agreements reached during the preparatory session held on December 7, all of which were ratified. The work schedule was altered to move the session for adoption of the Declaration and Plan of Action forward to before noon on December 8, in order to guarantee the necessary quorum. The Minister then gave the floor to the delegation of the United States, for it to report on the outcomes of its informal consultations. The United States delegation thanked the other delegations for the opportunity and the OAS General Secretariat for its support and then presented a few additional changes to paragraphs 3, 9, and 25, saying that they were designed to achieve a language of consensus reflecting both the positions of the delegations and those of the United States. The United States delegate underscored that the 2030 Agenda is an important framework for promoting development and prosperity across the world and stressed that all countries needed to contribute to the achievement of its goals, in line with their national priorities and circumstances. The United States applauded the 2030 Agenda's call for shared responsibility and acknowledged the importance of working with the social partners. The proposed paragraphs were distributed among the delegations, with a request that they examine them with a view to reaching consensus on the language used when it came to submitting the Draft Declaration for adoption.

The Chair then gave the floor to the OAS General Secretariat.

Speaking on behalf of the Executive Secretary for Integral Development of the OAS, Kim Osborne, the Chief of the Labor and Employment Section of SEDI, María Claudia Camacho, presented the Report of the Technical Secretariat to the XX IACML (document CIDI/TRABAJO/doc.17/17). She underscored the fact that the 2016-2017 Work Plan, adopted during the planning meeting pursuant to the mandates of the XIX IACML, had been completed in its entirety. She then highlighted the core achievements. In that period, the IACML had: 1) Achieved greater political and technical coordination among ministries of labor and education, especially as regards their efforts to enhance youth employment; 2) Contributed to governments' efforts to achieve greater inclusion in the work place and more compliance with legislation, thanks to discussions in working groups and ongoing cooperation via RIAL; 3) Continued forging robust partnerships with international organizations (in particular, the Workshop on Labor Migration organized jointly with the ILO and the International Organization for Migration (IOM), and the work done with the Pan American Health Organization (PAHO) and the Inter-American Conference on Social Security (CISS); 4) Consolidated the work of RIAL with the launching of a new virtual platform to facilitate cooperation; 5) Continued to demonstrate that it is a useful forum for sharing experiences and deciding on collective actions, and that it can, moreover, adapt to changing circumstances; and 6) Continued to boost social dialogue at the hemispheric level. María Claudia Camacho then presented the publication "The Coordination between Education and Labor in the Americas", which contains the results of the Inter-Sectoral Workshop on Youth Employment, held in Brasilia in December 2016. The publication testifies to the progress made in that period and contains concept papers, summaries of national experiences, and a series of lessons learned and policy recommendations for enhancing the links between the world of education and the world of work.

The Chair thanked SEDI for the Report and congratulated the Secretariat for its work and the large number of activities carried out over a short period of time. There being no requests for the floor, the Chair declared the session closed.

D. Second Plenary Session – Toward better inter-sectoral coordination between education, training, and labor, crucial to unleash youth potential and address the future of work

The purpose of this session was to continue the dialogue between ministers of labor and ministers of education initiated at the Inter-American Meeting of Ministers of Education in 2015 and supplemented at the XIX IACML. Participating in the session for that reason was the Chair of the Inter-American Committee on Education (CIE).

The Chair welcomed the Minister of Education of The Bahamas and the Chair of CIE, Jeffrey Lloyd, and underscored the importance of continuing the cooperation between the education and labor sectors within the framework of the ministerial processes sponsored by the OAS.

On behalf of the region's ministers of education, Minister Lloyd thanked the organizers for the invitation to speak and said he very much welcomed the continuation of this inter-ministerial dialogue. He highlighted the adoption of the Inter-American Education Agenda (IEA) at the Meeting of Ministers of Education in The Bahamas, in February 2017, which he said would strengthen cooperation among member states aimed at moving forward with educational policies in three priority areas: equitable, inclusive, and quality education; teacher training; and early childhood development. He pointed to the fundamental importance of political dialogue among ministries of education and labor so as to achieve a better grasp of educational challenges and to define policy solutions for addressing them, and he welcomed the holding of the Inter-Sectoral Workshop on Youth Employment in Brasilia, in 2017. Among the challenges, he highlighted the situation of youth, especially the most

vulnerable, and the need to provide them with the high-quality education that would enable them to play an active part in the development of their communities and countries. He pointed out that that was the only path to inclusive growth. He said he concurred with the joint declaration by the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labor Matters (CEATAL) and its call to achieve a new approach to education that will equip new generations with tools for adapting to technological changes and innovation. He also shared information regarding some of his own country's initiatives in this field. Minister Lloyd called for the establishment of areas of inter-sectoral coordination and concrete actions to advance them and, in that regard, pointed to three issues prioritized in the 2017-2019 Work Plan of CIE: Facilitating youth employment and the school-to-work transition; strengthening and updating technical and vocational education and training (TVET) systems; and improving/updating educational curricula. He recommended according priority to TVET and its ties with professional training and pointed out that a target had already been set for it in Sustainable Development Goal No. 4. He said that expanding TVET was vital for economic growth in the region. He said it was important to expand social dialogue and to bring other actors into the discussions, such as academia and civil society which in recent years have developed best practices that could be scaled up into policies. He recommended systematizing the knowledge already acquired in these fields and turning it into lessons and recommendations that could guide the formulation of policies and form the basis for horizontal cooperation activities conducted within the IEA and RIAL frameworks.

The Chair thanked Minister Lloyd for his remarks and stressed the importance of continuing to devise concrete activities for cooperation between education and labor, so as to overcome the skills divide and the youth employment situation, in particular. She gave the floor to the delegations of Mexico and Brazil, for their initial presentations.

Speaking on behalf of the Minister of Labor of Mexico and Chair of the XIX IACML, the Head of the Mexican Delegation, Yéssica Calvario, began by underscoring that both the IACML and the CIE have acknowledged that better coordination between ministries of labor and ministries of education would help vulnerable groups, especially youth, join the labor market and would increase productivity. She pointed out that, during Mexico's term as Chair of the IACML, the Inter-Sectoral Workshop on Youth Employment had been held in Brazil in 2017, bringing together professionals from both labor and education ministries, who had committed to achieving greater coordination between the two sectors. She mentioned the challenges posed by new developments in the world of work; the obsolescence that had befallen many traditional skills; and automation and artificial intelligence, as phenomena requiring a review of old polices and the implementation of new integrated policies for developing human capital and ongoing skills-building and training and for strengthening public-private partnerships. She mentioned that high-quality education is a prerequisite for prosperity but is not in itself enough to increase employability. Within their spheres of competence, labor ministries need to strengthen strategies to facilitate and safeguard entry into the labor market and the transition from school to work; that includes strengthening labor observatories, training, the fostering of self-employment and labor mobility within the framework of active labor market policies. She told the delegations about the efforts undertaken by the Secretariat of Labor of Mexico in these areas and pointed out that the National Employment Service would be celebrating its 40th anniversary in 2018. She also highlighted the new 2017 Labor Observatory platform (OLA) and Mexico's "Dual Vocational Training Model" implemented in coordination with the Secretariat of Education and the private sector. She ended by stressing that Mexico considered it essential to develop inter-ministerial strategies for giving youth the tools they need to boost the skills and abilities that could facilitate their inclusion in the labor market. She also welcomed the fact that the

Declaration of Bridgetown specifically addresses the challenges of the future of work and promotes the development of such inter-ministerial strategies.

The Head of the Brazilian delegation, Ney Canani, underscored the relationships between education, work, and poverty reduction and mentioned that a sustainable eradication of poverty presupposed structural transformations, in which quality education played a vital role. He pointed to the paradox between the high level of youth unemployment, on the one hand, and enterprises that claim they cannot find the workers they need: an indication of a skills gap. He acknowledged that traditional education is not enough to ensure entry into the labor market and called for a re-thinking of both educational and professional training systems. He mentioned the changes taking place in the world of work and uncertainty as to which jobs the future will offer as an additional challenge, further underscoring the need for greater coordination between education and labor. He referred to the Inter-Sectoral Workshop in Brasilia as a step forward, as an event that not only examined instances of coordination but also recognized how much remains to be done. He described a few initiatives undertaken in Brazil, where, as he pointed out, the Ministry of Labor and the Ministry of Education perform separate but complementary functions: the Ministry of Labor is responsible for steering apprenticeship and vocational training processes, while the Ministry of Education is responsible for educational policy, including technical education. He mentioned the 2014-2024 National Education Plan, which seeks, inter alia, to generate new skills and increase motivation among students in an effort to lower drop-out rates; the Apprenticeship Law of 2005, which requires enterprises to increase the number of apprentices so as to foster on-the-job skills development; and the Employment Portal, which brings together a set of services for job-seekers and covers both employment and training opportunities. Mr. Canani ended by stressing the importance of cooperation among countries in this field. On that note, he welcomed the publication on "Coordination between Education and Labor in the Americas" as laying the foundations for further cooperation.

The Chair thanked the speakers and opened up the floor for dialogue among the participants.

The delegate for Argentina, Graciela Sosa, mentioned that the big challenge ministries faced was devising policies in a context of widespread uncertainty and ever faster change. That context requires a broader notion of the concept of training: one that involves life-long learning, beginning in early childhood with a vocation for on-going, continuous learning. She mentioned the Sectoral Vocational Training Councils and the "Youths with More and Better Jobs" program as examples of successful strategies in Argentina. She stressed that education-labor coordination is essential, given that ministries of labor are closer to the world of work and production, while ministries of education have privileged access to the tools that shape basic skills in young people. She pointed out that Argentina's commitment to that inter-sectoral coordination is such that, for the first time, the G20 (chaired by Argentina in 2018) will convene a joint meeting of ministries of education and ministries of labor on skills for the future.

The Minister of Labor of Saint Lucia, Stephenson King, invited participants to reflect on the type of education that is currently needed. He questioned the conventional approach as failing to explore children's vocations and passions. He talked about young people's lack of motivation, which possibly stemmed from a too tight and restrictive education, inhibiting them from discovering and pursuing their true vocation. He called for a re-engineering of the educational system into one that would shape dreamers, innovators, and entrepreneurs and foster a work ethic, given that young people today appeared to work only to earn money. He also drew attention to acute social problems and the need to cater to families as a unit, given that circumstances at home affect children's and young people's performance and development; for that reason, he said it was also important to work in

coordination with ministries of social development. Minister King underscored the importance of cooperation among all governments and suggested creating a portfolio of information on successful initiatives, including those described in this session.

The Vice-Minister of Labor of Guatemala, Gabriel Aguilera, concurred with the Minister of Labor of Saint Lucia and asked for other countries' support to advance the coordination between education and labor in Guatemala. He commented that young people were now questioning the usefulness of long courses of study and preferred short ones to enable them to access the labor market more quickly. He underscored Mexico's experience with its dual education program and the need for more cooperation.

The Minister of Labor of Panama, Luis Ernesto Carles, highlighted the establishment of the High Commission for Employment in 2014, comprised of government officials, entrepreneurs, academics and trade union representatives, and charged with identifying obstacles to youth employment. He also drew attention to the establishment of the Vocational Guidance and Employment Program (POVE), which offers vocational counseling and encourages a reassessment of traditionally underestimated technical careers. He underscored that 70% of future job openings would be in technical professions so that it was necessary to inform and sensitize young people to that option. He also stressed the importance of fostering social and emotional skills and mentioned the ProJoven Program, which seeks to do just that. He ended by saying that he agreed with the Minister of Labor of Saint Lucia about the importance of young people discovering what makes them happy and being able to work in that field.

The Vice Minister of Labor of Uruguay, Nelson Loustaunau, expressed concern about the effects of automation and new technologies on labor. He pointed out that Uruguay is the leading producer of software in Latin America thanks to an educational system that provides access to technologies from an early age. He agreed with the idea expressed by the Minister of Labor of Saint Lucia and considered that the only way to address the issue of coordination between labor and education is to take an ethical approach in which a work ethic is developed on the principle that "work is ennobling" ("*el trabajo dignifica*"). He drew attention to the youth unemployment rate in Japan, which is as high as it is in the rest of the world.

There being no requests for the floor, the Chair declared the session closed.

E. Third plenary session – Adoption of the Draft Declaration and Draft Plan of Action of Bridgetown

This was originally scheduled to be the Fifth Session, to be held in the afternoon of December 8. The Chair proposed moving it forward to the morning, as the third session, in order to guarantee the necessary quorum, since some delegations had reported that they would have to travel before the meeting ended. The delegations agreed to the change and the work schedule was amended accordingly (CIDI/TRABAJO/doc.3/17 rev. 3).

The Chair introduced the first item to be considered in this session – election of officers of the Working Groups – and reported on the candidacies that had been received: For Working Group 1, Ecuador as Chair, Chile and Brazil as Vice Chairs; and for Working Group 2, Argentina as Chair, and Canada and Costa Rica as Vice Chairs. She explained that there were thus six candidacies for six vacancies and proposed electing them by acclamation. The Vice Minister of Guatemala seconded the motion and the officers of the Working Groups were duly elected by acclamation.

The Chair then proceeded to the election of the pro tempore Chair of the XXI IACML and gave the floor to the delegation of Ecuador.

The Ecuadorian delegate, Daniel Vargas, expressed his country's interest in hosting the XXI IACML.

The Chair thanked Ecuador for its offer and proposed that Ecuador be elected pro tempore Chair of the XXI IACML by acclamation. The proposal was approved and Ecuador was elected by acclamation.

The Chair then proceeded to the item on adoption of the Draft Declaration of Bridgetown. She recalled that changes to paragraphs 3, 9, and 25 of the draft Declaration, proposed by the delegation of the United States, had been distributed at the start of the first plenary session and she asked whether a consensus had been reached regarding them. There being no verbal response from the delegations, the Chair proposed that the draft Declaration be adopted with those modifications. The Declaration was adopted by acclamation.

The Chair then submitted the draft Plan of Action of Bridgetown produced during the Preparatory Meeting held in October 2017 for consideration by the delegations. They adopted the Plan of Action by acclamation.

The Chair thanked all the delegations for the efforts they had gone to achieve adoption of these regional consensus documents, including both virtual and face-to-face debates. Their adoption testified to the success of the Conference. She then declared the session closed.

F. Fourth plenary session – Gender equality, ensuring labor rights and opportunities for vulnerable populations

This session began at 11:15 a.m. on December 8 and included presentations by the Heads of Delegation of Costa Rica and Canada, followed by dialogue among those present.

The Minister of Labor of Costa Rica, Alfredo Hasbum, began by acknowledging that although significant progress had been made in the past 20 years with regard to women's education and participation in the labor market, there were still enormous gender gaps with respect to employment and wages. He described some of the initiatives under way in Costa Rica, aimed at achieving gender equality and guaranteeing labor rights for vulnerable populations. These included: the Law establishing the National Network for Child Care and Development (RedCUDI), which seeks to facilitate entry into the labor market of women with children (the group with the least participation in the workforce); the Responsible Paternity law; the new social security scheme for domestic workers, which halves the minimum required contribution with a view to increasing coverage; and the new approach to labor inspection which pays more heed to gender equity and to identifying differences in the way men and women are treated in the workplace. He also mentioned the Reform of Labor-related Procedures (*Reforma Procesal Laboral*) which entered into force in 2017 and provided for special judicial proceedings in cases of dismissal on discriminatory grounds, and the Tripartite Round Table for adoption of ILO Recommendation 204 on transition from the informal to the formal economy, which has produced concrete results in that area, including adoption of an Action Plan for implementing said Recommendation.

The Deputy Minister of Labour of Canada, Lori Sterling, said that, like all the other countries in the region, Canada still faced major gender equality challenges. As an example she cited the fact that while women's participation in the workforce in Canada was 74% (the highest of any OECD country), there were still major differences in pay for men and women. She focused on four areas that Canada is currently working on: 1) Basic labor standards: increases to the minimum wage; the right of workers to ask for flexible working arrangements (Canada is the second country in the world -- after the United Kingdom -- to grant that right); the elimination of unpaid internships and review of remuneration for part-time jobs; 2) Equal pay: legislation has been introduced to ensure that trade unions and employers evaluate each job, assign a value to it, and then make sure that men and women are paid the same for the same job; 3) Harassment and violence: New legislation that will enable the Ministry of Labor to act in harassment cases, treating them in the same way it handles occupational health issues, as a workplace hazard. This is accompanied by education and awareness-raising campaigns and actions to avert reprisals against whistleblowers; 4) Progressive trade policy: such policies now require gender, as well as labor, provisions in trade agreements. In June 2017 Chile and Canada signed the first trade agreement to contain a gender clause; 5) Inclusive workplaces: legislation to enhance inclusion of persons with disabilities, based on the United States model, and promotion of LGBQTI community rights.

The Chair thanked Costa Rica and Canada for their presentations and mentioned that Barbados had recently passed legislation on sexual harassment. She then opened the floor to a dialogue among all delegations.

The delegate of Argentina commented on the excellent results of the Tripartite Commission on equal opportunities for men and women, which had not only led to concrete actions but had also served as a model for other Tripartite Commissions: on the integration of persons with disabilities in the workforce, forced labor, the inclusion of indigenous communities, and others. These Commissions agree on actions to be undertaken to promote equal opportunities, promote laws and agreements, and create tools to help organizations and individuals deal with issues covered by the Commissions. She underscored the Domestic Workers Act, adopted in 2012, which facilitates the formalization of this sector.

The Minister of Labor of Antigua and Barbuda, Steadroy Benjamin, lauded Canada's initiative of including gender issues in trade agreements and suggested, after an exchange with Canada's Deputy Minister, including in harassment legislation a deadline by which complaints have to be filed.

The Secretary General of the Inter-American Conference on Social Security (CISS), Omar de la Torre, thanked the organizers for the opportunity to take part in the Conference and to follow up on the study of bilateral and multilateral social security agreements conducted by the CISS and the OAS and presented at the XIX IACML. He reminded delegations that that study had been carried out at the request of the IACML with a view to analyzing those agreements, focusing on the portability of pension rights, and contributing to better implementation aimed at benefiting many more migrant workers. He underscored the importance of guaranteeing the exercise of migration rights, as well as the United Nations Global Compact. Following up on the study and pursuant to a mandate of the XIX IACML, he presented (in a flash disk) a database of all agreements signed thus far, which will be constantly updated at the following website: http://www.ciss.net/convenios-bilaterales-y-multilaterales. He said that the CISS was also preparing a work program to offer technical assistance to countries aimed at improving the design and implementation of portability agreements, with the support of its Inter-American Center for Social Security Studies (CIESS). He

reiterated the willingness of CISS to continue working on a permanent basis with the IACML, as a sister Conference, with a view to assisting countries with migration and social security matters, and said its headquarters in Mexico City was available for any such activities.

There being no further requests for the floor, the Chair thanked all those who had participated and declared the fourth plenary session closed.

G. Fifth Plenary Session – Making the 2030 Agenda for Sustainable Development a reality: Implementation of Goal 8 of the SDGs; decent work, sustainable enterprises, and social dialogue

The Chair began this session at 2:30 p.m. on December 8 by saying that discussions would resume on the election of officers. She then gave the floor to the delegation of Ecuador.

The delegate of Ecuador, Daniel Vargas, reiterated his country's steadfast commitment to strive for workers' rights. That was the motive underlying Ecuador's candidacy for the chairmanship of both Working Group 1 and of the XXI IACML. However, the delegation of Ecuador stated that, following talks with a number of delegations, it had realized that applying for both was not usual practice in the IACML and for that reason Ecuador would only maintain the chairmanship of Working Group 1. That way, there would be no impairment of the representative nature of this Conference. The delegate mentioned that Ecuador would be working with the IOM in 2018 on labor migration issues.

The Chair thanked the delegation of Ecuador and recognized its commitment to working with the IACML in order to guarantee workers' rights. She invited delegations that were considering offering to host the XXI IACML to continue their consultations and report back on the outcomes.

The Vice Minister of Labor of Guatemala announced that in conversations with the Minister of Labor of Costa Rica they had agreed on the possibility of the next IACML being held in Central America. Although both countries have elections coming up in 2018 and 2019, they wanted to place on record the proposal that the IACML be held in either of the two countries. Meanwhile, consultations would continue.

The Chair thanked the delegations of Guatemala and Costa Rica for their interest in hosting the IACML and invited them to continue consultations and formalize their candidacy in due course, in order for the Inter-American Council for Integral Development (CIDI) to choose the venue for the next Conference. She said that, because that morning Ecuador had been mentioned as the future Chair in the Declaration and Plan of Action of Bridgetown, the corresponding adjustments would be made to the last paragraph of the Declaration and the second paragraph of the Plan of Action.

The Argentine delegate thanked the delegations once again for electing Argentina Chair of Working Group 2 and said her Ministry was committed to providing technical assistance to their peers in the region, especially regarding child labor, following the recent Global Conference on the Sustained Eradication of Child Labor.

The Chair then proceeded to give the floor to the Heads of Delegation of Panama and Guatemala for their presentations on the central topic for this session.

The Minister of Labor and Workforce Development of Panama, Luis Ernesto Carles, stressed that SDG No. 8 was a huge step forward in that it treated decent work not just as an ILO concern but rather as a universal aspiration. He said he realized that the world of work is impacted by international policies and actions, such as trade agreements, but it is at the local level that concrete steps are taken to make SDG 8 a reality. Local responses turn out to be the most effective, when it comes to addressing global challenges. He emphasized that work is one of the points at which democracy and the local dimension meet, as well as being a powerful tool for social inclusion. He mentioned some of the strategies to be developed at the local level for achieving SDG 8, including the strengthening of employment services, tighter ties between training and productive activities, support for small and medium-sized enterprises, synergies among local actors for promoting youth employment, and investment in innovation to create work in new sectors (such as the green and circular economy). He drew attention to the success of decentralized job fairs in Panama, which bring information about vacancies to each local setting, and highlighted the focusing of efforts on eradicating child labor at the local level, with a view to gradually declaring parts of the country as geographical areas free from child labor. Finally, he mentioned progress made with social dialogue in Panama, including the negotiation of 275 collective bargaining conventions in the past three years, based on mutual respect among all the actors involved. He explained that negotiating was not the same as doing a deal and that dialogue can end in legitimate disagreements. However no consensus is ever reached without dialogue. Hence, the importance of dialogue for social life.

The Vice Minister of Labor of Guatemala, Gabriel Aguilera, started by mentioning the adoption of the National Development Plan or Plan K'atun through 2032 and of the 2017-2032 National Decent Work Policy: the result of a tripartite dialogue involving the ministries of labor, education, the economy and social development. These constitute frameworks for numerous activities nationwide, one of which entails closer ties with the private sector, given that companies are looking for qualified labor and not finding it. In partnership with the Ministry of Education, an effort is being made to provide more training in information technology and in English, given the deficit in both those areas. The increasing role of call centers is making bilingualism essential. He mentioned that there were more consultations now with the private sector about their labor and skills needs. He referred to some steps that had been taken to attend to traditionally more vulnerable segments of the population, including the current debate in Congress about implementing ILO Convention 169 on Indigenous Peoples and the prior consultation mechanism, in particular; the existence of the Working Woman Unit in the Ministry to advance gender equity; the "*Empléate inclusivo*" project to foster inclusion in the workforce of persons with disabilities (in which the Ministry itself is employing such persons as interns, thereby setting an example for the private sector to follow); the eradication of child labor, in which the emphasis is on working with the municipalities; and efforts to combat informality. He emphasized that Guatemala is seeking a change of paradigm in which all these are State, not government, commitments, i.e., State policies. He ended his remarks with a call to further develop Central American integration, in such a way as to allow each country a greater competitive advantage as part of the Central American market. He said that decent work with rights was essential for breaking the vicious circle of poverty.

The Chair thanked the speakers for their presentations and opened up the floor for dialogue.

The Argentine delegate mentioned her country's National Council for Coordinating Social Policies and said it was responsible for adapting the 2030 Agenda to national circumstances. The Ministry of Labor was responsible for four of the SDG8 targets. She highlighted the outcomes of the Fourth International Conference on the Sustained Eradication of Child Labor, including a Declaration that will help shape global efforts in that regard over the next four years and 91 commitments by

States, and she thanked the delegations and international organizations for their participation and support.

For her part, the Chair reaffirmed the commitment of Barbados to combating child labor and underscored the need for more and better statistics for establishing baselines and measuring progress.

The COSATE delegate, Tony Moore, drew attention to the language used in SDG8, which mentions productive employment in addition to decent work, when it is one of the pillars of the decent work concept, as well as social dialogue. She called upon governments and all those present to continue boosting and respecting social dialogue in the region, which she saw as an effective tool for stimulating and stabilizing economies, as well as social relations. She pointed out that for the trade union movement – grouped together in COSATE and the Trade Union Confederation of the Americas (TUCA) – not leaving anyone behind meant listening to everyone's views and including them in decision-making. She therefore urged all those present to ensuring everyone´s voices are heard and taken into account in the decisions that affect them.

The Head of the United States delegation, Mark Mittelhauser, mentioned that complying with the 2030 Agenda would require a concerted effort by everyone. He underlined, in particular, national responsibilities for mobilizing resources, defining domestic policies, and working with social actors. He drew special attention to child labor, congratulated the Government of Argentina on the recent international conference on that subject, and underscored the importance of international cooperation for achieving target 8.7. He announced that the United States had committed to earmarking US$250 million to fighting child labor, forced labor, and trafficking in persons and was lending special support to Alliance 8.7, headed by the ILO. He reiterated the readiness of the United States to work with all governments to achieve that target.

The Chair thanked everyone for their remarks and mentioned that the change in the order of sessions had been fortunate because it had afforded an opportunity to end the IACML with references to the SDGs, social justice, social dialogue, and decent work: all principles to which all the governments have committed. She said that with these issues the work of the Conference was both ending and beginning.

The Minister of Labor of Panama asked for the floor to read out, on behalf of all the delegations, the draft resolution entitled "Vote of Thanks to the Government and People of Barbados."

Upon hearing the resolution, the delegations applauded and the draft was adopted by acclamation.

The Chair thanked the delegations and said, on behalf of the Ministry of Labor and the Government of Barbados, that it had been a pleasure to welcome them to her country. That said, she declared this session closed.

H. Closing session

The closing session took place at 4:00 p.m. on December 8.

The Executive Secretary for Integral Development of the OAS, Kim Osborne, thanked Barbados for its hospitality, leadership, and excellent preparations for this Conference, all of which had been vital for its success. She thanked the ministries, COSATE, CEATAL, and international

organizations for their contributions and commitment to the Conference. She pointed out that in 2017, apart from the IACML, there had also been OAS meetings of Ministers of Education, Energy, Competitiveness, and Science and Technology, in all of which she had ascertained the impressive willingness of member states to work together and devise actions for overcoming collective challenges involving shared responsibilities. She said that cooperation for development was at the very heart of SEDI and urged delegations to continue their active participation in the RIAL, not just through financial contributions, but also by sharing its lessons learned and best practices. She underscored the concrete spheres of action that had emerged from this IACML, in particular the commitments to achieve closer ties between education and work and to strengthen educational systems, entered into both at the Meeting of Ministers of Education in The Bahamas and at this IACML. She said she hoped that at the next meetings of ministers from both sectors there would be reports on changes brought about and their impacts in the labor market. She also underscored the commitment made at this Conference to work for greater inclusion and equality, areas in which the region lagged far behind. She recalled the words of the OAS Secretary General, who had pointed out that the IACML is an important mechanism for dialogue and collective action aimed at expanding the rights and job opportunities for all the inhabitants of the Americas, and she urged the delegations to leave Barbados confident that, through cooperation, the region will be able to address the challenges of a world of work in constant flux. She reiterated the willingness of SEDI to continue working with all governments, agencies, and social actors, while recognizing the complexities of development and that no country or organization has all the answers. She ended by thanking the OAS team for their outstanding work and dedication.

The Executive Secretary for Integral Development of the OAS then handed the Chair of the IACML a set of the flags of the member states of the OAS, in recognition of her role as a regional leader.

The Chair addressed a few final words to the IACML, thanking all the delegations for having traveled to Barbados to take part in this hemispheric encounter and wishing them a speedy return. She pondered the need to be self-critical as countries, to acknowledge progress while accepting that there was a long way to go to achieve the SDGs. On the path toward those goals, cooperation, the sharing of experiences, and dialogue among countries were fundamental. She pointed out that this Conference is a privileged forum for conducting that dialogue and exchange and for showing that governments have important allies in the OAS, the ILO, and other international organizations, as well as in COSATE and CEATAL, as they strive to overcome today's challenges. She invited the delegations to continue their exchanges through the RIAL and celebrated the adoption of the Declaration of Bridgetown and its ambitious Plan of Action, both of which embody national and regional commitments. She admitted that those commitments would involve a huge amount of work and thanked the OAS for all its support for its member states' efforts to live up to them. She said that she considered the presence of the Chair of the CIE, the Minister of Education of The Bahamas, as a high point of the IACML, recognizing that inter-sectoral cooperation is essential for achieving the SDGs. She thanked and congratulated her team on their tireless endeavors. Finally, she stressed that the IACML strengthens social dialogue in the region and said she considers such dialogue a prerequisite for progress toward any of the SDGs. She wished the delegations a safe return to their countries and invited them to continue their strong collaboration.

At 5:30 p.m. on December 8, 2017, the Chair of the XX IACML declared the meeting closed.

APPENDIX I – RESOLUTIONS

- Declaration of Bridgetown 2017
- Plan of Action of Bridgetown 2017
- Resolution 1: Vote of Thanks to the People and Government of barbados
- Declaration of COSATE to the XX IACML
- Declaration of CEATAL to the XX IACML
- Joint COSATE-CEATAL Declaration to the XX IACML

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
December 7 and 8, 2017
Bridgetown, Barbados

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DECLARATION OF BRIDGETOWN 2017

BUILDING ON OUR ACHIEVEMENTS AND ADVANCING TOWARDS SOCIAL JUSTICE, DECENT WORK, AND SUSTAINABLE DEVELOPMENT IN THE AMERICAS

(Adopted at the third and fifth sessions, held on December 8, 2017, and reviewed by the Style Committee)

1. We, the Ministers and Heads of Delegation participating in the XX Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States (OAS), have gathered at Bridgetown, Barbados, on December 7 and 8, 2017, to discuss and advance strategies, approaches and programs that will allow us to consolidate and build on our achievements, as well as advance towards social justice, decent work, and sustainable development in the Americas.

2. We reaffirm our strong commitment to the principles of inter-American solidarity and cooperation reflected in the Charter of the OAS, the Inter-American Democratic Charter, and the Social Charter of the Americas. We further reaffirm the principles and purposes of these instruments, which recognize that social justice, equity, full and productive employment, and decent work for all are essential to democracy, peace and security, and sustainable development.

3. We underscore our commitment to the United Nations 2030 Agenda for Sustainable Development as a framework for action, and recognize that the eradication of poverty in all its forms and dimensions is indispensable in efforts towards sustainable development. In that regard, we underscore the role of ministries of labor in advancing that agenda, particularly Sustainable Development Goal (SDG) 8 on promoting sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all.

4. We further recognize the vital role our respective ministries of labor play in articulating and integrating economic and social policies that place full, productive employment and decent work at the center of their objectives. We encourage our respective ministries throughout the Hemisphere to enhance cooperation and coordination among labor authorities and institutions and among our counterparts in finance, economics, education, health, environment, and trade in promoting development that is sustainable and inclusive.

5. Mindful that Article 33 of the Social Charter of the Americas asserts that inter-American cooperation is a common and shared responsibility in the framework of democratic principles and the institutions of the inter-American system, we recognize that technical assistance and horizontal cooperation contribute to strengthening the human and institutional capacities of ministries of labor and the attainment of best practice in matters of labor and employment. As such, we value highly and renew our commitment to, and support for, the work of the Inter-American Network for Labor Administration (RIAL).

6. We reaffirm our understanding that economic development, democratic governance, decent work, and social inclusion are interdependent and mutually reinforcing. Further, we recognize that strategies, approaches, policies, and programs advanced in matters related to labor and employment are key in any process of advancement towards integral development. Consequently we, the Ministers of Labor and Heads of Delegation adopt the following recommendations to serve as a frame of reference for labor and employment policies throughout the Hemisphere as we seek to build on the accomplishments made since 1963 through inter-American solidarity, consensus building, and cooperation through the processes and mechanisms of the IACML.

TOWARDS BETTER INTERSECTORAL COORDINATION BETWEEN EDUCATION, TRAINING, AND LABOR, CRUCIAL TO UNLEASH YOUTH POTENTIAL AND ADDRESS THE FUTURE OF WORK

7. We recognize the relationship that exists between decent work, productive employment, and education, and we celebrate the dialogue and cooperation that we have sustained since the XIX IACML with the ministries of education through the Inter-American Committee on Education (CIE). Therefore, we will promote greater interministerial coordination to provide quality, inclusive, and equitable education, training, and learning that better respond to the new challenges and opportunities of the world of work, technological changes, and the demands of the various productive sectors.

8. We encourage integrated policies and programs and we will work to deepen intersectoral collaboration between ministries of labor, ministries of education, training institutions, and social partners to strengthen our education and training systems, in particular technical and vocational education; generate and preserve full and productive employment and decent work; and promote sustained, inclusive economic growth.

9. We believe that health is a fundamental element for the workforce that may significantly impact workers' and enterprises' productivity. We recognize the need to continue working in coordination with the ministries of health to contribute to the development of workers' health policies that seek to promote wellbeing and healthy lifestyles and reduce absenteeism due to occupational diseases and injuries.

10. We will place special emphasis on meeting the new challenges of the future of work in the face of the fourth industrial revolution, and on addressing them with multiple actions, such as incorporating them into the design of modern and relevant curricula and training trajectories in education and training systems. We also assume the need to approach the business world with this new conception of work, in order to ensure for youth a successful entrance into the labor market. We acknowledge the trends and developments in this digital age where traditional approaches to work are being reshaped. We recognize that these developments give rise to new challenges and we shall strive to equip our workforce, particularly our youth, our less-skilled workers, and those workers displaced by new developments, with the technical and socioemotional skills needed to meet the new and emerging realities of the world of work. These changes require social dialogue and proactive policies to guarantee benefits for all.

11. We will strengthen our technical and vocational education and training (TVET) systems, as we recognize the vital role they play in facilitating access to decent, dignified, and quality employment opportunities, particularly among youth and adult job seekers, as well as in diversifying the workforce, especially in areas where there may be significant opportunity for growth and

development. Recognizing that social dialogue is the fundamental instrument for carrying out strategic and permanent partnerships, we call on relevant stakeholders, particularly our private sector, to engage in mutually beneficial, smart partnerships with our training institutions and employment promotion programs.

12. We believe that in an increasingly competitive environment and in the face of growing labor mobility, there is a vital need for workers to attain certification that can be recognized locally, regionally, and internationally. Therefore, we will continue to strengthen our local and national skills certification systems and empower workers who have acquired their skill sets through their education, job training, and experience with every opportunity to demonstrate them and obtain their appropriate certification. We will also promote more regional and international cooperation so that skills certifications are accepted across national borders.

13. We reaffirm our commitment to further developing modern labor market information systems that provide vital information for policy makers, the business sector, the education and professional training sector, and job-seekers and employers. We recognize that with quality, accurate, and timely information, we will be better placed to monitor labor-related trends and developments, in order to design and evaluate public policies that promote the creation and preservation of full and productive employment and decent work.

14. We call for long-term, multi-faceted approaches to strengthen our public employment services, as we agree that modernized, well-equipped employment services resourced with appropriately trained personnel are a critical element in our labor market strategies. We will continue to promote a range of available services and will strive to ensure that the best orientation and employment programs, coaching, counseling and employment services information are available to students, job seekers, employers, and other stakeholders seeking to enter or re-enter the world of work, in particular those social groups that are most vulnerable in the labor market. We will ensure that information and career guidance are tailored to today's modern and dynamic work environment and growing economic sectors.

15. We affirm our responsibility to create an enabling environment in which young persons can find or create decent and productive jobs. Conscious of the call for action on youth employment adopted by member states at the International Labour Conference in 2012 and SDG 8, we are resolute in our commitment to take effective action in reducing youth unemployment through the development and strengthening of specific policies geared towards this objective. We recognize that this can contribute to preventing social problems associated with the lack of social mobility and the perpetuation of intergenerational inequities.

MAKING THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT A REALITY: IMPLEMENTATION OF SDG 8: DECENT WORK, SUSTAINABLE ENTERPRISES, AND SOCIAL DIALOGUE

16. We uphold our commitment, established in Target 8.5 of the 2030 Agenda for Sustainable Development, to "achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value," by 2030. Further, we recognize that these considerations are central to sustainable social and economic development and should be at the forefront in the processes of policy formulation and planning for development. As such, we propose to work for public policies that integrate labor and employment with educational, social, economic, productive, trade, and investment policies. We

will encourage our governments, international organizations, and other relevant agencies and institutions to value social dialogue and to give due consideration to the impact of their policy options on employment and decent work.

17. We are committed to policies that promote and facilitate the development of productive, competitive, and sustainable enterprises, including micro, small, and medium-sized enterprises and other production units, as we recognize their contribution to employment generation, economic growth, and social inclusion. We agree to work towards the creation and maintenance of an enabling environment for the establishment and growth of sustainable enterprises, and we commit to strengthening programs aimed at reducing informality and providing technical assistance in the financial, social, and environmental aspects of business.

18. We will work on promoting policies and measures related to the green economy in the context of sustainable development and poverty eradication, in an effort to provide opportunities to achieve social and economic objectives in order to facilitate the integration of employment and development with environmental sustainability, which is essential for our survival. We underscore the importance of a just transition framework and commit to strengthening our efforts to pursue green economy strategies which include, as appropriate, the anticipation of impacts on employment, adequate and sustainable social protection for job losses and displacement, skills development and redevelopment, as well as social dialogue and job creation.

19. We underscore that work is the means through which human beings realize their potential and we recognize that the dignity of all people is expressed at its fullest when their human and labor rights are respected. Therefore, we will work towards universal access to decent work and we recommit to pursuing action in support of the ILO Decent Work Agenda and the 2030 Agenda.

20. We recognize the universal principles and rights of freedom of association and collective bargaining for both workers and employers as key to addressing, *inter alia*, the challenges of decent working conditions, including fair wages, reasonable working hours, and safe working conditions. We reaffirm our commitment to promoting and protecting the functioning of appropriate and effective mechanisms through which respect for these principles and rights are guaranteed, taking into consideration the ILO fundamental conventions and the 1998 ILO Declaration on Fundamental Principles and Rights at Work.

21. We recognize social dialogue as a fundamental mechanism for preventing and resolving labor issues and reaching agreements among social partners at the enterprise, sectoral, and national levels. We commit to fostering open and inclusive institutional mechanisms and forums for social dialogue, with the purpose of building just and equitable societies.

22. We strive to engage in efforts in analysis and policy design in order to ensure the sustainability and coverage of social security systems within our areas of responsibility and consistent with national laws and resources. We shall redouble our efforts to extend coverage to all sectors for which particular challenges may be presented and we undertake to encourage the development of national social security systems that are built on the principles of solidarity, sustainability, inclusiveness, universality, equality, and transparency based on national conditions. We will continue our efforts on analysis and design of mechanisms that facilitate the recognition of nominal pension contributions and pension rights across countries, in accordance with national laws, available resources, and financial viability.

GENDER EQUALITY, ENSURING LABOR RIGHTS AND OPPORTUNITIES FOR VULNERABLE POPULATIONS

23. We pledge to reinforce policies and programs, as well as to promote the updating of our legal frameworks to allow for an effective reduction in the disparities that exist between men and women in the world of work, eradicate discrimination, harassment, and violence based on gender or sexual orientation, and lead to a better balance between family and work responsibilities. We will continue to work towards mainstreaming a gender perspective into employment and labor policies, as well as into our ministries' operations and structures.

24. We recall the "Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-discrimination within a Decent Work Framework," presented at the XV IACML in Port of Spain in 2007, which spearheaded the work of RIAL on gender equality in the world of work, with the support of the Inter-American Commission of Women (CIM). We agree to review those guidelines and update them, as needed.

25. We are committed to strengthening our systems of labor inspection and administration, ensuring independence and professionalism in their operations as we strive towards the effective enforcement of our national labor laws and the promotion of international labor standards. We recognize that effective enforcement must go beyond labor inspection, and therefore we will reinforce strategies to promote a culture of compliance through cooperation and collaboration, as well as programs of sensitization, education and promotion of labor rights. At the same time, it is necessary to maintain and strengthen processes for sanctions in cases of noncompliance with existing laws.

26. We reaffirm the importance of protecting the human and labor rights of migrants, regardless of their migratory status and of the full observance of applicable labor laws and international standards. We will continue to work towards developing appropriate programs and strategies that protect the labor rights of migrant workers, inform them of their rights and responsibilities, and contribute to the effective management of labor migration and the prevention and elimination of trafficking in persons and forced labor, in order to ensure safe, orderly, and regular migration. We recognize the rights and responsibilities of States to manage and control their borders, and we will undertake to collaborate with counterpart agencies at the national and hemispheric levels, as well as with workers' and employers' organizations and civil society, recognizing the crosscutting dimensions of this phenomenon.

27. We recognize the contribution and potential contribution of persons with disabilities to sustainable development. We will, therefore, promote policies and programs that will provide greater access to decent work for persons with disabilities. We commit to working with public- and private-sectors organizations and civil society to ensure equitable access to opportunities for decent work.

28. We will continue to take and support actions and measures to fulfill our governments' international commitment, reaffirmed in Target 8.7 of the 2030 Agenda for Sustainable Development, to end child labor in all its forms by 2025. At the same time, the fulfillment of that target will contribute to progress in different aspects addressed by other SDGs, such as poverty reduction, educational improvement, promotion of gender equity, and implementation of social protection policies. We are firm in our conviction that all children and adolescents of the Americas should have access to quality education as the foundation of their development. We reaffirm our support for the

Latin America and the Caribbean Free of Child Labour Regional Initiative, its cooperative actions, and the partnerships it has generated.

29. We will continue to work towards having healthier and safer workplaces, as well as to reducing and preventing occupational injuries and illnesses. We will collaborate with employers and workers to develop strategies that promote a culture of risk prevention in the workplace and to continuously improve occupational health and safety standards and practices. We will work to strengthen our inspection systems, engage in multisectoral and interagency collaboration, and adopt integrated approaches to occupational health and safety that include environmental and health policies, among others, to protect workers' health and wellbeing.

30. We reaffirm our commitment to support strategies of the ministries of health and corresponding authorities that will reduce the incidence of, and discrimination related to, HIV and AIDS, substance abuse and addiction, and the growing impact of chronic non-communicable diseases such as cancer, diabetes, hypertension, and mental health disorders on workers and the workplace. We recognize the important role that workplaces can play in this regard through workplace wellness programs. We agree to promote such approaches as we work for the wellbeing of the workforce.

31. We will redouble efforts to develop, implement, and evaluate policies and programs for greater inclusion of rural populations in labor market activities and their economic advancement, in collaboration with relevant institutions, recognizing the job instability and high level of informality in rural areas. We recognize that those involved in the production of traditional and indigenous goods and services can make significant contributions to meet the objectives of integral and sustainable development. Special attention should be paid, in conjunction with the relevant national authorities, to the education and training needs, and other social and economic needs of these populations, and to supporting their traditional industries.

32. We are committed to the promotion of policies, programs, and approaches that protect the rights of workers in formal and informal economies, recognizing that the informal economy is heterogeneous and must be addressed with multifaceted, intersectoral, and tripartite approaches, taking into account ILO Recommendation No. 204 concerning the Transition from the Informal to the Formal Economy. Further, we highlight the continuing emergence of various nonstandard forms of employment that may present challenges to decent work, and the need for building normative frameworks and good practices that are compatible with respect for and promotion of the labor rights of workers in the Hemisphere.

THEREFORE, WE RESOLVE:

1. To implement a Plan of Action based on this Declaration and on the work of the XIX Inter-American Conference of Ministers of Labor (IACML) and to seek to secure such resources as may be required, in keeping with the available resources of each country.

2. To establish two working groups to continue to pursue activities and actions that will contribute to the objectives and commitments of this Declaration, as follows:

i. Working Group 1: Integrated public policies for productive employment and decent work with social inclusion; and
ii. Working Group 2: Institutional strengthening to promote and protect workers' and employers' rights and obligations and foster cooperation.

3. To renew our commitment to, and support for, the work of the Inter-American Network for Labor Administration (RIAL).

4. To acknowledge with gratitude the contributions made by the following international organizations and specialized organs of the Organization of American States that work unremittingly with the IACML: the International Labour Organization (ILO), the International Organization for Migration (IOM), the Pan American Health Organization (PAHO), the Inter-American Conference on Social Security (CISS), the Inter-American Development Bank (IDB), the World Bank, the Economic Commission for Latin America and the Caribbean (ECLAC), and the Organisation for Economic Co-operation and Development (OECD), as well as the Inter-American Commission of Women (CIM), the Inter-American Committee on Education (CIE), and the Committee on Migration Issues (CAM). Accordingly, we call for continued coordination, support, and regional dialogue with those institutions.

5. To recognize the importance of the active participation, contributions, inputs, and support for the advancement of the IACML on the part of workers' and employers' organizations through the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labor Matters (CEATAL). Therefore, we reiterate our commitment to continue to work closely with those organizations.

6. To thank and commend the Government of Mexico for its leadership and commitment in advancing inter-American dialogue on labor and employment as Chair of the XIX IACML, and also the Governments of Brazil, Canada, Chile, Costa Rica, Panama, and Paraguay, which led the working groups of the XIX IACML.

7. To thank the General Secretariat of the Organization of American States, as technical secretariat of the IACML, for its contribution and support in this important hemispheric process of political dialogue and consensus building, as well as for its coordination of RIAL.

8. To organize the XXI IACML in 2020.

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
December 7 and 8, 2017
Bridgetown, Barbados

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PLAN OF ACTION OF BRIDGETOWN 2017

BUILDING ON OUR ACHIEVEMENTS AND ADVANCING TOWARDS SOCIAL JUSTICE, DECENT WORK, AND SUSTAINABLE DEVELOPMENT IN THE AMERICAS

(Adopted at the third and fifth sessions, held on December 8, 2017, and reviewed by the Style Committee)

1. We, the Ministers and Heads of Delegation Participating in the XX Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States (OAS), gathered at Bridgetown, Barbados, on December 7 and 8, 2017, undertake to carry out the following Plan of Action to implement the Declaration of Bridgetown 2017 and continue advancing towards social justice, decent work, and sustainable development in the Americas.

A. ORGANIZATION

2. In order to ensure the continuity and coherence of the IACML's work, the Chair Pro Tempore of the XX IACML (Barbados)—in collaboration with the previous Chair (Mexico) and future chairs, with the support of the OAS Executive Secretariat for Integral Development, and in consultation with the representatives of the Trade Union Technical Advisory Council (COSATE), of the Business Technical Advisory Committee on Labor Matters (CEATAL), and of the Permanent Technical Committee on Labor Matters (COTPAL)—will be responsible for advancing the implementation of the Plan of Action and for improving coordination with the international organizations that contribute to the Conference.

3. The IACML takes note of and will continue to implement the "General Guidelines for Sectoral Ministerial Processes within the Framework of the Inter-American Council for Integral Development (CIDI)" (CIDI/doc.228/17), adopted by the OAS General Assembly in 2017.

B. RESOURCES

4. Member states will devote the appropriate economic, technical, and logistic resources, as available, for the execution of this Plan of Action, with the participation of COSATE and CEATAL, and favoring the use of information and communication technologies. In addition, the Chair Pro Tempore will invite the relevant international organizations to make voluntary contributions to support the activities and projects included herein and to facilitate the participation of the said workers' and employers' organizations.

C. WORKING GROUPS

5. The following two working groups will be established by representatives of the ministries of labor to advise the IACML regarding the objectives of the Declaration of Bridgetown 2017. As such, the Working Groups 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:

i. Working Group 1: Integrated public policies for productive employment and decent work with social inclusion; and

ii. Working Group 2: Institutional strengthening to promote and protect workers' and employers' rights and obligations and foster cooperation.

WORKING GROUP 1 (WG1): INTEGRATED PUBLIC POLICIES FOR PRODUCTIVE EMPLOYMENT AND DECENT WORK WITH SOCIAL INCLUSION

6. WG1 will follow up on the following topics of the Declaration of Bridgetown 2017:

- The future of work;
- Equality in the labor market, elimination of employment discrimination, and labor inclusion for vulnerable populations;
- Promotion of decent work and full and productive employment in the context of the ILO Decent Work Agenda and the 2030 Agenda for Sustainable Development;
- Integration of labor, education, and training policies;
- Youth employment and school-to-work transition;
- Technical and professional training and public employment services to respond to the needs of the labor market;
- Labor market information systems;
- Sustainable enterprises, including micro, small, and medium-sized enterprises and other production units;
- Transition from the informal to the formal economy; and
- Gender equality and gender mainstreaming in labor and employment policies.

7. WG1 will facilitate analysis and exchanges of experience and will develop recommendations to support governments with the following objectives and activities:

a. Further the study and analysis of the impact on the world of work of the sharing economy and the progress of the fourth industrial revolution. In particular, facilitate spaces for social dialogue to consider those issues and develop policy recommendations. To that end, the current global discussions on the future of work held in diverse international forums, such as the ILO, will be taken into consideration, with particular emphasis on the following components: work and society, decent jobs for all, the organization of work and production, and the governance of work.

b. Strengthen labor market information systems and better equip them to produce labor market forecasts and anticipate changes in the skills and competencies required by the productive sectors in each country. In addition, make effective use of those information systems to collaborate in the definition of national strategies and policies on education and technical and vocational training, and align labor supply and demand with the skills and qualifications needed to face the challenges of the fourth industrial revolution.

c. Strengthen and update technical and vocational education and training (TVET) systems, skills certification systems, and public employment services. Improve the responsiveness of training institutions and employment services to changes in prevailing conditions; this includes strengthening and updating the training supply, serving the needs of adult workers who need retraining, increasing the flexibility of teaching methods, expanding online and modular training, and improving training in socioemotional skills, favoring social dialogue and tripartite participation.

d. Continue furthering dialogue and cooperation between labor and education ministries under the aegis of the IACML and the Inter-American Committee on Education, in order to ensure greater coordination between education, labor, and employment policies and to improve labor insertion for youth and other vulnerable groups in each country, as well as their development in the world of work.

e. Design, execute, and evaluate youth employment programs and strategies within a broad, coordinated framework of policies, covering training, professional guidance, advice, promotion of entrepreneurship, labor practices, and hiring incentives, in accordance with the specific demands of each country.

f. Design, implement, and evaluate comprehensive public policies for inclusion and nondiscrimination in the labor market, including the strengthening of inclusive enterprises, development of awareness-raising actions, and improved access to training systems by groups that face the greatest challenges in the world of work, such as youth, women, people with disabilities, Afro-descendants, indigenous peoples, and migrants.

g. Continue cooperation and exchanges of experience and knowledge, through RIAL, on innovative strategies, policies, and best practices designed to address labor and employment challenges that deserve particular attention from our governments, including the phenomenon of informality, the future of work, and the situation of youth, women, people with disabilities, Afro-descendants, indigenous peoples, migrants, and other population groups that face greater difficulties to access a decent job in the world of work.

h. Continue to promote gender mainstreaming in labor and employment policies and programs, as well as in the operation of the ministries of labor and the actions of the IACML. In that context, review and update the

"Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-discrimination within a Decent Work Framework," presented at the XV IACML in Port of Spain in 2007, and to explore actions for strengthening the work of the IACML in that area with the support of the Inter-American Commission of Women (CIM).

i. Strengthen programs aimed at the provision of technical assistance in the financial, social, and environmental aspects of business to promote the creation and development of sustainable enterprises, including micro, small, and medium-sized enterprises and other production units.

WORKING GROUP 2 (WG2): INSTITUTIONAL STRENGTHENING TO PROMOTE AND PROTECT WORKERS' AND EMPLOYERS' RIGHTS AND OBLIGATIONS AND FOSTER COOPERATION

8. WG2 will follow up on the following topics of the Declaration of Bridgetown 2017:

- Promoting awareness of the rights of all workers, including migrant workers;
- Strengthening enforcement of labor legislation and regulations, and effective exercise of fundamental principles and rights at work;
- Strengthening of social dialogue;
- Freedom of association and collective bargaining;
- Regular, safe, and orderly labor mobility;
- Prevention and eradication of child labor;
- Social protection;
- Occupational health and safety;
- Hemispheric cooperation on labor matters; and
- Strengthening the Inter-American Network for Labor Administration (RIAL).

9. WG2 will facilitate analysis and exchanges of experience and will develop recommendations to support governments with the following objectives and activities:

a. Strengthen labor inspection in both urban and rural areas, incorporating innovative approaches to expand the scope of inspections carried out on an ex officio basis or following the presentation of a complaint, such as by using technology to conduct inspections remotely or to identify workplaces according to their potential risk of noncompliance in order to target preventive inspections; and providing labor inspectors with the training and resources needed for them to perform their duties effectively, along with the modernization of process management systems.

b. Ensure that sanctions or fines imposed for labor rights violations are effectively and efficiently enforced to guarantee their deterrent effect.

c. Protect workers' and employers' fundamental rights to freedom of association and collective bargaining, for example by establishing measures to eliminate unfair and improper practices that affect trade-union autonomy and independence that may cause imbalances in labor relations.

d. Develop and implement appropriate strategies to guarantee workers the effective exercise of their labor rights, for example through timely access to justice, prompt investigations, and restitution of their rights.

e. Continue developing strategies for education, awareness-raising, and cooperation regarding labor rights and obligations, including through the use of social media and the promotion of those subjects in school study programs.

f. Combine efforts with other government bodies, such as ministries of agriculture, mining, infrastructure, and others, and work in coordination with them to achieve greater compliance with labor laws and effective protection of workers' rights.

g. Promote cooperation on occupational health and safety and wellbeing in order to identify, address and, where possible, prevent threats to workers' health and safety, including to their mental health, such as psychosocial risks and stress at work. For the fulfillment of this objective, social dialogue and training for workers and enterprises will be promoted.

h. Exchange experiences and continue technical cooperation through RIAL on innovative approaches to ensure compliance with labor laws and effective observance of fundamental principles and rights at work, with particular emphasis on strategies that aim to protect the rights of groups that face the greatest challenges at work.

i. Step up government efforts to eradicate child labor by 2025, in accordance with Target 8.7 of the 2030 Agenda for Sustainable Development, particularly through 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. Support the implementation of the initiatives that resulted from the Fourth Global Conference on the Sustained Eradication of Child Labour, held in Buenos Aires in November 2017, and continue supporting the Latin America and the Caribbean Free of Child Labour Regional Initiative.

j. Continue working toward comprehensive approaches to labor migration, involving actions by ministries of labor, immigration authorities, social security institutions, and workers' and employers' organizations. Continue involving workers, employers, and migrants themselves in the governance of migration; overseeing the protection of migrant workers' rights at all stages in the migration cycle; improving labor market information systems that can feed into the definition of migration policy; and bolstering the ability of labor inspection to address migrant workers;

k. Give a renewed thrust and impetus to RIAL as the IACML's cooperation mechanism, through such measures as making financial contributions,

submitting information, updating programs in the Portfolio, and abiding by the technical and political commitment to provide technical cooperation among ministries.

l. Rethink social security systems, expand their coverage, and facilitate access to them for traditionally excluded groups, for those engaged in the sharing economy, and for those who work remotely. To that end, continue working on the analysis and design of mechanisms that facilitate recognition of social security contributions, in accordance with national legislation, available resources, and financial viability.

m. Strengthen the work of the IACML and Inter-American Conference on Social Security (CISS) and, in addition to updating the database on bilateral and multilateral social security agreements, bring closer together ministries of labor and social security institutions to jointly promote social security policies, and identify and promote mechanisms to facilitate the operation of those agreements, in line with the recommendations of the study "Analysis of Bilateral and Multilateral Social Security Agreements as They Relate to Pensions," presented at the XIX IACML.

D. DIRECTIVES FOR THE FUNCTIONING OF THE WORKING GROUPS

10. The Working Groups will be coordinated by the following Ministers of Labor elected by the Conference, who may perform their assigned functions either directly or through a representative:

i. Working Group 1: Ministers of Labor of Ecuador (Chair), Chile (Vice Chair), and Brazil (Vice Chair).

ii. Working Group 2: Ministers of Labor of Argentina (Chair), Costa Rica (Vice Chair), and Canada (Vice Chair).

11. Participation in the working groups will be open to all member states, to COSATE and CEATAL, and to international organizations with competence in each group's topics.

12. The IACML instructs the OAS Executive Secretariat for Integral Development to continue acting as Technical Secretariat of the IACML and its working groups, and, as such, provide the necessary support in the organization of their meetings, the preparation of technical inputs mandated by this Plan of Action, the provision of advice to the authorities, preparation of reports, and follow-up.

13. The chairs and vice chairs of the Working Groups, together with the Troika (the current, previous, and future Chairs of the IACML), and with the participation of COSATE, CEATAL and relevant international organizations, will hold a planning meeting to define a calendar of activities for the implementation of this Plan no later than March 2018, which will include at least two meetings of the Working Groups before the XXI IACML, as well as RIAL activities.

E. INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)

14. In relation to the Inter-American Network for Labor Administration (RIAL), the IACML decides:

i. To renew its full support and commitment to RIAL, recognizing that, since it was created at the XIV IACML in 2005, it has achieved significant results in strengthening the institutional and human capacities of ministries of labor in the region;

ii. To promote the financial sustainability of RIAL and encourage ministries of labor to contribute to its Voluntary Contribution Fund, in accordance with its guidelines and subject to national capacities;

iii. To celebrate the development of the new RIAL virtual platform, including its new Portfolio of Programs, which was launched during the meeting of the Working Groups in April 2017. The new platform is a more agile, robust and user-friendly tool that will further improve dissemination of knowledge, dialogue, and cooperation among labor administrations; and

iv. To instruct the Technical Secretariat to continue coordinating the activities of RIAL, in accordance with the priorities defined by the IACML, while working for the broader participation of its members. The Technical Secretariat will also explore possible additional sources of funding for operations of RIAL.

15. RIAL will pursue the following actions:

- Regularly update its web page, http://www.rialnet.org/en;
- Incorporate new programs and review existing ones in the Portfolio of Programs;
- Give precise follow up on and assess the impact of bilateral technical cooperation activities;
- Expand the use of information and communication technologies in its cooperation activities, including webinars, on-line discussion forums and videoconferencing, in order to maximize the use of resources;
- Organize, in partnership with other organizations, technical workshops that complement the meetings of the Working Groups by further analyzing specific priority areas; and
- Continue periodically to publish the RIAL newsletter.

The ministries of labor agree to make every effort to ensure the effective operation of RIAL, including designating focal points to serve as links between each ministry and the Network, making technical contributions, and providing regular information to the Technical Secretariat on its operations, authorities, news highlights, and programs.

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
December 7 and 8, 2017
Bridgetown, Barbados

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8 December 2017
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VOTE OF THANKS TO THE PEOPLE AND GOVERNMENT OF BARBADOS

(Adopted during the Closing Session, held on December 8, 2017)

THE TWENTIETH INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR OF THE ORGANIZATION OF AMERICAN STATES,

CONSIDERING:

That thanks to the hospitality of the people and Government of Barbados it was possible to hold the XX Inter-American Conference of Ministers of Labor (IACML);

That the leadership of the Government of Barbados, through its Ministry of Labour, Social Security and Human Resources Development, made it possible to hold, and contributed to the success of, the XX Inter-American Conference of Ministers of Labor of the Organization of American States in Bridgetown, Barbados, on December 7 and 8, 2017;

That the Ministers of Labor and Heads of Delegation had the opportunity to hold fruitful discussions aimed at putting forward strategies, approaches, and programs for building on achievements, consolidating them, and advancing toward social justice, decent work, and sustainable development in the Americas;

That during the XX Inter-American Conference of Ministers of Labor, the Ministers of Labor and Heads of Delegation committed to working together to achieve better intersectoral coordination between education, training, and work: key factors for developing youth potential and addressing the future of work; and

That the Ministers of Labor and Heads of Delegation called for the adoption of multidimensional and long-term approaches to strengthen public employment services and agreed that modern and well-equipped employment services, endowed with properly qualified personnel, constitute a vital component of our labor market strategies,

RESOLVES:

1. To express its gratitude to the people and Government of Barbados for their warm and generous hospitality and their contribution to the success of the XX Inter-American Conference of Ministers of Labor (XX IACML).

2. To thank and congratulate the Honourable Esther Byer Suckoo, Minister of Labour,

Social Security and Human Resources Development of Barbados for her leadership as Chair of the Twentieth Inter-American Conference of Ministers of Labor (XX IACML).

3. To express its appreciation and gratitude to the staff of the Ministry of Labour, Social Security and Human Resources Development of Barbados and of the Permanent Mission of Barbados to the OAS, whose efficiency, dedication, and professionalism were essential for the success of the Twentieth Inter-American Conference of Ministers of Labor (XX IACML).

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
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JOINT STATEMENT BY THE TRADE UNION TECHNICAL ADVISORY COUNCIL (COSATE) AND THE TRADE UNION CONFEDERATION OF THE AMERICAS (TUCA/CSA)

(Agreed upon at the COSATE meeting on December 7, 2017)

The trade union movement of the Americas, represented by its hemispheric organization, the Trade Union Confederation of the Americas (TUCA/CSA) and the Trade Union Technical Advisory Council (COSATE), meeting in Bridgetown, Barbados, on December 7, 2017, adopt this Declaration at the Twentieth Inter-American Conference of Ministers of Labor.

We welcome this Conference entitled "BUILDING ON OUR ACHIEVEMENTS AND ADVANCING TOWARDS SOCIAL JUSTICE, DECENT WORK, AND SUSTAINABLE DEVELOPMENT IN THE AMERICAS" and reaffirm our unwavering determination to fight for the full exercise of trade union freedom, the right to collective bargaining, organization, mobilization, and the right to go on strike, together with our commitment to the principles of solidarity and cooperation, tripartism as a method for consolidating democracy, social justice, human rights, labor rights, and sustainable development.

COSATE and TUCA/CSA reaffirm their interest and readiness to contribute to the process of defining the political agenda, priorities, and action of the Organization of American States and the next Inter-American Conferences of Ministers of Labor.

As permanent advisory bodies, they can make contributions to the formulation of a balanced Declaration and Plan of Action.

The current state of the regional economy from the workers' point of view

The global scenario is characterized by increased inequality and social exclusion; fragmentation of traditional forms of labor and of workers' organizations; advances in telecommunications and in physical and biological digital technologies; the financialization of the economy; the massive loss of jobs and precarious employment triggering situations in which workers are impoverished and deprived of rights and in which work no longer guarantees social integration.

The recent Global Conference on the Sustained Eradication of Child Labour revealed a world with 152 million child workers; 40 million people trapped in modern versions of slavery; and 25 million more performing forced labor. In addition to them, we find millions of children afflicted by crises and conflicts, including child soldiers and victims of trafficking.

There are 71 million youths, aged 15 to 24, who are unemployed and 156 million young workers live and work in poverty.

We are experiencing today a dramatic tension between increasing economic and technological incentives creating ever more highly concentrated wealth and the systematic denial of the natural (human) right to decent work.

We are therefore faced with the challenge of making growth and technological development compatible with a just transition.

We workers aspire to achieve a modern way of life with equal opportunities, progress, and social justice for all.

In recent years, the region has become, economically, socially, and politically so complex that it challenges the ability of the trade union movement to deal with it and forces us to strengthen our present and future strategies.

One of the principal challenges has to do with the struggle for democracy.

Based on the principles of inter-American solidarity and cooperation upheld in the OAS Charter, the Inter-American Democratic Charter, and the Social Charter of the Americas, we affirm that democracy and the full exercise of social and human rights have today become an obstacle for the dynamics of capital.

With the proactive participation of the trade union movement and of a variety of actors in civil society, we need to fight to expand forums for debate and decision-making as well as mechanisms for citizen participation.

We reassert our view that democracy in our Hemisphere is being besieged and manipulated by traditional and new powers that be in conservative sectors, who have swapped the strategies they used to deploy for new schemes.

Faced with this scenario, the hemispheric trade union movement reaffirms its position as a socially and politically active protagonist of democracy. Together with other civil society organizations and social movements, we are a pillar of support guaranteeing real citizen participation in the decisions that affect society.

Accordingly, we defend trade union and labor rights as human rights inextricably intertwined with the other human rights, including civil and political rights (and, in that connection, we underscore the resolution on trade union rights and their relation to civil liberties adopted by the ILO). For that reason, guaranteeing the full exercise of trade union rights is the mainstay of an alternative development model in all the countries in our Hemisphere.

In the Americas, we rural and urban workers and trade union organizations are facing an underlying crisis of recognition by institutional and other "powers that be." We are still one of the most dangerous regions in the world when it comes to exercising trade union freedom. In most countries in the region trade unionists continue to face discrimination, persecution, imprisonment, and murder.

Labor laws in line with neoliberal policies obstruct the organization and activities of trade unions. Collectively, it is therefore essential that the XX IACML prioritize defense of the right of

workers to organize and choose the most effective structure and form of representation vis-a-vis employers by ensuring trade union organization and direct representation in the workplace.

As we pointed out earlier, there have been developments that are detrimental to our interests and rights and may have impaired our legitimate aspirations and some of the gains we had made. Some laws already passed and draft amendments to labor and social security law attest to that.

Through social dialogue, we trade union organizations are key players in promoting inclusion and the forging of a just, inclusive, and participatory society with integral, sustainable development rooted in a spirit of solidarity in which the human person and decent work are central.

As all regional, international, and even local discussions have pointed out, the future of work is uncertain.

We do not know whether this world depicted as one shaped by digital productivity, technology, and robotics will allow us to build a more just society now and for the future.

Equitable globalization with social justice is threatened. Technological change, transformations in modes of production, and the intense pressure exerted by the financial system with its sequel of insistence on structural adjustment policies and deregulation of the labor market have triggered enormous gaps between countries, as they compete to see which can do most to diminish workers' rights.

The alternative to the systemic crisis that capitalism faces today is to take the path toward a society built around work, not subordination to financial capital.

It is the real economy that boosts employment.

In short, irrespective of the different forms the market takes on, we are debating what social inclusion model we need to guarantee democracy and social peace.

We workers opt for a rights-based approach.

We believe that the universalization of social justice must transcend political fashions and that achieving it requires commitment from all of us.

As we have said before, macroeconomics without the people, promises of investment, financial engineering are of no use to us when it comes to addressing the pressing needs of workers and their families.

Today, there is evidence of a gradual deterioration in working conditions, exacerbating the plight of vulnerable groups and segments of the population, especially migrants, women, and young people who find it increasingly difficult to access formal sector jobs with rights.

We workers do not accept a world in which inequalities are getting worse and the concentration of wealth is increasing, and in which the only proposed solution is to make work conditions even more precarious.

The struggle for social justice is not just about demanding better distribution: it requires opting for a whole new style of development rooted in a new paradigm.

A paradigm that embraces all dimensions of the human person, protects the environment, and fosters integral and inclusive development.

For workers, forging a more just world necessarily entails observance of the human rights enshrined in international instruments of the United Nations, such as the Universal Declaration of Human Rights, and in the ILO Conventions, above all those relating to fundamental rights, such as trade union freedom and collective bargaining, including the right to strike, with solid foundations in social dialogue.

We reiterate the pertinence of tripartite dialogue and of respecting fundamental rights in work and we demand to participate in all forums at every level of representation. We also demand that the international declarations and statements, signed by the governments of the Americas and ratifying the importance of social dialogue, are upheld and practiced at the domestic level as well.

Social justice as a pillar of sustainable development

TUCA/CSA and COSATE reaffirm that for democracy to be consolidated and deepened, the whole of society needs to participate in decision-making, thereby also safeguarding its protection from violence, war, militarism, and crime.

States need to take specific steps to promote social justice and trade union freedom; ensure gender, generational, and ethnic equality; and push for an end to inequalities and gaps.

The current scenario of economic crisis poses even greater challenges for championing genuine development, practiced in such a way that it responds fairly to the needs of present and future generations, with social justice and a higher share of wages in national income. Along those same lines, we assert the need for sustainable funding to guarantee social security with social justice. We demand that each country allocate a percentage of its national budget to social protection.

We seek to ban models based on individualistic accumulation of capital, private profit-seeking, and financial speculation; just as we also believe in the need to establish adequate tripartite financing sources funded by the State, progressive taxes on capital and large incomes, and contributions by both employers and workers.

The only feasible solution to the crisis scenario is to forge ahead with structural reforms to widen access and equal opportunities in social services and collective bargaining that guarantee a higher share of wages in national income, i.e. primary income redistribution.

It is impossible to achieve sustainable social policy without increasing the levels of decent work for all and raising household income.

The right to decent work, with gender, ethnic, and generational equality, without discrimination against disabilities or sexual orientation or identity lies at the heart of sustainable development strategy in the Americas and is a core component in surpassing the neoliberal model.

Combating informal and precarious employment is a priority, especially when faced with outsourcing (sub-contracting and "agency" work).

It is also a priority to eradicate child labor and abolish forced labor and all forms of work under conditions comparable to those endured by slaves and victims of human trafficking.

States must be the guarantors of legality and promote and protect fundamental labor standards. They must intervene during social crises and natural disasters to protect workers and their families.

Steps must also be taken to protect young workers, including, as a State priority, mechanisms for ensuring access to a first job involving decent work.

The trade union movement and youth play a key part in the effectiveness of each country's employment policies.

In our region of the Americas, job insecurity and youth welfare are vital social concerns.

Youths' lives now always seem unpredictable, to hang, as it were, by a thread.

It is as if market flexibility requires most young people to be condemned to precarious jobs and wages, at risk of having to endure lengthy spells of vulnerability.

Sustainable development model

We, in COSATE and TUCA/CSA, are well aware that the sustainable development model must by forged by the people and that it cannot be corporations and transnational companies that chart the social and political course that the Hemisphere will take.

We advocate establishing a new international financial order that envisages the use of sovereign and pension funds, as well as new currency arrangements that make sustainable and inclusive development possible.

We demand an environmental policy that addresses the asymmetric among and within countries. We ratify the principle of shared yet differentiated responsibilities, whereby the more developed and polluting countries of the North have greater responsibilities for reducing contaminating emissions than the less developed countries of the South. Differences in capacity are the cornerstone of a new international climate change regime. We assert, too, that a just transition is essential to ensure sustainable development.

We assert that no group of persons, people, or nation must bear a disproportionate share of the adverse environmental consequences of the current development model. We demand an environmental policy that addresses asymmetries between social classes, at the national level, and – at the international level – between the nations of the North and those of the South.

Likewise, we demand urgent and consistent investments in the long-term development of sustainable, low-emission economic sectors, in order to generate decent work, social dialogue, and democratic consultations among stakeholders.

To address the challenges of climate change and their consequences for the region, we demand that just transition agendas be established at the global, regional, and national level. Those just transition agendas must have social protection provisions for all the working population and guarantee decent work in the region.

We advocate a genuine transfer of technology capable of impacting climate change. Technology transfer must be effective and conducive to the sustainable development of the countries receiving it. Patents must not be an impediment to that transfer, nor should the technology transferred generate dependence or external debt.

The notion of sustainable development arises as one of several alternatives to neoliberal thinking; a way of understanding and organizing essential facets of social life according to a new rationale; a response constructed by and for the majority, the people. Conditions are ripe for launching a new sustainable development agenda geared to the self-determination of peoples and States.

We, in COSATE and TUCA/CSA, reaffirm the vision of development drawn from our own trade union perspective founded upon the following pillars: decent work; the distribution of wealth; participatory democracy; gender equality; and social protection and inclusion for all, including inter-generational and environmental protection; and thereby integrating economic, social, environmental, and political dimensions.

We reaffirm the Development Platform of the Americas (PLADA) as a political formula for forging true democracies, with social justice and full respect for trade union freedom, with inclusive, environmental, and economically sustainable social development.

We defend the democracies and rule of law in our countries and we call for a peaceful and transparent solution to the tumultuous election process in Honduras which has cast a shadow of uncertainty over our sister country.

We workers aspire to modern conditions with equal opportunities for all, progress, and social justice, irrespective of whether that can be measured in terms of goods and services or technological innovations.

Our challenge is to harmonize growth and technological development with a just transition.

Undoubtedly, tripartite dialogue needs to guarantee the universality of social justice.

It is a matter of enhancing our democratic experiences through effective and committed participation.

We are outlining broad trade union strategies which, without prejudice to the defense of rights and the quest for solutions to the real needs of the workers we represent, accept our responsibility to be protagonists in the struggle for inclusion and human advancement.

We defend trade union freedoms as prerequisites for democratic harmonious coexistence and for building an inclusive and purposeful agenda.

As trade unions, we are committed to combating public and private corruption, which undermines the construction of institutional alternatives, impairs peaceful coexistence in society, and plunges peoples and nations into moral and material misery.

We ratify the importance of consolidating the representative role of trade unions by putting forward innovative proposals envisaging new forms of participation and organization and encouraging generational change and the development of strategies that enhance our ability to confront the current global scenario and become a key player shaping processes conducive to sustainable development with equity.

To conclude, we state that:

We trust that, as this new stage begins, the OAS will provide a new momentum and thrust to IACML-related issues by integrating and bringing all areas of the Organization to bear on them and thereby adding to the effectiveness of Declaration to be adopted in Bridgetown, Barbados, and its Plan of Action.

We request assurance that COSATE will participate in all activities, in the form of a commitment by the OAS-IACML and national governments that they will guarantee the allocation of funds for the effective participation of its members at conferences, in between conferences, and in all activities convened by the OAS.

We ask for an expanded role for IACML-RIAL with more opportunity to advance the specific agenda relating to trade union rights in the region as a whole and in individual countries with participation by COSATE. Ratification and implementation of ILO Conventions 87, 98, 135, 151, and 154.

We are prioritizing our Hemispheric Campaign on Trade Union Freedom, Collective Bargaining, and Internal Trade Union Reform in order to trigger responses vis-a-vis governments, justice system operators and other institutional bodies that highlight respect for the right to mobilize and go on strike.

We continue to support inclusion in the IACML agenda of the issue of the right to social security, protection of migrants, efforts to combat all forms of discrimination in employment and integrated policies for women and youth, the eradication of child labor, and the abolition of forced labor.

We call for support for the design and implementation of awareness campaigns in the region on violence against women.

We are stepping up our efforts to fight all job-threatening practices, such as: outsourcing, sub-contracting, labor protection contracts, associated labor cooperatives, pseudo trade unions ("*solidarismo*") and other similar schemes.

At this Twentieth Conference we have an opportunity to reconcile differences and work out guidelines for consensus-building through measurable and concrete actions in connection with the decent work agenda and Point 8.7 of the SDGs, by inviting all the peoples of our Hemisphere to support this position representing the workers of the Americas.

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DECLARATION OF THE BUSINESS TECHNICAL
ADVISORY COMMITTEE ON LABOR MATTERS (CEATAL)

IN THE FRAMEWORK OF THE XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML) OF THE ORGANIZATION OF AMERICAN STATES (OAS), held on December 7 and 8, 2017, the Employers of the Americas, represented through the Business Technical Advisory Committee on Labor Matters (CEATAL), welcome the fact that the XX IACML has been tasked with reflection on its theme "BUILDING ON OUR ACHIEVEMENTS AND ADVANCING TOWARDS SOCIAL JUSTICE, DECENT WORK AND SUSTAINABLE DEVELOPMENT IN THE AMERICAS".

To contribute to the XX IACML, CEATAL hereby presents the following Declaration:
New technologies have significantly changed production and service delivery systems and thus the workplace and workforce by transforming the types and availability of jobs as well as the ways in which businesses plan, design and organize work.

The debate on the new world of work in the Americas is complex and diverse, and is different from sub region to sub region and country to country.

Profound transformations have taken place in the mature economies of the Americas. However, many countries in the hemisphere find themselves at a crossroad and the factors that will determine their future are many. A young and growing workforce – more urban, flexible and mobile, more technologically prepared, with greater participation by women, better educated, and more assertive – is demanding infrastructure, health care, education, services, and opportunities for work and personal growth.

Progress can and must be shaped in both developed and developing countries of the hemisphere not only to seize the opportunities but also to help those less willing or able to adapt to face the challenges.

The fourth industrial revolution can help the Americas to maximize its potential.

In this regard, CEATAL calls on the Ministers of Labour of the Americas, in coordination with other ministries and institutions and with collaboration from the OAS, the International Labor Organization (ILO), and other relevant international organization:

1. to **promote clear and consistent regulations while reducing bureaucracy for businesses to operate and innovate**. Simple, transparent, flexible and predictable legal frameworks and fewer structural barriers enable workplace flexibility and reduce tax burdens to facilitate transitions from informality to formality and to promote various forms of work. In this regard, CEATAL welcomes the commitment of the Ministers of Labour of the Americas as stated in the Bridgetown Declaration (para 16) to policies that promote and facilitate the development of productive, competitive and sustainable enterprises, including micro, small and medium

sized enterprises (MSMEs), recognizing their contribution to employment generation, economic growth and social inclusion and the determination to work towards the creation and maintenance of an enabling environment for the establishment and growth of sustainable enterprises.

2. to **urgently invest in education and skills development**. Ambition in the educational policies in the hemisphere is needed. The education sector should work much more closely with business to ensure that programmes are continuously updated according to real needs. This is very often not the case due to inexplicable prejudices and obsolete frameworks. The Americas needs a true change of paradigm in education models and vocational training to be able to embrace the new requirements of industry 4.0, robotics, artificial intelligence and the new realities of the productive world and the world of work. Technology should be utilized to maximize access to and delivery of quality skills-based education. This includes formal, institutional education and life-long learning. More real-time and dynamic information and data of employable skills is essential. Governments should identify jointly with the business community the skills needs of each country of the hemisphere and establish in cooperation with the social partners vocational training programs that instruct workers in skills that make them competitive in the new economy.

3. To **promote entrepreneurship and entrepreneurship education.** Much greater efforts must be made to encourage entrepreneurship, particularly among the young and women. This can be achieved through the development and implementation of ambitious plans that provide growth strategies for entrepreneurs such as innovation zones/hubs, financing, training etc. This also includes the reduction of administrative, regulatory and financial barriers and the linking of entrepreneurship to education.

CEATAL highlights and thanks the valuable and ongoing technical and political support of the International Organization of Employers (IOE) for coordinating and ensuring that the business perspective is reflected in the different activities, documents and political agreements made during the IACML.

CEATAL similarly highlights the valuable technical support provided by the Bureau of Employers' Activities of the ILO (ACT/EMP).

Finally, CEATAL thanks the Regional Office of the ILO for Latin America and the Caribbean for the support it provided so that the CEATAL delegation, with representatives from all the sub-regions, can participate in and contribute to the XX IACML.

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
December 7 and 8, 2017
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JOINT DECLARATION OF THE TRADE UNION TECHNICAL ADVISORY COUNCIL (COSATE) AND THE BUSINESS COMMISSION FOR TECHNICAL ADVICE ON LABOR MATTERS (CEATAL) TO THE XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR

In the framework of the Organization of American States' (OAS) XX Inter-American Conference of Ministers of Labor, which takes place in Bridgetown, Barbados, on December 7 and 8, 2017, employers and employees of America, represented through the Business Commission for Technical Advice on Labor Matters (CEATAL) and the Trade Union Technical Advisory Council (COSATE) declare the following:

We are convinced, as reflected in the 2030 Agenda for Sustainable Development, that stable and sustained growth and decent productive work for all are fundamental pillars for our societies

We recognize that globalization and digitalization, together with technological change and innovation that brings up the future of work, have created and continue to create a great number of opportunities and challenges for the countries of the hemisphere; impacting each country of the hemisphere in different ways.

We also recognize that the new technologies have significantly modified the production and service delivery systems and, therefore, have also modified the workplace and the workforce by transforming the type and availability of jobs, as well as the way in which companies plan, design and organize work.

In this regard, we declare that to take full advantage of the opportunities offered by digitalization and, in particular, the digital economy, broader strategies are needed to generate growth and employment, while reinforcing social cohesion in the hemisphere.

Therefore, COSATE and CEATAL jointly call on the Governments of the Americas to renew their efforts to develop:

1) Comprehensive digitalization strategies that maximize opportunities for the creation of decent and quality employment and minimize adverse effects on employment and working conditions.

2) A new approach of education which emphasizes its universality and ensures learning and that preschool and school education provides the necessary foundations and provides children with necessary cognitive abilities as well as STEM knowledge, which will allow them to model and master digital technologies, adapt to technological change and develop capacities for innovation and problem solving.

3) Vocational education and training institutions (VET), as well as encouraging higher education institutions and policies to promote lifelong learning to take into account the needs of the labor

market thus avoiding competency differences and aiming at the insertion of youth in the labour market.

4) Agile business environments that provide opportunities for entrepreneurs and society to innovate, launch and finance new businesses in the formal economy.

5) Legal frameworks that promote formally registered companies that comply with the law and support the different forms of employment required by evolving business models based on fundamental principles and rights at work, as the pivot of public policies, such as freedom of association, collective bargaining, sustained erradication of child labour, force labour and non-discrimination.

In this regard, COSATE and CEATAL agree on the following:

A. Request the Ministries of Labor of the Americas to consider designing public policies in dialogue with other relevant Ministries taking into account this Declaration and inform the next IACML of these policies and their impacts on the labor market.

B. Request the OAS and the ILO in coordination and / or collaboration with other relevant international organizations, and taking advantage of the platform that has been established through the Inter-American Network for Labor Administration (RIAL), to support the Ministries of Labor and other Ministries and public institutions in the design and implementation of policies on the above mentioned topics.

C. Request the OAS and the ILO to continue working with other organizations such as the OECD, the World Bank, and ECLAC and the IDB to deepen their understanding of:

- the effects of technological change on growth, employment and skills in the Americas;

- and the skills, talents and qualifications that will be necessary in the future in the hemisphere

Finally, we reaffirm our vocation for tripartite social dialogue and we thank the Executive Secretary for Integral Development (SEDI) of the OAS and especially the ILO for the support provided for the organization of this meeting of COSATE and CEATAL in the framework of this Conference.

APPENDIX II – REPORTS PRESENTED TO THE CONFERENCE

- Final Report of Working Group I
- Final Report of Working Group II
- Report of Technical Secretariat to the XX IACML

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
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FINAL REPORT OF WORKING GROUP 1 OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR

"INTEGRATED PUBLIC POLICIES FOR PRODUCTIVE EMPLOYMENT AND DECENT WORK WITH SOCIAL INCLUSION"

Presented by the Ministries of Brazil (Chair of WG1), Chile and Panama (Vice-Chairs of WG1)

I. INTRODUCTION

The Plan of Action of Cancun, approved by the XIX IACML in December of 2015, established two Working Groups "in order to advise the IACML regarding the objectives of the Declaration of Cancun and to examine in greater depth the topics identified in this Plan of Action, to facilitate exchange of experiences, and to follow up on the related hemispheric initiatives."

Working Group 1 is titled "Integrated public policies for productive employment and decent work with social inclusion," and it was tasked by the Plan of Action to follow up on the Declaration of Cancun by addressing the following topics:

- Labor equality, elimination of employment discrimination and labor inclusion of vulnerable groups;
- Promotion of decent work and full and productive employment in the context of the 2030 Sustainable Development Agenda;
- Integration of labor, productive, and education policies;
- Policies and programs related to youth employment and the school-to-work transition;
- Technical and professional training and public employment services to respond to the needs of the labor market;
- Labor observatories and labor market information systems;
- The contribution and the role of sustainable enterprises to employment and to the protection of labor rights;
- Transition from the informal to the formal economy;
- The need to address new forms of precarious work focusing on new forms; and,
- Gender mainstreaming in labor and employment policies.

These topics were addressed during the 2016-2017 biennium in two Working Group 1 meetings that took place on June 28, 2016 in Washington D.C., United States and on April 27, 2017 in Asuncion, Paraguay, as well as in the RIAL Intersectoral Workshop on "Youth Employment: Coordination between Education and Labor" that took place on December 15 and 16, 2016 in Brasilia, Brazil.

The two WG1 meetings were attended by officials from at least 20 Ministries of Labor and representatives of the Business Technical Advisory Committee on Labor Matters (CEATAL), the Trade Union Technical Advisory Council (COSATE), and experts from international organizations such as the International Labor Organization (ILO), the Pan American Health Organization (PAHO), the International Organization for Migration (IOM), the Inter-American Development Bank (IDB), the World Bank, the Organization for Economic Cooperation and Development (OECD), the United Nations Children's Fund (UNICEF), the Inter-American Social Security Conference (CISS) and the OAS.

The first Working Group 1 meeting, which took place in 2016 in Washington D.C., included a visit to JobCorps, which is a free residential education and training program from the United States that helps low-income young people between the ages of 16 and 24 learn a career, earn a high school diploma or equivalency, and receive certified career technical training.

It is worth highlighting that the Intersectoral Workshop on Youth Employment is the first regional event that, using the comparative advantage of the OAS as the Technical Secretariat of diverse ministerial processes like the IACML and the Inter-American Commission on Education, gathered experts from the Ministries of Labor and Education from the region. The event was co-organized by the Organization of American States (OAS) and the Ministries of Labor and Education of Brazil, with inputs from Working Group 1 of the IACML. The event gathered officials from Ministries of Labor and / or Education of 21 OAS member states specializing in the areas of professional training, technical education and youth employment, as well as representatives of workers, employers and youth, and international organizations, including the OAS, the ILO, the OECD, the World Bank, the Inter-American Organization of Higher Education (IOHE), the Ibero-American Youth Organization (OIJ), the Vale Emprender Association, representing the voice of the youth of the Young Americas Business Trust (YABT), and Manpower.

In this context of broad and productive debate as well as analysis and exchange of information, this report summarizes the most relevant issues discussed by Working Group 1 since the XIX IACML in Cancun, Mexico. Section II of this document presents a summary of the topics discussed in the Group's meetings as well as the RIAL Workshop. Section III highlights the main consensus reached and the issues that require more work. Finally, section IV contains the recommendations proposed by Working Group 1 as inputs for the Plan of Action that will be adopted at the next IACML.

II. SUMMARY OF TOPICS THAT EMERGED FROM OUR DELIBERATIONS

For the first time in IACML history, the Working Group 1 meetings included a reflection on the new world of work, recognizing the rise of a 'new economy' - characterized by the sharing economy, accelerated technological changes, the knowledge economy, and the new production and social interaction dynamics- implies a new world of work, which has implications for labor relations and for labor and employment policies.

During Working Group 1 debates, the following were identified as main characteristics of the new world of work:

- The accelerated appearance and disappearance of occupations. Today there are jobs that did not exist 5 years ago, while, in the meantime, other occupations are becoming obsolete.
- The possibility that professionals provide services to companies in places other than their place of residence- creating a "human cloud" - that offers great flexibility to the worker, but also places him/her at the margins of labor legislation and social protection in many cases.
- An important cultural and generational clash due to the entry of "millennials" into the labor world. This generation, between the ages of 18 and 35 today, was born in the age of the Internet and has a new set of skills, perspectives, and aspirations about what work is and what it should be.
- Replacement of workers that do routine and repetitive work by machines and robots.
- Increased turnover, which makes "lifelong jobs" practically disappear
- Flexibility in work schedules

WG1 also dealt with the link between education and labor and provided guidelines for the first Intersectoral Workshop on Youth Employment that took place in December 2016 in Brasilia, Brazil. The objective of the Workshop was to learn about the strategies adopted by the Ministries of Education and Labor to improve education and vocational training systems and prepare the labor force considering each country's development needs, and productive sector demands. In the framework of these strategies, it is important to recognize the changes to the world of work and the demands imposed by new technologies, and the so-called "fourth industrial revolution" on employment, education, and training.

The transition from the informal economy to the formal economy was another topic that was emphasized during this period. There exists a great consensus in recognizing informal employment as one of the greatest labor-related challenges of the region. This is due to, among other reasons, the great magnitude of the phenomenon. According to ILO estimations, if the trend from 2014 and 2015 remains, the informal economy could have reached up to 134 million workers in 2016.

During this period, WG1 also focused its discussions on labor equality, the elimination of discrimination in employment and the inclusion of vulnerable groups in the labor market, with special emphasis on the challenges faced by people with disabilities and youth.

III. AREAS OF CONSENSUS AND TOPICS THAT REQUIRE FURTHER WORK

1. In the reflections on the new world of work, it was recognized that the current moment is particularly challenging for various reasons: 1) the complexity of the economic, social, political and cultural relations, 2) the tensions created by climate change and environmental sustainability, and 3) the speed with which these changes arise. There was also an acknowledgment of the fact that the region's policies and institutions are not adjusting at the rate demanded by these changes.

2. There was broad recognition of the need for a more profound analysis of what the true impact of these economic tendencies on the labor market will be, especially in Latin America and the Caribbean. It is still uncertain whether the fourth industrial revolution and the shared economy will represent in net terms, more or fewer jobs.

3. The biggest concern regarding technological changes and the new sharing economy lies on the impact it can have on labor precariousness and informality as well as in how to protect the rights of workers who work in these sectors. An increase in inequality in the region could be expected, given that the destruction of jobs that involve routine tasks and that require low qualifications will have a greater effect on the poorest. It will also generate greater polarization of both jobs and salaries. Further, the destruction of jobs that require medium qualifications could affect the labor situation of the emerging middle class and could cause it to fall below the poverty line once again.

4. From this point of view, it was mentioned that technological changes can bring new opportunities, new jobs, and capacities for the region, and the digital economy has contributed to achieving social benefits (examples of certain applications and technologies to address social problems). Participants also recognized that the region has an advantage in this new scenario, given its great youth population that is not only more flexible but more mobile and better technologically prepared.

5. Given the lack of analysis, and considering the novelty and urgency of this topic, all stakeholders that participated in the panel (governments, international organizations, workers, and employers) mentioned that they are currently holding internal discussions, and/or generating investigations and position papers on the issue. Further, social dialogue was recognized as an absolutely necessary tool in this context, which will allow for better understanding of the topic and development of joint solutions.

6. It was recognized that the great challenge governments face is to ensure fundamental labor rights in this new scenario, especially considering the new schemes of work where it is not clear where the responsibility lies regarding labor conditions, such as occupational health and safety, for example. Governments must be innovative and creative in order to give new answers to new questions. For centuries, technological advances have generated wealth, but it is public policies that determine whether this wealth and greater well-being are shared by all members of society.

7. Achieving the protection of all workers, whether they are dependent, independent, in the "human cloud", etc., is an imperative for all governments. Teleworking or work within the sharing economy is beneficial for an important number of workers who value the flexibility and who find interesting opportunities that they would not have otherwise. However, the

challenge is in protecting them from health risks and risks during their elder years, and ensuring that they have a basic network of protection that allows them and their families certain economic stability.

8. The Ministries of Labor concur that there exist important challenges in the labor market that are the baseline from which the region receives the current changes and, thus, must be addressed as priorities. Among these, the following were mentioned: 1) the situation of youth, especially the fact that 20% of young people in the region are not working nor studying (NEETs), 2) the incomplete incorporation of women in the workforce; although it has increased, it is still 20 percentage points below male participation, 3) the lack of relevance of labor skills, 4) the elevated presence of labor informality, which is, at the same time, a persistent phenomenon, 5) the population growth that demands the creation of more jobs in the future, and 6) the increasing labor migration.

9. With regard to informality, in the discussions from WG1, the participants coincided that one of the most worrisome aspects of informal employment is its relationship to exclusion and inequality as it has been shown that those that are the least educated and most poor are disproportionally represented in this sector. For example, 63% of workers that have only a primary education are part of the informal sector, while the number is 26% for workers with a college degree.

10. It was also recognized that the informality in the region is strongly correlated with the high segmentation of the labor market and the productivity gap. Informal employment is concentrated on self-employed workers, workers in micro and small-sized enterprises, and domestic work, which accounts for 80% of it.

11. The importance of ILO´s Recommendation 204 from 2015 was stressed. It is the first international instrument that focuses on the informal economy. Considering the heterogeneity of the informal economy, the need to have a macro perspective for formalization as well as custom-made measures is recognized within Recommendation 204. Moreover, the transition to formality necessitates actions in various political areas and involves various institutions in order to cooperate and coordinate coherent and integrated strategies

12. The recent approval of national programs and plans for the formalization of employment can be seen throughout the region, which creates an interesting opportunity for the exchange of experiences and cooperation.

13. The situation of young people in the world of work is a concern shared by all Member States. The following main challenges were recognized: youth unemployment, which doubles or triples adult unemployment in some countries; high levels of informality; and high levels of inactivity (about 20% of young people in the region do not study or work). Moreover, there is great inequality between different groups of young people. The levels of unemployment, informality, and inactivity are much higher for young women than young men, and higher for the most vulnerable young people, specifically those who come from lower-income households and those with less education. For example, unemployment among young people in extreme poverty is 24.6%, while it is 7% for middle-class youth.

14. Among the challenges of youth employment, it is widely recognized that there is a significant gap between educational supply and labor demand. Young people, who are increasingly

educated, do not find jobs according to their education, while, at the same time, the productive sector is saying that they have difficulty finding eligible candidates. In addition, the time to fill a vacancy in the region remains very high, and every day the demand for technical and socio-emotional skills increases.

15. The millennial generation, and now the generation Z that is already entering the labor market, have visions and capacities that are very different from those of past generations. Successfully incorporating them into the world of work implies, among others, understanding and recognizing these differences.

16. Within youth employment policies and programs, the importance of technical and vocational education and training (TVET) is recognized. In this sense, the value of TVET should be promoted as a viable and competitive option for young people.

17. Government and social actors agree that education and training must be State policies, not government policies, respond to country vision and be linked to economic and productive development strategies (national and local).

18. It was recognized that Governments have made significant progress in their legislation, policies, and programs to achieve better and greater inclusion of persons with disabilities in the world of work, although the general situation in which they live remains an important challenge of inclusion and equality in the region.

19. One of the aspects that drew the most attention in the discussion on labor inclusion for people with disabilities was the desegregation of data by gender, which shows that the majority of people with disabilities are women. This generated a high interest to observe and study this topic more deeply, also highlighting the impact that these high rates can have on families and society in general

20. Within the governments' initiatives to improve the inclusion of traditionally marginalized groups in the labor market, quota laws, affirmative action or affirmative action policies, labor inspection actions, recruitment and efforts to increase participation in training systems and employment services were all included.

21. In the discussions held by Working Group 1 since the XIX IACML, the marked differences between men and women in the world of work became evident. It is suggested that all issues arising from the IACML be addressed with a gender approach.

22. The United Nations 2030 Agenda for Sustainable Development, especially SDG8 and its specific goals, were once again recognized as a fundamental frame of reference for all actions by Ministries of Labor, social actors, and international organizations.

IV. RECOMMENDATIONS

Based on the work carried out on the various topics and so that the member states can continue to reap the benefits of these exchanges and discussions, Working Group 1 respectfully recommends that the Ministers of Labor take the following recommendations into consideration in preparing the Plan of Action of the next IACML:

1. Further the study and analysis of the impact on the world of work of the collaborative economy and the progress of the fourth industrial revolution. In particular, facilitate spaces for social dialogue to debate these issues and produce answers and policy recommendations. To this end, the current global discussions on the future of work held in diverse international fora, such as the ILO, will be taken into consideration, with particular emphasis on the following components: work and society, decent jobs for all, the organization of work and production, and the governance of work.

2. Strengthen labor market information systems and better equip them to produce labor market forecasts and anticipate changes in the skills and competencies required by the productive sectors in each country. In addition, make effective use of those information systems to design and adapt national strategies and policies on education and technical and vocational training, and align labor supply and demand with the skills and qualifications needed to face the challenges of the fourth industrial revolution.

3. Strengthen and update technical and vocational education and training (TVET) systems, skills certification systems, and employment services. Improve the responsiveness of training institutions and employment services to changes in the prevailing conditions; this includes strengthening and updating the training supply, serving the needs of adult workers who need retraining, increasing the flexibility of teaching methods, expanding online and modular training, and improving training in socioemotional skills. In addition, strengthen venues for participation and consensus-building with business associations and workers' organizations as a part of TVET, in order to improve the relevance and dissemination of human capital training strategies.

4. Continue furthering dialogue and cooperation between labor and education ministries under the aegis of the IACML and the Inter-American Committee on Education (CIE), in order to ensure greater coordination between education, labor, and employment policies and to improve labor insertion of youth and other vulnerable groups in each country, as well as their development in the world of work.

5. Design, execute and evaluate youth employment programs and strategies within a broad, coordinated framework of policies, covering training, professional guidance, mentoring, the promotion of entrepreneurship, labor practices, and hiring incentives. Those policies and programs must respond to the diversity of young people, address the particular needs of different segments, and take into account their expectations and ways of thinking.

6. Rethink social security systems, expand their coverage, and facilitate access to them by traditionally excluded groups and by those engaged in the collaborative economy or doing remote work. To that end, simplify and expand mechanisms for making social security contributions.

7. Design, execute and evaluate comprehensive public policies for inclusion and nondiscrimination in the labor market, including the strengthening of inclusive enterprises, the development of awareness-raising actions, and improved access to training systems by those groups that face the greatest challenges in the world of work, such as youth, women, people with disabilities, indigenous groups and migrants.

8. Continue cooperation and exchanges of experiences and knowledge, through RIAL, on innovative strategies, policies and best practices designed to address labor challenges that deserve particular attention from our governments, including the phenomenon of informality, the future of work, and the situation of youth, people with disabilities, and other sectors of the population that face greater difficulties to access a decent job in the world of work.

9. Continue to promote gender mainstreaming in labor and employment policies and programs, as well as in the operation of the Ministries of Labor and the actions of the IACML. In that context, review the "Strategic Guidelines of the XV IACML for advancing gender equality and non-discrimination within a decent work framework" presented to the XV IACML in 2007 in Trinidad and Tobago, and to explore actions for strengthening the work of the IACML in that area.

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FINAL REPORT OF WORKING GROUP 2
OF THE INTER-AMERICAN CONFERENCE OF MINISTRIES OF LABOR (IACML)

"INSTITUTIONAL STRENGTHENING TO PROTECT WORKERS' AND EMPLOYERS' RIGHTS AND PROMOTE COOPERATION"

Presented by the Ministries of Labor of Paraguay (Chair of WG2), Canada and Costa Rica (Vice-Chairs of WG2)

I. INTRODUCTION

The Plan of Action of Cancun, approved by the XIX IACML in December of 2015, established two Working Groups "in order to advise the IACML regarding the objectives of the Declaration of Cancun and to examine in greater depth the topics identified in this Plan of Action, to facilitate exchange of experiences, and to follow up on the related hemispheric initiatives."

Working Group 2 is titled "Institutional strengthening to protect workers' and employer's rights and promote cooperation," and it was tasked by the Cancun Plan of Section to address the following topics to follow up on the Declaration of Cancun:

- Promoting awareness of the rights of all workers, including migrant workers;
- Strengthening enforcement of labor legislation and regulations, and effective exercise of fundamental principles and rights at work;
- Strengthening of social dialogue and collective bargaining mechanisms;
- Safe and orderly labor mobility;
- Prevention and eradication of child labor;
- Social Protection;
- Occupational Health and safety;
- Hemispheric cooperation on labor matters; and
- Strengthening the Inter-American Network for Labor Administration (RIAL).

These topics were addressed in the biennium 2016-2017 through two Working Group meetings that took place on June 29th, 2016 in Washington D.C, United States and April 28th, 2017 in Asuncion, Paraguay, respectively, as well as on the RIAL Workshop on "Labor Migration: Contributions from the Ministries of Labor of the Americas", that took place from July 13th to 14th, 2017 in San Jose, Costa Rica.

The two WG2 meetings were attended by officials from at least 20 Ministries of Labor and representatives of the Business Technical Advisory Committee on Labor Matters (CEATAL), the Trade Union Technical Advisory Council (COSATE), and experts from international organizations such as the International Labor Organization (ILO), the Pan American Health Organization (PAHO), the International Organization for Migration (IOM), the Inter-American Development Bank (IDB),

the World Bank, the Organization for Economic Cooperation and Development (OECD), the United Nations Children's Fund (UNICEF), the Inter-American Social Security Conference (CISS) and the OAS.

It should be noted that the RIAL Workshop on Labor Migration was co-organized by the OAS, the ILO and IOM, under the auspices of the Ministry of Labor and Social Security of Costa Rica, and was attended by directors or migration officials from 17 Ministries of Labor, in addition to COSATE, CEATAL, CISS, SISCA and CARICOM. The workshop enabled active and enriching exchange between Ministries of Labor on the initiatives they are carrying out on the topic of the protection of the rights of migrant workers and the development of labor market information systems. At the end of the event and as a result of a participatory exercise in subgroups, lessons learned and policy recommendations with regard to the management of labor migration were identified. These can be valuable for the design and implementation of strategies, especially within the Ministries of Labor, to protect the rights of migrant workers and their families.

In addition, and in compliance with the IACML's 2016-2017 Work Calendar, PAHO, in collaboration with the OAS and the ILO, held a series of Webinars to commemorate the World Day of Safety and Health at Work, in which experiences of the region under the theme “Workplace Stress: a collective challenge” were shared.

In this context of broad and productive debate as well as analysis and exchange of information, this report summarizes the most relevant issues discussed by Working Group 2 since the XIX IACML in Cancun, Mexico. Section II of this document presents a summary of the topics discussed in the Group's meetings as well as the RIAL Workshop. Section III highlights the main consensus reached and the issues that require more work. Finally, section IV contains the recommendations proposed by Working Group 2 as inputs for the Plan of Action that will be adopted at the next IACML.

II. SUMMARY OF TOPICS THAT EMERGED FROM OUR DELIBERATIONS

During this period, Working Group 2 emphasized the analysis of experiences to strengthen compliance with labor legislation, including labor inspection and other strategies. In these discussions, the issue of labor informality was highlighted as a threat to the respect of workers' rights. The phenomenon of migration, trafficking in persons, forced labor and child labor were also mentioned as threat to worker’s rights.

Occupational health and safety was another central theme of the WG2 discussions, with input from the Pan-American Health Organization. It was recognized that new risks to the health of workers have arisen, including risks to mental health, which must be addressed from a public policy perspective.

Efforts to combat child labor and the role of social protection in tackling this phenomenon and the role of Ministries of Labor in addressing labor migration were also addressed at the Group meetings. With regard to labor migration, a RIAL Workshop was held in collaboration with the ILO, IOM and the Government of Costa Rica in order to exchange experiences on the strategies and programs developed by the Ministries to protect the rights of migrant workers and provide information relevant to the design of migration policy. The conclusions from this Workshop are incorporated in this Report.

The Inter-American Network for Labor Administration (RIAL) was created within the IACML to strengthen the Ministries of Labor through cooperation. Therefore, WG2 has been entrusted to follow up on the actions of the RIAL. Within the 2 meetings of WG2, the Technical Secretariat presented reports on the activities and finances of the RIAL, and the Ministries, COSATE and CEATAL were able to make comments and recommendations, that are included in this Report, to continue strengthening this Network. WG2 meeting in 2017 launched the new RIAL virtual platform, which was mandated by the WG2 meeting in 2015.

As a follow up on the study "Analysis of Bilateral and Multilateral Social Security Agreements as they relate to pensions" and the mandate of the Cancun Plan of Action, which requests to develop an information database with all the agreements signed to date, WG2 received a presentation from the Inter-American Conference on Social Security (CISS). Since the XIX IACML, the CISS has allocated resources to develop this information database, in collaboration with the Ibero-American Social Security Organization (OISS) and the OAS.

III. AREAS OF CONSENSUS AND ISSUES FOR FURTHER WORK

23. It was recognized that the Americas has historically been a region with high and permanent ratifications of international conventions and a region that has extensive labor legislation. The region's historical deficit is a deficit of compliance and enforcement.

24. Labor inspection is the central institution for labor administration and the quintessential mechanism for ensuring compliance with labor legislation and international labor standards. Thus, the Ministries, workers and employers agree that labor inspection should continue to be strengthened.

25. There was consensus that the resources allocated to labor inspection are very limited throughout the region. This has many repercussions which include, among others, that the inspections are concentrated in the urban zones thus leaving zones of the country and economic sectors where there is a greater non-compliance uncontrolled.

26. Identifying and analyzing the most effective tools or conditions within labor inspection to ensure compliance was identified as a point that deserves more reflection and debate. In this regard, a recent OECD study was mentioned, which shows that countries that have the lowest ratios of inspectors to labor force have high compliance rates. This raises the question of what promotes greater compliance, whether the number of inspectors, the severity of sanctions (fines), the prerogatives of the inspectors or the effective imposition of sanctions.

27. Similarly, it was recognized that the effectiveness of labor inspection depends, to a great extent, on the speed of labor justice. What happens in the administrative sphere is strongly linked to what happens in the judicial sphere. For example, a voluntary conciliation body will work better if labor justice is effective and if the parties involved in voluntary conciliation understand that there will be repercussions in the other area if no agreement is reached.

28. A trend towards consolidated labor reform has been noted in Latin America. In the last 15 years 8 countries in the region have reformed their labor procedural codes. These reforms have focused on three aspects: introducing orality in labor processes; guaranteeing the

principle of immediacy (permanent presence of the judge), and including alternative dispute resolution procedures such as mediation and conciliation.

29. It was mentioned that in academic and political debates, the idea that there is an international instrument (resolution, recommendation or agreement) that establishes minimum guarantees of what should be a judicial labor process in any country of the world is taking force.

30. Ensuring the protection of workers' rights, compliance with labor legislation and effective enforcement of fundamental principles and rights at work involves many institutions and actors, including sectoral ministries such as agriculture or mining, which are sectors with important challenges. In addition, coordinating actions can achieve effective results, like, for example, linking the information on non-compliance that the Ministry of Labor has with the processes of public procurement in such a way that those that do not comply with labor legislation cannot participate in those processes.

31. The recent creation of tripartite bodies for conflict resolution that aim to prevent complaints that may lead to instances of special control was highlighted. The Latin American region is the precursor of such tripartite bodies worldwide.

32. There is consensus that labor inspection should be complemented by strategies that promote education, awareness raising and cooperation. With regard to these strategies, the following were mentioned: Greater and better use of social networks to raise public awareness of rights and duties; incorporate labor rights and duties in primary, secondary and technical education curriculum, the use of mass communication campaigns through mass media and social networks and the use of distinctions and prizes for businesses that have good labor practices.

33. Formalizing labor still holds a fundamental and priority position in the region’s Ministries of Labor to guarantee compliance with labor legislation, increase tax collection, promote productivity and respect for rule of law, and prevent abuses from employers towards workers.

34. Child labor and forced labor are still problems that affect most countries in the region and require a prompt and effective response from the state, employers, and all other sectors of society.

35. There is broad consensus in recognizing that child labor is a wrong with many causes and a form of labor informality that occurs mainly in the rural sector, labor migration and domestic work. It was highlighted that, although the region has had a very important evolution in the reduction of child labor in recent decades, in recent years this reduction has stagnated. This makes it necessary to increase governmental efforts in search of child labor policies that are more creative and comprehensive. In this regard, WG2 celebrated the undertaking of the 4th World Conference on the Eradication of Child Labor, to be held in Buenos Aires from the 14th to 16th of November of 2017.

36. In the meetings it was recognized that the best way to promote the integral protection of children is through integrating social protection systems, creating integrated policies, coordinating jointly with different relevant ministries, like, for example the Ministry of Health or the Ministry of Education. Since child labor is a multi-causal phenomenon, it is

important to have policies that not only address the child, but that also address the family and account for other cultural factors.

37. The situation of migrant workers and responses from the Ministries of Labor were analyzed in depth during a RIAL Workshop. Migrants in the region are a vulnerable group even before they migrate. In general, they have low levels of education, come from low income households, and face marginalization in their countries of origin, which makes them more prone to abuse, and they are more vulnerable to having their rights ignored or not protected. In addition, the situation of immigration irregularity, accentuates and encourages the violation of labor rights.

38. Governments and social actors agreed on the need for more complete and reliable information on labor migration, not only in terms of migration flows but also with regard to the situation of migrants in the labor market. They also recognized that strengthening labor inspection systems and employment formalization strategies contributes to protecting the rights of migrant workers.

39. Addressing the migratory phenomenon requires the action of many actors. A call was made for increased coordination between Ministries of Labor, and migration authorities, not only at the national level but also between countries. Efforts by Ministries to protect the rights of migrant workers must also be accompanied by the regularization of immigration. The need to work towards greater coverage of social protection among the migrant population, which would require more work with social security institutions, was also stressed.

40. With regard to occupational safety and health (OSH), during the meetings it was recognized that changes in the world of work have affected this area in various way, including the way in which OSH is managed, the responsibility of the various stakeholders and the appearance of new health risks. Governments recognized that these changes demand a review and update of all regulations about OSH in the region.

41. Currently, the number of temporary workers has increased in sectors like construction and manufacturing, where occupational risks prevail. This makes the responsibility of guaranteeing the health and safety of workers to fall on different authorities, both on the contracting company and the worker's workplace. This is an example of the new challenges to ensure the health and safety of workers and the need for collaboration between Ministries of Labor and other sectoral ministries such as agriculture, mining, and infrastructure, among others.

42. Among the OSH strategies developed by countries, it can be seen that the perspective on OSH has changed, giving prevention a more important role. This has made governments change the services they offer to employers, and assisting them in establishing OSH programs, managing and controlling risks, and involving workers more in OSH efforts.

43. The changes in the world of work also imply a change in the role of workers in guaranteeing a safe and healthy workplace. The voice of workers is fundamental in contributing to the identification of potential risks. Thus, it is essential to guarantee that the rights of workers are respected, and that workers are protected against retaliations.

44. In the discussions it was recognized that new elements on the risks and damages to health and

safety of workers have emerged. Today there are not only physical but mental health risks that include stress, lack of work and personal life balance, harassment and violence. According to PAHO, it is calculated that 48% of cardiovascular diseases originate or are related with work. Likewise, mental illnesses affect the workplace where people see absenteeism, presenteeism, burnout, more accidents, and problems with the quality of services and products.

45. With regard to new risks to occupational health, delegations applauded the joint initiative of PAHO, ILO and OAS, who organized a joint series of webinars to exchange experiences, analyze and contribute to continuing sensitizing governments and the general population about the importance of addressing stress and mental health in the workplace. These webinars were undertaken as part of the commemoration of the World's Health and Safety Day in 2016, which had stress at work as the central theme.

46. Under-registration was recognized as one of the important challenges with regard to OSH. It is calculated that in Latin America only 10 – 15% of professional illnesses are reported. Due to the nature of mental illnesses, under-registration is worse in this area.

47. With regard to RIAL, the Ministries agreed that it has been a valuable mechanism to respond to the cooperation and technical assistance needs, and that has shown concrete results both inside the Ministries of Labor and in their policies and programs. In that regard, they made a call to reinforce financial contributions to RIAL.

48. At the WG2 meeting in 2017, the new RIAL virtual platform was launched, including the new Portfolio of Programs. The delegations congratulated the development of the new website, which was considered clearer, easier to navigate, and with more relevant information, as well as the Portfolio, which will allow users to share and find initiatives from the Ministries in a more inclusive and agile way. This platform was elaborated by the Technical Secretariat in a period of 2 years and with the active participation of the Ministries of Labor.

IV. RECOMMENDATIONS

Based on the work carried out on the various topics and so that the member states can continue to reap the benefits of these exchanges and discussions, Working Group 2 respectfully recommends that the Ministers of Labor take the following recommendations into consideration in preparing the Plan of Action of the next IACML:

1. Strengthen labor inspection in both urban and rural areas, incorporating innovative approaches to expand the scope of inspections carried out on an ex officio basis or following the presentation of a complaint, such as the use of technology to conduct inspections at a distance or to identify workplaces according to their potential risk of noncompliance in order to target preventive inspections, and providing labor inspectors with the training and resources needed for them to perform their duties effectively, along with the modernization of process management systems.

2. Ensure that the sanctions or fines imposed for labor rights violations are effectively and efficiently collected to guarantee their dissuasive effect.

3. Protect workers' fundamental rights to freedom of association and collective bargaining, establishing measures to eliminate unfair and improper practices that affect trade-union autonomy and independence, alter the balance of power in labor relations between employers and workers, and conceal the reality of labor relations through the use of inappropriate forms of contracting.

4. Develop and implement administrative or legal strategies to guarantee workers the enjoyment of their labor rights through timely access to justice, swift investigations, and the restoration of their rights.

5. Continue developing strategies for education, awareness-raising, and cooperation regarding labor rights and duties, including the use of social media networks and the inclusion of those subjects in school study plans.

6. Combine efforts with other state agencies, such as ministries of agriculture, mining, infrastructure, etc., and work in coordination with them to ensure greater compliance with labor laws and the effective protection of rights at work.

7. Design and implement occupational health and safety (OHS) policies and programs that identify and address new threats to workers' health and safety, including mental health risks. Implement those policies and programs on a tripartite basis. Interventions should be aimed at strengthening the preventive approach, increasing counseling services for businesses, encouraging worker participation in workplace prevention strategies, and whistleblower protection programs.

8. Exchange experiences and continue with technical cooperation through the RIAL on innovative approaches to ensure compliance with labor laws and the effective observance of fundamental principles and rights at work, placing particular emphasis on strategies that aim to protect the rights of those groups that face the greatest challenges at work.

9. Step up government efforts to eradicate child labor by 2025, in line with the 2030 Agenda

for Sustainable Development, particularly through integrated and coordinated policies with different ministries, comprehensive social protection systems, and interventions that focus not only children, but also on their family and community environments. Support the implementation of the initiatives that arise from the Fourth Global Conference on the Sustained Eradication of Child Labor, which is to take place in Buenos Aires in November 2017.

10. Continue working toward a comprehensive approach to labor migration, involving actions by Ministries of Labor, immigration authorities, social security institutions, and workers' and employers' organizations. Continue involving workers, employers, and migrants themselves in the governance of migration, oversee the protection of migrants' rights at all stages in the migration cycle, improve labor market information systems and ensure that they feed back into the definition of migration policy, and bolster the ability of labor inspection to cater for migrant workers.

11. Give a renewed thrust and impetus to the RIAL as the IACML's cooperation mechanism, through such measures as making financial contributions, submitting information, updating programs in the Portfolio, and abiding by the technical and political commitment to provide technical cooperation among ministries.

12. Strengthen the work of the IACML and CISS and, in addition to updating the database on bilateral and multilateral social security agreements, bring closer together Ministries of Labor and social security institutions to jointly promote social security policies, and identify and promote mechanisms to facilitate the operation of those agreements, in line with the recommendations of the study "Analysis of Bilateral and Multilateral Social Security Agreements as they relate to pensions," presented at the XIX IACML.

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REPORT OF THE GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES TO THE XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR

INTRODUCTION

The Technical Secretariat of the Inter-American Conference of Ministers of Labor (IACML) hereby submits the present report to the XX IACML, as a follow-up on the commitments made, and to present the activities that have been conducted pursuant to the Declaration and Plan of Action of Cancun, adopted during the XIX IACML held in Cancun, Mexico on December 3 and 4, 2015. The present report covers the period December 2015 to December 2017.

The main functions of the Technical Secretariat, for which the Department of Human Development, Education and Employment of the OAS Executive Secretariat for Integral Development (SEDI) is responsible, are to provide technical inputs and to coordinate the planning, implementation, and follow-up on the activities of the Conference, including the meetings of its Working Groups; to advise the Chair pro tempore and the Ministries of Labor on compliance with the Plan of Action; to coordinate the Inter-American Network for Labor Administration (RIAL); to ensure cooperation with other international agencies, and to assure the participation of workers and employers in the IACML, the OAS General Assembly, and the Summit of the Americas.

The present report is organized by topics according to the areas of emphasis of the Declaration of Cancun, and it highlights what has been achieved. The annex to this report lists the activities that have been carried out; it should be noted here that over this period, the schedule approved by the Conference authorities at their Planning Meeting in February 2016 was fully completed.

In the course of its work, the Secretariat is in constant coordination with the *Troika*, made up of the past, present, and future Chairs of the IACML, who are currently the Ministries of Labor of Colombia, Mexico and Barbados respectively, and with the Chairs and Vice Chairs of the Working Groups, which are held by the Ministries of Brazil, Paraguay, Chile, Panama, Canada and Costa Rica. The Secretariat is grateful to these authorities, whose hard work and commitment were decisive in completing the Conference's work schedule for this period. It is also appreciative of the active support of the International Labor Organization (ILO) for all of its activities and for its ongoing support for the IACML, and also thanks the Pan-American Health Organization (PAHO), the International Organization for Migration (IOM) and the Inter-American Conference on Social Security (CISS) for its close collaboration during this period.

In addition, the Secretariat also coordinates participation in all activities and is in permanent communication with the Conference's consultative bodies which bring together representatives of workers and employers: the Business Technical Advisory Committee on Labor Matters (CEATAL) and the Trade Union Technical Advisory Council (COSATE); as well as with the Trade Union Confederation of the Americas (TUCA), which serves as facilitator of COSATE and the International

Organization of Employers (IOE*)*, which coordinates the activities of CEATAL. The Secretariat also extends its thanks to these authorities.

1. COORDINATION BETWEEN LABOR AND EDUCATION: PROGRESS TOWARD ACHIEVING A REGIONAL PRIORITY

One of the four pillars of the XIX IACML was coordination between labor and education and the call for integrated public policy making to promote effective inclusion in the labor market. In the Declaration and Plan of Action of Cancún, the Ministers of Labor committed to strengthening the coordination with the Ministries of Education (Article 12 and 16 of the Declaration and 6.f of the Plan of Action), especially with respect to their efforts to facilitate the school-to-work transition; strengthen education and continuing training systems to better prepare the workforce in accordance with the development needs of each country and with the demands from the productive sector; and to improve youth employment.

In Cancún, the IACML welcomed the Chair of the Inter-American Committee on Education (CIE) who, at that time was the Minister of Education of Panama, with a view to continuing the dialogue begun at the VIII Inter-American Meeting of Ministers of Education in February 2015. In February 2017, at the IX Meeting of Ministers of Education, a similar invitation was extended to the Chair of the IACML. At the XX IACML in Barbados, this effort will continue with the participation of the current chair of the CIE, the Minister of Education of The Bahamas.

The above demonstrates that, at the highest hemispheric level, in OAS Conferences since 2015, the Ministers of Education and Labor of the Americas have reemphasized their commitment to collaborate.

In the period covered by this report, a very important step toward cementing that regional political commitment through technical actions was taken with the organization of the "Intersectoral Workshop on Youth Employment: Coordination between Education and Labor," held in Brasilia, Brazil on December 15 and 16, 2016.

That Intersectoral Workshop came about thanks to a decision taken by IACML and the CIE and was therefore organized by the Ministry of Labor of Mexico and the Ministry of Education of the Bahamas, as the chairs of those two forums, under the auspices of the Ministries of Labor and Education of Brazil. At the IACML's behest, it was financed and conducted within the framework of the Inter-American Network for Labor Administration (RIAL) and using its working procedures.

Following is a summary of the main outcomes of the Intersectoral Workshop on Youth Employment:

- This was the first meeting at the level of the Americas that brought together Ministries of Education and Labor. In attendance were officials from both ministries, 21 member states of the OAS, representatives of workers and employers, and specialists from the ILO, World Bank, the Organization for Economic Co-operation and Development (OECD), the Young Americas Business Trust (YABT), the Inter-American Organization for Higher Education (IOHE), Manpower, the Ibero-American Organization of Youth (OIJ), and OAS, making for a true intersectoral dialogue.

- During the event, experiences pursued by the Ministries of Labor and Education were exchanged, with an attempt to highlight coordination-related components to promote youth employment. These strategies include professional training, vocational and technical education, skills certification, first-job programs, and employment services.

- The main challenges to be tackled and that make intersectoral coordination more urgent were identified, to wit: inequality among different groups in the labor market, which represents, among other things, greater job insecurity and informality for youth with lower education levels; the skills mismatch, which becomes evident in the increasing difficulty employers in the region are reporting when it comes to finding the skills needed in the labor force; and the difficult situation young people find themselves in as they face high unemployment rates, informality, and inactivity. The current challenges of the labor market, marked by rapid technological changes, the demand economy, and the fourth industrial revolution, as well as millennials' expectations of a new work culture, were consistently brought up during the event and were also recognized as being an additional pressure on the already urgent need to coordinate intersectoral policies.

- The main lessons learned and policy recommendations identified included the need to: enhance secondary and technical education to achieve a better school-to-work transition; strengthen tripartite dialogue (State-workers-employers) in the development and execution of policies and programs; incorporate aspects of the world of work and develop life skills in education and training; adapt curricula and teaching plans to the admission conditions and particular characteristics of each group targeted for intervention and of each territory; deepen the relationship between technical education, training systems and businesses, and reinforce observatories and labor-related data systems to detect future occupational needs and provide feedback to training providers; link education and professional training to a country vision—where do we want to go?—and to human development, economic, and productive strategies.

- A number of next steps were identified: Continue to promote these types of gatherings at a regional and subregional level; enhance south-south cooperation to share and improve management practices; document effective intersectoral coordination experiences; systematize the Workshop's lessons and recommendations and forward them to the ministries so they may serve as input for governments as they arrange sector actions.

The Technical Secretariat has produced a publication summarizing the outcomes of the Workshop to be presented during the XX IACML. That document shows that the time is ripe in the region -- from both a political commitment and technical feasibility point of view -- to enhance ties between the world of education and the world of work.

2. THE FUTURE OF WORK AND LABOR INCLUSION: FOCAL POINTS OF THE CONFERENCE'S WORKING GROUPS

The IACML Working Groups advise the Conference with respect to the objectives of the Declaration and Plan of Action of Cancún; perform more in-depth analysis of priority issues; prepare recommendations for future undertakings; and keep track of related developments in the Hemisphere. At the XIX IACML, the Working Groups were redefined once again, with objectives better geared to current IACML objectives. The Groups and their officers are:

- Working Group 1 (WG1): "Integrated public policies for productive employment and decent work with social inclusion." Chair: Brazil, Vice Chairs: Chile and Panama

- Working Group 2 (WG2): "Institutional strengthening to protect workers' and employers' rights and promote cooperation." Chair: Paraguay, Vice Chairs: Canada and Costa Rica.

The Working Groups met twice in this period, with coordination and technical support from the OAS and financial contributions from the Governments of Paraguay, Mexico, and the United States. The first meeting was in Washington, D.C., on June 28-29, 2016, and the second in Asunción, Paraguay, on April 27-28, 2017. There was a notably high level of participation at those meetings, which were attended by 22 delegations from Ministries of Labor, representatives of workers and employers through COSATE and CEATAL, and representatives of international organizations. The participation of the following international organizations during this period is particularly noteworthy: the ILO, PAHO, IDB, World Bank, OECD, CISS, IOM, and UNICEF.

Discussion within the Working Groups covered the topics assigned to each of them by the Plan of Action of Cancún, and they address various aspects of labor administration, but centered on: "Equity and labor inclusion: inclusive labor policies and generation of quality jobs and enterprises," one of the four pillars of the XIX IACML. Under that broad heading, the Working Groups focused on the future of work -- acknowledging how it influences policy making and employment generation -- and on the situation of certain groups that face greater barriers in the labor market, such as youth and persons with disabilities.

The reports of the Working Groups being presented to the XX IACML reflect the wealth of ideas discussed, list the topics addressed and areas in which consensus was reached, point out the issues where more work is needed, and make recommendations to the Conference. These recommendations were included in the Plan of Action of Bridgetown –to be approved at the XX IACML- following a practice entrenched in the IACML that creates a bridge between the discussions in the Working Groups and in the ministerials, ensures follow-up, and imbues the work with a forward-looking perspective.

Working Group 1 was the forum chosen to discuss, for the first time in the history of the IACML, the future of work, which is one of the region's emerging priorities. Also discussed were strategies to achieve transition from the informal to the formal economy and to eliminate discrimination in the labor market. Planning of the Intersectoral Workshop on Youth Employment, referred to in Section 1 of this Report, was another task assigned to this Group.

Governments, social actors, and international organizations all concurred that there are not enough studies on the potential impact of the fourth industrial revolution on employment in the region, and all of them said they were discussing and analyzing that issue. They also agreed that the challenges the region is facing -- such as high levels of labor informality and youth unemployment, the skills gap, and issues around the effective compliance of labor laws-- hamper efforts to address the new challenges, making it all the more urgent to resolve them. Most worrisome of all are the potential implications of technological changes and of the collaborative economy, along with other developments, for labor relations and precarious work conditions. There is a sense that, in this new scenario, with its new forms of work, the challenge is to safeguard fundamental labor rights.

For its part, Working Group 2 focused on analyzing compliance with labor laws, occupational health and safety, strategies for preventing and eradicating child labor and the connection between

that and social protection, and labor migration. On that last-mentioned topic, it was in Working Group 2 that plans were made for a RIAL Workshop described in Section 3 of this Report. WG2 also spent some time analyzing the current situation and future outlook for RIAL as an IACML mechanism, it looked at the status of the Voluntary Contribution Fund and monitored relevant activities. Section 5 of this Report addresses that subject.

The discussions acknowledged considerable progress in States' labor legislation, including some major reforms in recent years, but also found that the big challenge is ensuring compliance. While labor inspection is the primary tool for ensuring compliance and much has been done to strengthen and professionalize it, the region needs to devote more resources to it and to explore new paths for overseeing full observance of labor laws. The discussions underscored the importance of working together with other State entities, the need to expedite judicial proceedings, and the advantage of supplementing inspection with awareness-raising campaigns and education.

In the area of occupational health, various major changes were discussed, not just because new forms of work diffuse responsibilities in this field, but also because new risks are emerging. Currently, the debate is largely focused on mental health risks, such as stress, which are becoming more acute in the world of work. With that in mind, PAHO embarked on a joint effort with the ILO and the OAS in 2016 to conduct virtual seminars aimed at involving authorities throughout the region in discussions of mental health in the workplace. That, too, was part of the follow-up to the Plan of Action of Cancún.

WG1 followed up directly on the mandates contained in Articles 5 and 6 of the Plan of Action of Cancún and in Articles 7, 12, 13, 15, 16, 17, 18, 20, and 21 of the Declaration, while WG2 followed up on Articles 7 and 8 of the Plan of Action and Articles 6, 23, 26, 27, 28, 29, 30, and 31 of the Declaration. Their main findings and recommendations are summarized in the Final Reports of WG1 and WG2 presented to the XX IACML and can be found in documents CIDI/TRABAJO/doc.4/17 and CIDI/TRABAJO/doc.5/17, respectively.

Several bilateral efforts also sought to develop and improve programs and strategies to enhance inclusion and equity in the labor market. During this period, Ministries in the Dominican Republic and the United States shared their expertise with their peers in Colombia and Saint Kitts and Nevis, respectively, on youth employment strategies; the Ministry of Labor of Uruguay, the first country to ratify ILO Convention 189 concerning decent work for domestic workers, provided technical assistance to El Salvador on improving protection for domestic workers' rights; Jamaica, which is currently regulating and establishing procedures for complying with its recent legislation on persons with disabilities, received technical assistance directly from the United States, a country recognized for its laws and experience in this field.

3. LABOR MIGRATION: CONTRIBUTIONS FROM MINISTRIES OF LABOR

Labor Migration was another one of the four pillars of the XIX IACML and is one that has become increasingly important in recent years. That Conference also examined the study entitled "Analysis of Bilateral and Multilateral Social Security Agreements as They Relate to Pensions," mandated by the previous Conference and produced thanks to a fruitful partnership between the OAS and the Inter-American Conference on Social Security (CISS). The study contains an updated overview of all 83 such agreements in the region. It also identifies lessons to be learned and challenges with their implementation and makes recommendations regarding a possible Inter-American

Agreement. The XIX IACML acknowledged the study as a valuable contribution to the discussion on how to improve migrant workers' pension rights in the Americas.

Following up on that study, the Ministers of Labor asked the Technical Secretariat and the CISS to "develop a database with the agreements signed to date" (Article 8.f of the Plan of Action of Cancún), at the bilateral or multilateral level, on social security; i.e. agreements providing for recognition of pension rights for migrant workers. That database was compiled under the leadership and with financial support of the CISS, with OAS participation and the support of the Ibero-American Social Security Organization (OISS), and will be made available to all the Ministries during the XX IACML in Barbados.

Another follow-up to the Declaration and Plan of Action of Cancún was the RIAL Workshop on "Labor Migration: Contributions from the Ministries of Labor of the Americas," held on July 13 and 14, 2017, in San José, Costa Rica, under the auspices of the Ministry of Labor and Social Security of Costa Rica. It was conceived as a response to the mandates of the Declaration of Cancún contained in Articles 27 to 29 in the section entitled "Labor Migration: Advancing Protection for the Rights of Migrant Workers."

The most salient achievements and outcomes of the RIAL workshop on labor migration are as follows:

- It was co-organized by the OAS, ILO, and IOM, in a genuine interagency partnership, in which all parties contributed their technical expertise, networks, and financial resources. Taking part were Migration Directors and officials responsible for attending to migrant workers in the Ministries of Labor, workers' and employers' representatives, subregional organizations, such as the Caribbean Community (CARICOM) and the Central American Social Integration System (SISCA), as well as the Chairmanship of the Committee on Migration Issues (CAM) of the OAS.

- Following a regional consultation conducted by the organizers, the Workshop focused on two priority areas for Ministries of Labor, for which they bear direct responsibility: 1) the development of labor market information systems and the provision of relevant information for shaping a comprehensive migration policy; and 2) protection of the labor rights of migrant workers, including the role of labor inspection and tasks relating to awareness-raising and the dissemination of information.

- In wrapping up the workshop, and as the outcome of a participatory exercise, attention was drawn to lessons learned and to policy recommendations for labor migration management, especially within Ministries of Labor. They include, notably: the need for more complete and reliable information on labor migration, not just on migration flows, but also on the specific situation of migrants in the labor market. Migrants are a vulnerable group even before they migrate, given that, generally speaking, they lived in precarious conditions in their countries of origin, and in destination countries they are working largely in the informal economy. Those circumstances render them more prone to mistreatment and defenselessness. It was acknowledged that the undocumented status of migrants exacerbates and fosters the violation of labor rights. One recommendation was that Ministries of Labor continue to improve their labor inspection system, their strategies for labor formalization, and their information systems, but at the same time highlight and explicitly address the circumstances migrants face and their vulnerability. The Workshop also recognized that the Ministries'

efforts need to be accompanied by regularization of migrants' status. There was a call for more extensive intersectoral – interagency – coordination among Ministries of Labor, Ministries of Foreign Affairs, employment services, and so on, not only domestically but also among countries.

In this period, thanks to the discussions at the Workshop and in the Working Groups, it became evident that labor migration is a fertile ground for cooperation, not only because by definition migration involves more than one country, but because our region has accumulated so much experience in managing it and because there is so much fluctuation involved. In connection with the RIAL, in November 2017, experts from the Ministry of Labor of Costa Rica, a country well known for its experience managing migration flows, traveled to Chile to provide technical assistance to their peers in that country's Ministry of Labor, who had sought their support and input in developing an institutional plan of action for promoting and protecting the rights of migrant workers. It is worth mentioning, in that regard, that Chile has only relatively recently become one of the region's countries of destination, so the Costa Rican cooperation was an especially pertinent and useful initiative.

4. PROTECTION OF WORKERS' RIGHTS AND PROMOTION OF SOCIAL DIALOGUE

The protection of workers' rights and the promotion of social dialogue are crosscutting themes throughout the Declaration and Plan of Action of Cancún and in the activities undertaken since then. Reinforcing mandates from previous Conferences, the XIX IACML declared: "With the utmost conviction, we will continue to promote social dialogue, which we recognize as a preeminent tool for forging fairer and more-just societies," as well as declaring a commitment to " [e]stablish institutionalized forums of social dialogue and collective bargaining spaces that enable permanent interaction among government, workers, and employers with a view to formulating policies, settling disputes, and adopting joint decisions on key issues on national, regional, and hemispheric agendas" (Articles 9 of the Declaration and 8.b of the Plan of Action).

Social dialogue in the Hemisphere has been strengthened through the IACML since its inception in the 1960s and was boosted again in recent years, above all since 2009, when the IACML proclaimed COSATE and CEATAL as its consultative organs, thereby enhancing their participation and impact.

In addition, within the OAS new opportunities for dialogue have opened up and have become institutionalized over the years. In the period covered by this report, those new opportunities were seized at the OAS General Assembly sessions in Santo Domingo, the Dominican Republic, in 2016; and in Cancún, Mexico, in 2017, where workers' and employers' representatives were able to share their views with Ministers of Foreign Affairs and Heads of Delegation.

COSATE and CEATAL participated actively in all IACML activities in this period. They not only presented their views on the various issues discussed (labor migration, youth employment, the future of work, etc.); they also made specific recommendations and helped shape the IACML Work Plan and the draft Declaration and Plan of Action to be approved at the XX IACML in Barbados.

5. COOPERATION FOR STRENGTHENING THE INSTITUTIONAL CAPACITY OF MINISTRIES OF LABOR: THE INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)

The RIAL is the IACML cooperation mechanism created by the ministries themselves to strengthen their human and institutional capacity and supplement political dialogue with technical cooperation. For that reason, the Ministerial Declarations and Plans of Action provide guidance and substance to the Network, and the documents adopted at the XIX IACML were no exception. The Plan of Action of Cancún devoted an entire section to the RIAL (Articles 13 to 18), in which it, inter alia, reiterates its support of, and commitment to, that mechanism; confirms the establishment of the Voluntary Contribution Fund; and directs the work of the Network toward certain specific actions.

A list of major outcomes and progress achieved by the RIAL in this period follows:

- Launching of RIAL's new virtual platform: Following lengthy consultations with all of the Ministries, and pursuant to the recommendations of the Plan of Action of Cancún, the Technical Secretariat prepared a new RIAL platform, which is posted at: www.rialnet.org. This platform addresses the concerns and suggestions of the Ministries. It is more user-friendly, and, among other salient features, it contains search engines for locating activities and programs by subject matter, country, and other headings.

- Updating and relaunching of the Portfolio of Programs. The new platform contains the new Portfolio of RIAL Programs: a key database for regional technical cooperation. This new Portfolio allows Ministries to directly update their programs and enables the general public to conduct even more expeditious program searches. It currently contains more than 140 programs in all areas of labor administration.

- Identifying specific impacts of actions undertaken by RIAL: The Secretariat has continued to identify concrete outcomes, which are included in reports to the Working Groups. The evidence points to RIAL having contributed to the design of new methodologies or programs; improved procedures within Ministries, and reviews of regulatory frameworks, among other concrete outcomes.

- Commitment to -- and stepping up of -- bilateral cooperation: The most active and recognized tool of the RIAL is bilateral (and in some cases multilateral) cooperation, practiced through study tours, on-site visits, and direct counseling from one Ministry of Labor to another. Such activities are selected via open calls for proposals and financed by the RIAL with contributions from the Ministries. During the period covered by this report, nine bilateral cooperation activities were conducted, taking total cooperation activities among practically all Labor Ministries in the region to 99. As has been documented, their outcomes proved highly useful. Their success has been due to the fact that they consist of technical advice provided directly by experts and practitioners, and tailored to the interests and needs of the Ministries involved.

- Sustainable, ongoing contributions to the Voluntary Contribution Fund: Since it was established in 2010, this Fund has received contributions amounting to more than $609,000 from 21 OAS member states, including a major contribution from the Government of Canada of $200,000 between 2012 and 2014. The Fund financed all RIAL activities in the period covered by this Report, including two hemispheric workshops and nine bilateral cooperation activities. Worth noting, too, is the significant co-financing provided by the OAS, which covers the Network's coordination costs.

- Permanent channel of communication: In addition to the above, every two weeks the RIAL issues its news bulletin, which provides an overview of the principal initiatives undertaken by Ministries of Labor, their activities, and publications of interest. The Network's Facebook and twitter accounts allow for constant contact with members and partners.

CONCLUSION

Pursuant to the Declaration and Plan of Action of Cancún, adopted during the XIX IACML, the Conference has made significant progress in a number of fields over these past two years:

- It has demonstrated that it continues to be a relevant and pertinent forum for sharing and analyzing experiences on regional priorities and agreeing on collective actions. Likewise, it has shown that it can adapt to changes in the world of work and, hence, to the needs of Ministries of Labor. The discussions on the future of work during this period, which permeated both the meetings of the Working Groups and the specialized workshops, testify to that adaptability.

- It has continued to enjoy strong support by the Ministries of Labor, most of which take part in its activities. The Working Groups and RIAL's technical workshops are effective tripartite dialogue forums to analyze priority issues and provide policy recommendations that offer solid support to initiatives undertaken at the national level.

- It resolutely contributed towards greater coordination between Ministries of Labor and Ministries of Education, particularly in respect of their efforts to improve youth employment, facilitate school-to-work transition, and strengthen education and continuous training systems to better prepare the workforce in accordance with each country's development needs and productive sector requirements. The publication that the Technical Secretariat will present at the XX IACML, and which incorporates the outcomes of the first regional workshop among Ministries of Labor and of Education, shows that the time is ripe in the region -- from both a political commitment and technical feasibility point of view -- to enhance ties between the world of education and the world of work.

- It contributed to governments' efforts to achieve greater inclusion and equity in the labor market, and to address the needs of the most vulnerable populations, thanks to the opportunities to discuss these matters in workshops and regional meetings and thanks to the ongoing cooperation between Ministries of Labor through the RIAL. Both of these facilitated the sharing of knowledge and experience, with a view to improving, inter alia, youth employment strategies, migration management, and protection for the labor rights of migrant workers and persons with disabilities.

- It continued to forge major partnerships with international organizations. Outstanding instances of this were: the robust partnership with the IOM and the ILO in jointly organizing the RIAL Workshop on labor migration; ongoing work with PAHO on occupational health issues; and the efforts to continue working jointly with the CISS on migration and social security. Additionally, the IDB, the World Bank, OECD, UNICEF, and CARICOM and SISCA participated in several of the Conference's activities.

- It continued to lay solid foundations for the sustainability of the RIAL and reaffirmed its commitment to that mechanism with the continued financial contributions from Ministries to the Voluntary Contribution Fund. The RIAL also launched its new virtual platform, which contains

more information and facilitates greater regional cooperation on labor and employment-related matters.

- It reinforced social dialogue at the hemispheric level, with the active participation of COSATE and CEATAL in all its activities and in OAS General Assembly sessions.

The Technical Secretariat thanks the Secretariat of Labor and Social Security of Mexico, as Chair of the XIX IACML, for its leadership and guidance during this period, as well as the other members of the "troika" and the Working Group authorities -- the Ministries of Labor of Colombia, Barbados, Brazil, Paraguay, Chile, Panama, Canada and Costa Rica -- for their work and commitment. The Technical Secretariat also wishes to express its appreciation of the commitment shown by COSATE ad CEATAL and of the ongoing partnership with the ILO, PAHO, CISS, and other international organizations.

At this XX IACML, the Secretariat reaffirms its commitment to continue working with the Ministries of Labor, workers' and employers' organizations, and partner organizations, to address both current and emerging challenges in the world of work.

ANNEX

ACTIVITIES OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR 2016-2017

Planning Meeting of the XIX IACML: Washington D.C., United States, February 25-26, 2016

Meetings of the XIX IACML Working Groups:

- First Meeting: Washington D.C., June 28-29, 2016
- Second Meeting: Asunción, Paraguay, April 27-28, 2017

Workshops and Seminars of the Inter-American Network for Labor Administration (RIAL):

- Inter-Sectoral Workshop on "Youth Employment: Coordination between Education and Labor": Brasilia, Brazil, December 15-16, 2016
- Workshop on "Labor Migration: Contributions from the Ministries of Labor of the Americas": San Jose, Costa Rica, July 13-14, 2017

Dialogues of Workers and the Private Sector, with the participation of COSATE and CEATAL, in the General Assembly of the OAS:

- During the Forty-Sixth Regular Session of the OAS General Assembly: Santo Domingo, Dominican Republic, June 13, 2016
- During the Forty-Seventh Regular Session of the OAS General Assembly: Cancun, Mexico, June 19, 2017

Preparatory Meetings for the XX IACML

- First Preparatory Meeting: Asuncion, Paraguay, April 28, 2017
- Second Preparatory Meeting: Washington D.C., United States, October 4-6, 2017

Bilateral Cooperation Activities of the Inter-American Network for Labor Administration (RIAL):

- On-site visit from Colombia to the Dominican Republic, Youth Employment, June 13-15, 2016
- On-site visit from Honduras to Costa Rica, Compliance with Minimum Wage Payment, September 6-8, 2016
- On-site visit from Grenada to Jamaica, Labor Market Information System, September 26-30, 2016
- On-site visit from Peru to Mexico, Labor Observatory and Public Employment Services, September 28-30, 2016
- On-site visit from Jamaica to the United States, Labor Inclusion of People with Disabilities, October 17-21, 2016
- On-site visit from Paraguay to Argentina, Professional Training, August 30-31, 2017
- Visit of experts from Uruguay to El Salvador, Domestic Work, October 23-26, 2017
- Visit of experts from Costa Rica to Chile, Protection of Migrant Workers, November 6-9, 2017

- On-site visit from St. Kitts and Nevis to the United States, Youth Employment, November 6-10, 2017

Other important actions to follow-up on the mandates of the XIX IACML:

- Launch of RIAL's new website and new portfolio of programs, April 2017
- Creation of a database of bilateral and multilateral social security agreements, led by the Inter-American Conference on Social Security (CISS), during 2017
- Series of webinars co-organized by PAHO, ILO and the OAS on Mental Health at Work, on the occasion of the World Day for Occupational Health and Safety, April 2016
- Preparation and distribution of 44 virtual newsletters of the RIAL in 2016 and 2017, completing 100 in the history of the RIAL. These bulletins include news from the Ministries, activities and relevant studies.

* Nine RIAL bilateral cooperation activities were conducted in 2016-2017, for a total of 99 since 2006, providing direct technical assistance among 28 ministries of labor of the region.

** On average, 20 Ministries of Labor participated in the meetings of the WGs and RIAL workshops under the XIX IACML, as well as members of COSATE and CEATAL, experts from ILO, PAHO, IOM, World Bank, IDB, OECD and other international organizations.

APPENDIX III – MEETINGS OF CONSULTATIVE BODIES

- Report of the Meeting of the Permanent Technical Comitte on Labor Matters (COTPAL)
- Report of the Meeting of the Permanent Executive Committee of the Trade Union Technical Advisory Council (COSATE)
- Report of the Meeting of the Permanent Executive Committee of the Business Technical Advisory Committee on Labor Matters (CEATAL)
- Report of the Joint Meetings of COSATE and CEATAL

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
December 7 and 8, 2017
Bridgetown, Barbados

OEA/Ser.K/XII.20.1
CIDI/TRABAJO/doc.25/17
20 December 2017
Original: Spanish

REPORT ON THE MEETING OF THE PERMANENT TECHNICAL COMMITTEE ON LABOR MATTERS (COTPAL)

The Permanent Technical Committee on Labor Matters (COTPAL) met on December 7, 2017 in Bridgetown, Barbados within the framework of the Twentieth Inter-American Conference of Ministers of Labor.

The Meeting was chaired, on behalf of the Chair of the XIX IACML, by Ms. Yéssica María Calvario, Deputy Coordinator of International Labor Policy and Manager of the International Affairs Unit at the Ministry of Labor and Social Security of Mexico.

I. ADOPTION OF THE AGENDA

The Chair welcomed participants and thanked the Government of Barbados for organizing the XX IACML. She announced that 12 delegations were present so that the Meeting could begin and could adopt its draft agenda, but that there was not yet a quorum for taking decisions. She said that the idea was to review and move toward agreements on the topics envisaged in the agenda, which would then be referred for consideration to the Preparatory Session of the XX IACML.

The Draft Agenda (CIDI/TRABAJO.doc.13/17) was considered and adopted without amendments.

II. INTRODUCTORY REMARKS BY MARYSE ROBERT, DIRECTOR OF THE DEPARTMENT OF HUMAN DEVELOPMENT, EDUCATION, AND EMPLOYMENT OF SEDI/OAS

Ms. Maryse Robert thanked the Government of Barbados and especially its Minister of Labour for their hospitality and for organizing the XX IACML and the Government of Mexico for its leadership and vision over the past few years as Chair of the XIX. She congratulated all the countries on their commitment and their efforts to reach the areas of regional consensus reflected in the Draft Declaration and Plan of Action of Bridgetown. She pointed out that, for the OAS, employment had to be at the heart of social and economic policies and that it was vital for strengthening democratic governments and enhancing the well-being of all the region's citizens. She welcomed the topics chosen for this XX IACML and underscored that they are core issues in the world of work, as well as being crucial for achieving the OAS objective of "More Rights for More People." Finally, she assured participants that the OAS would continue to strive to realize those objectives and to support the agreements reached at this Conference.

III. REVIEW OF THE DRAFT DECLARATION AND DRAFT PLAN OF ACTION OF BRIDGETOWN

The Director of the Department of Human Development, Education, and Employment of the OAS, Maryse Robert, gave a brief account of the preparatory process that had included a virtual consultation forum and two face-to-face meetings. She said that at the Second Preparatory Meeting the delegations had reached consensus on the Draft Declaration and Draft Plan of Action of Bridgetown, with two exceptions – the delegation of Nicaragua and the delegation of the United States, for which the Draft Declaration remained ad referendum (TRABAJO/RTP/doc.6/17 Corr.1). She also announced that on October 16 the delegation of Nicaragua had informed the OAS Secretariat that it had lifted its ad referendum and that on November 27 the delegation of the United States had reported that it maintained its ad referendum and was sending some adjustments to the language of paragraphs 3, 9, and 25 for the delegations to consider. The proposed text was distributed as document CIDI/TRABAJO/INF.10/17.

During the COTPAL meeting, the delegation of the United States explained its rationale for each of the proposed changes and announced that, following informal meetings held in Washington D.C., it would be submitting further modifications to the aforementioned paragraphs, contained in document CIDI/TRABAJO/INF.12/17. It stressed that these new proposals sought to achieve a language of consensus that addressed the concerns raised by delegations regarding the initial proposals and said that the delegation remained open to hearing any new suggestions and comments.

The delegations of Guatemala, Brazil, and Panama took the floor to express their views regarding the changes and said that more time was needed for internal consultations. They also thanked the delegation of the United States for its readiness to work together and thereby reach agreement on the aforementioned paragraphs. The delegations also thanked the Government of Barbados for its leadership and hospitality.

No comments were made regarding the Draft Plan of Action (CIDI/TRABAJO/doc.7/17).

Given that the meeting lacked the quorum needed to reach decisions, the Chair stressed that the new proposals for changes to the text presented by the delegation of the United States would be officially distributed and remitted for consideration by all the delegations at the Preparatory Session of the XX IACML.

IV. AGREEMENTS ON THE ELECTION OF THE CHAIRS (2) AND VICE CHAIRS (4) OF THE WORKING GROUPS OF THE IACML, AND OF THE CHAIR OF THE XXI IACML

The Chair reported that the delegation of Ecuador had expressed interest in chairing Working Group 1 and the delegations of Brazil and Chile had expressed interest in being its Vice Chairs.

The Ecuadorian delegate reiterated his country's interest in chairing Working Group 1.

As regards Working Group 2, the Chair reported that three delegations had voiced interest in assuming responsibilities as officers: Argentina as Chair and Costa Rica and Canada as Vice Chairs.

The delegate of Costa Rica said that the Ministry of Labor in her country had expressed its satisfaction at having served as an officer during the XIX IACML and its interest in continuing to serve as an officer and collaborate with implementation of IACML and RIAL activities.

Finally, the Chair reminded the delegations present that the officers (Chairs and Vice Chairs) of the Working Group were responsible, together with the Troika, for meeting early in 2018 to plan and establish the work schedule for the Conference. She invited all delegations to play an active part in all activities and reminded them that all were responsible for contributing to the work of the IACML.

V. OTHER BUSINESS

The Chair thanked the delegations; said that she would be reporting on the session to the Preparatory Session of the IACML; and, there being no further matters to discuss, declared the session adjourned.

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
December 7 and 8, 2017
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5 February 2018
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REPORT OF THE MEETING OF THE PERMANENT EXECUTIVE COMMITTEE OF THE TRADE UNION TECHNICAL ADVISORY COUNCIL (COSATE)

The Permanent Executive Committee of the Trade Union Technical Advisory Council (COSATE) met on December 7, 2017 in Bridgetown, Barbados, during the XX IACML. The meeting was attended by a number of trade union organizations, as well as by the OAS, in its capacity as Technical Secretariat, and the ILO.

I. Adoption of the agenda

The President of COSATE, Marta Pujadas, welcomed participants and presented the draft agenda, which was approved.

II. Report of the President of COSATE

The President gave a full account of COSATE's participant in OAS meetings and the IACML since the XIX IACML in 2015, including the Planning Meeting, the meetings of working groups, Inter-American Network for Labor Administration (RIAL) workshops, the preparatory process leading up to the XX IACML, and the OAS General Assembly sessions in 2016 and 2017, at which workers were able to enter into a dialogue with governments. She reflected on the need to reformulate the current development model, given today's high levels of inequality and exclusion and she pointed out that the Development Platform for the Americas (PLADA) contains the trade union movement's proposals in that regard. She underscored the importance of social dialogue, trade union freedom, and collective bargaining and called for policies fostering those rights. She pointed to the need to promote policies to expand social security coverage and reduce informality and she highlighted the fact that workers are involved in the social security reform processes under way in several countries. She criticized hiring practices that have made work precarious, such as outsourcing or fraudulent subcontracting, and called for labor rights to be observed throughout the production chain by both national and multinational enterprises. She stressed that "without enterprises there are no workers, but we are convinced that those enterprises will only be sustainable with workers with rights." Miss Pujadas ended by thanking the Technical Secretariat at the OAS, the ILO, and the Trade Union Confederation of the Americas (TUCA/CSA), and the representatives of COSATE who had participated in the activities of the past few years that had been financed by their organizations for lack of funding from other sources. She reiterated her call for the IACML to allocate resources for worker participation.

Mr. Roy Trotman, Advisor to the Barbados Workers´ Union (BWU) and former workers' representative at the ILO, welcomed all those attending the meeting and reminded them that the world was at a historic junction following several presidential elections over the past 18 months that threatened to revert a number of social gains. He stressed that the trade union movement had to fight

those same battles yet again and counter the threats to peace and cooperation looming n Latin America and the Caribbean. He mentioned the priority being given by the trade union movement in Barbados to domestic labor and the urgent need for it to be formalized. He called upon the ILO and OAS to counsel governments and to encourage the region to be a model to the rest of the world in that regard.

III. Remarks by the Technical Secretariat

María Claudia Camacho, Chief, Labor and Employment Section, Executive Secretariat for Integral Development of the OAS, thanked the President for her very thorough report and drew attention to the fact that the Conference was increasingly incorporating COSATE concerns in its work plan and that this was because COSATE had taken strategic care to highlight its priority issues by participating in the Planning Meeting and in the preparatory process leading up to each Conference. By way of illustration, she cited the holding of the RIAL Workshop on labor migration in July 2017, after that topic had been the leitmotif of the Declaration of COSATE in 2015. Ms. Camacho also pointed out that several RIAL cooperation activities were currently addressing priority issues for the trade union movement and, responding to Sir Roy Trotman's remarks, she mentioned recent cooperation between Uruguay and El Salvador on the subject of domestic labor. She also referred to the debate about the future of work that had arisen, for the first time, in connection with this period's Conference. All parties to that discussion had agreed on the need to strengthen social dialogue in a quest for innovative responses to the quicker pace of technological changes and uncertainty as to their impacts on employment. Ms. Camacho ended by thanking the authorities in COSATE, TUCA/CSA, and the ILO for their active participation and support during the current period.

The President thanked the Secretariat for its support.

IV. Composition and election of the Executive Committee of COSATE

Daniel Angelim of TUCA/CSA put forward a proposal regarding the composition of the Executive Committee of COSATE based on discussions within TUCA/CSA, pointing out that it sought to achieve regional and gender equilibrium. He indicated that most of the proposed Committee members are women. The proposal, detailed below, was adopted unanimously.

President:

- Marta Pujadas, General Confederation of Labor (CGT) of Argentina

Vice Presidents:

- Toni Moore, Barbados Workers Union
- Antonio Lisboa, Central Unitary Workers Union (CUT) of Brazil
- Cathy Feingold, AFL-CIO of the United States
- Eulogia Familia, National Confederation of Trade Union Unity (CNUS) of the Dominican Republic
- José Olvera, National Union of Workers (UNT) of Mexico
- Luis Alejandro Pedraza, Unified Workers Union (CUT) of Colombia

The President thanked participants for re-electing her, welcomed the inclusion of four women in the Executive Committee, and pointed out that trade union representation relied on team work, for which she thanked the Vice Presidents.

V. Considerations and final discussion of the joint COSATE-CEATAL statement

The President outlined the contents of the Joint COSATE-CEATAL Statement, which was then still being negotiated and which focuses on the future of work and the challenges of globalization, digitization, and technological change. The Statement requests governments to come up with integral strategies, especially for coordinating education and work. The President pointed out that the G20 Meeting will take place in Argentina in 2018 and will include the Meeting of Ministers of Labor known as the L20. She said that participation by the trade union movement in that Meeting was vital. She announced that work had already begun on the messages that the trade union movement would be sending and which would include the issues of ties between education and work, labor deregulation (*flexibilización laboral*), and guarantees for democratic processes. She mentioned that many of these positions are already incorporated into the TUCA/CSA-COSATE Declaration to be submitted to the XX IACML and gave the floor to Antonio Lisboa to present that Declaration.

The Vice President of COSATE, Antonio Lisboa, presented the TUCA/CSA-COSATE Declaration drawn up prior to this meeting and contained in document CIDI/TRABAJO/doc.21/17, and former Vice-President Francisco Quijano read out a few paragraphs taken from it.The Declaration begins with a discussion of current economic challenges from the workers' point of view and then refers to social justice as a pillar of sustainable development. It talks about the sustainable development based on proposals set forth in the PLADA and then ends with a series of requests and proposals, including a request to the OAS to attach more weight to the IACML and a request to the IACML to ensure COSATE participation in all its activities, to prioritize issues relating to respect for trade union freedom and collective bargaining, protection of migrants, efforts to combat discrimination, eradication of child labor and forced labor, actions to combat violence against women, and other issues.

The President gave the floor to Toni Moore, for her to declare the meeting closed.

Toni Moore, the Secretary General of the BWU and Vice President of COSATE, said she was glad that COSATE delegates were present in Barbados and gave them a warm welcome. She voiced her support of the Trade Union Declaration, saying that it addressed priority issues for workers and that it was important in discussions about the future of work to emphasize that there can be no work without democracy and no democracy without labor rights, by which she meant rights in practice, not just theory. On the need for governments to facilitate the participation of COSATE representatives at meetings, she that it was important always to preserve the autonomy of the trade union movement in designating its representatives. Ms. Moore then thanked everyone for coming.

The President reminded participants to be back in the Conference room at 11:30 a.m. for the joint meeting with CEATAL.

VI. Other business

There being no further matters to discuss, the President declared the meeting over.

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
December 7 and 8, 2017
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25 March 2018
Original: English

REPORT OF THE MEETING OF THE EXECUTIVE COMMITTEE OF THE BUSINESS TECHNICAL ADVISORY COMMITTEE ON LABOR MATTERS (CEATAL)

The Permanent Executive Committee of CEATAL met on December 7, 2017, on the occasion of the 20th Inter-American Conference of Ministers of Labor (IACML). Representatives of employers' organizations attended the meeting, and the OAS also participated in its capacity as Technical Secretariat. The International Organization of Employers (IOE) participated virtually in its capacity as the coordinator of CEATAL.

I. Adoption of the agenda

John Craig, spokesperson of CEATAL, read out the proposed agenda, which was adopted with the clarification that during "Other business," the possibility of issuing a joint declaration with COSATE would be analyzed.

II. Remarks from the Chairman of CEATAL

John Craig welcomed the meeting participants on behalf of CEATAL Chair Daniel Funes de Rioja, who was unable to attend. He thanked Barbados for their hospitality, as well as all those present. He conveyed the Chair's words of encouragement for a constructive meeting and invited all to have open and constructive discussions during this IACML.

III. Report of the Coordinator of CEATAL

Maria Victoria Giulietti from the Union Industrial Argentina, read the report produced by the Coordinator of CEATAL, María Paz Anzorreguy, who was unable to attend in person but was present virtually. The report had a detailed description of the participation of CEATAL in all activities carried out over the 2015-2017 period, including RIAL workshops, working group meetings, and IACML preparatory meetings. During this period, CEATAL not only shared the employers' perspective on the different topics covered (including labor migration, youth employment and the future of work) but also provided specific recommendations and influenced the calendar of activities and the Declaration and Plan of Action of Bridgetown. The report emphasized the active and committed engagement of CEATAL members in the IACML and pointed out that members from all sub-regions participated in the different activities. The message from CEATAL´s Coordinator ended by thanking all members of CEATAL, as well as ACTEMP, ILO, and OAS for their great support, and congratulated and thanked the Government of Barbados.

Juan Jose Fraschini, echoed by John Craig and other delegates, recognized the excellent work of Maria Paz Anzorreguy and thanked her for all the support provided to CEATAL.

IV. Remarks from the Technical Secretariat of the IACML - OAS

Maria Claudia Camacho, OAS Chief of the Labor and Employment Section, congratulated the Coordinator on the thorough report prepared and highlighted two issues of importance to CEATAL. First, she pointed out the IACML is not only listening to employers but acting upon their recommendations. As an example, she mentioned the last joint Declaration of COSATE and CEATAL, which made a call to work on youth employment strategies, and the fact that there was a Hemispheric Workshop on that topic with the participation of ministries of labor and education, as well as employers, workers and youth representatives, and other relevant stakeholders. Second, she highlighted that in the last two years the IACML addressed for the first time the issue of the future of work, and pointed out that, even though there is a lot of uncertainty and lack of information in this area, one thing is certain: the greater need for social dialogue to address future challenges. She thanked CEATAL representatives, especially John Craig who has represented CEATAL in the OAS General Assembly and IACML activities, Coordinator Maria Paz Anzorreguy for her excellent work and guidance to CEATAL´s activities, and the ILO as the key partner of this process.

John Craig thanked the Secretariat and highlighted the excellent work they do in guiding this hemispheric labor process.

V. Interventions of present CEATAL members on priority issues for each country.

John Craig gave the floor to all participants to comment on their countries´ priority issues.

Maria Victoria Giullieti from the *Union Industrial Argentina* (UIA) informed that there are currently eight bills in Congress related to labor, social security, and taxes presented by the Executive. There is great controversy, given the fact that a large part of civil society does not agree with some of the reforms proposed, particularly the labor and social security reforms. The discussions will continue.

Sheena Mayers-Granville, Executive Director of the Barbados Employers Confederation, referred to the difficult economic situation that Barbados is facing and the downgrade in credit ratings. She indicated that employers are lobbying for some changes in labor legislation and highlighted the urgency of addressing the future of work.

Chris Joseph, Executive Director of Dominica Employers´ Federation and representative of the Dominica Business Forum, referred to his country´s efforts to recover after Hurricane Maria devastated the Island in September 2017, which are focused on rebuilding in an improved way, especially infrastructure. He mentioned they have very outdated labor legislation and the need to bring it to the XXI Century. He emphasized that the private sector is united in dialoguing with parliament to change the legal environment and move the economy from the primary state of extraction into a service economy.

Julio Cesar Barrenechea, Legal Advisor of the *Confederación Nacional de Instituciones Empresariales Privadas* (CONFIEP) of Peru, mentioned the very complex political situation that Peru is currently experiencing after corruption allegations were made against the President and other political and private figures under the Odebrecht scandal. He referred to the high levels of informality –around 72%- as a big obstacle to enforcing labor legislation and to economic development.

Juan Jose Fraschini, a representative of the *Camara Nacional de Industrias* (CNI) of Uruguay and member of the Socio-Economic Forum of MERCOSUR, indicated the private sector is not in agreement with various labor reforms implemented by recent and current leftist governments, especially the Law on collective bargaining, which has been denounced at the ILO. He said unfortunately the government is hoping to solve this controversy via consensus, which seems unlikely given workers will not concede on areas that benefit them.

VI. Composition and election of the Executive Committee

Maria Claudia Camacho, at the request of CEATAL authorities, read the following proposal for the composition of the Executive Committee, which was approved unanimously:

Chair: Daniel Funes de Rioja, Argentine Industrial Union (UIA)

First Vice Chair: Alberto Echavarría, National Association of Industrialists of Colombia (ANDI) Deputy Vice Chair: Ronnie Goldberg, of the United States

Second Vice Chair: Brian Burkett, Canadian Employers Council (CEC)
Deputy Vice Chair: Juan Mailhos, National Chamber of Commerce and Services (CNCS) of Uruguay

Spokespersons:

- Alexander Furlan, CNI (Brazil)
- Octavio Carvajal, CONCAMIN (Mexico); Substitute: Pablo Rodríguez, COPARMEX (Mexico)
- John Craig, CEC (Canada); Substitute: Sheena Mayers-Granville, BEC (Barbados)
- Armando Urtecho, COHEP (Honduras); Substitute: Walker Sizemore, CONEP (Panama)
- Pelayo Screminin, CNI (Uruguay); Substitute: Jorge Roy (Venezuela)
- Julio César Barrenechea, CONFIEP (Peru); Substitute: Manuel Terán, National Federation of Industrial Chambers (Ecuador)

Coordinator: María Paz Anzorreguy, International Organization of Employers (IOE).

VII. Considerations of the presentation by CEATAL to the Plenary of the Conference

There was no discussion on this item, as members had already agreed on the content of the CEATAL Declaration to be submitted to the IACML (document: CIDI/TRABAJO/doc.20/17).

VIII. Other business - Analysis of the possibility of issuing a Joint Declaration with COSATE

Victoria Giulietti, who had been negotiating directly with representatives from COSATE, presented the status of the negotiations and responded to questions from the different delegates. She explained that the joint Declaration was still being negotiated and mentioned that very few issues had not reached agreement. Workers and employers have agreed that the Declaration will focus on the challenges of the future of work and a joint call to governments to renew efforts to develop

digitalization strategies, a new approach to education, a reinforcement of vocational education and training, promotion of an agile business environment and legal frameworks that promote formally registered companies, among others. One of the issues pending agreement is the mention of internships, as workers consider internships to potentially be a form of precarious work.

It was agreed that Victoria Giulietti would continue leading the negotiations with COSATE.

There being no further business, John C raig, declared the meeting closed.

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
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REPORT OF THE JOINT MEETINGS OF THE TRADE UNION TECHNICAL ADVISORY COUNCIL (COSATE) AND THE BUSINESS TECHNICAL ADVISORY COMMITTEE ON LABOR MATTERS (CEATAL)

The Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labor Matters (CEATAL) held a joint meeting on December 7, 2017, at 11:30 a.m., in the framework of the XX Inter-American Conference of Ministers of Labor (IACML). Subsequently, they held a special meeting with the Ministers of Labor.

A brief account of those two meetings is provided below.

JOINT MEETING OF COSATE AND CEATAL

Maryse Robert, Director, OAS Department of Human Development, Education, and Employment, who moderated the meeting, welcomed those in attendance and congratulated the elected officers of COSATE and CEATAL. She emphasized that participation in the IACML by workers and employers was one of the strengths of that process and contributed to progress with commitments that benefited the region's workers. She applauded the adoption of joint declarations of COSATE and CEATAL at earlier conferences, considering that they attested to workers' and employers' commitment and intent to reach consensus, and anticipated that this Conference would achieve a joint declaration as well.

José Manuel Salazar, Director of the International Labour Organization's (ILO) Regional Office for Latin America and the Caribbean, greeted those in attendance and emphasized the high relevance of the matters that would be addressed at the XX IACML. He noted that this Conference was taking place at a historic time, since the picture for the region was bleak following the economic slowdown of recent years that had had devastating effects on the labor market. The current situation was an important lesson: more of the same would not lead to a brighter future for labor. He indicated that much of the response would lie in policy rather than the economy: how rather than what was to be done. In that regard, social dialogue was fundamental. Accordingly, he indicated, there should be stronger tripartite governance of the world of work, and that social dialogue should not be confined to the traditional areas (wages, etc.), but should instead address other key issues such as the informal economy and productive development. He indicated that tripartism should be mobilized more aggressively to achieve a better future for production, essential if decent work were to be achieved, problems identified, and solutions proposed. He concluded by indicating the priority the region should accord and the ILO was according to overcoming inequality, and emphasized the important role of trade unions and business associations to that end.

Marta Pujadas, President of COSATE, greeted the delegates, congratulated the elected officers of COSATE, and thanked TUCA and the OAS for their support. She again took up the remarks by the ILO Director, indicating that the labor situation had become more difficult and

different legislative reforms were infringing on workers' rights. She noted that a thematic area of the Development Platform of the Americas (PLADA), roadmap of the trade union movement, was social dialogue, and reaffirmed the commitment to it. She referred to the recent trade union meeting in the Vatican, which had confirmed that the current globalization model had been detrimental to workers. She reiterated the call by labor for universalization of justice and labor's defense of dignity and fundamental rights. She emphasized the importance of the joint declaration with CEATAL, not only as an indication of consensus, but because of its highly relevant content in addressing existing challenges.

John Craig, representing the President of CEATAL, Daniel Funes, congratulated the new officers and thanked the organizers. He noted that CEATAL brought together the region's main business associations and, to that extent, represented thousands of small, medium, and large-sized enterprises. He indicated that regional social dialogue had been strengthened by the IACML, especially since 2009, when COSATE and CEATAL had been designated consultative organs, not only strengthening their role in the Conference, but also making necessary greater coordination between them. He pointed to the active participation by these bodies in the OAS General Assembly sessions and in all IACML activities.

Victoria Giulietti, representing the Coordinator of CEATAL, noted that the joint declaration referred to essential current issues, such as globalization and challenges for the future of labor, and called for comprehensive strategies and legal frameworks that addressed challenges and maximized opportunities. She joined in the call by the ILO Regional Director to strengthen social dialogue, essential in addressing the future of labor.

Marta Pujadas, President of COSATE, referred to the major challenges of youth employment and the urgency of addressing them. She noted that the joint declaration focused on the fundamental role of education in addressing the changes imposed by technology and in providing tools so that everyone had access to the same opportunities. She mentioned that in this new context, it was even more important for the State, through public policy, to protect workers' rights.

Juan José Fraschini, of CEATAL, emphasized the importance for workers and employers of the achievement a joint declaration on topics of such importance to the region.

Antonio Lisboa, Vice President of COSATE, also emphasized the importance of the joint declaration and considered it a path to and demonstration of good global governance**.** He considered this a crucial historical time, when technology was advancing and global governance retreating, and mentioned that that it was incumbent upon global governance to develop solutions. The current juncture posed challenges for governments, workers, employers, and international organizations in ensuring that technological advances were beneficial, not detrimental, to humankind.

Maryse Robert closed the meeting by applauding the joint declaration and inviting those in attendance to the Meeting of Ministers to be held in the afternoon.

MEETING OF MINISTERS OF LABOR WITH MEMBERS OF COSATE AND CEATAL

The Meeting of Ministers and members of COSATE and CEATAL was held on December 7, 2017, at 2:45 p.m.

The delegate of Mexico, Yessica Calvario, representing the Chair of the XIX IACML, welcomed those present and gave the floor to Minister Esther Byer-Suckoo, of Barbados, for her to preside over the meeting in her country's capacity as host of the XX IACML.

Minister Byer-Suckoo greeted those present, noted that COSATE and CEATAL were fundamental bodies of this Conference, and applauded the holding of this dialogue. She submitted the agenda to the delegations for their consideration. It was unanimously adopted.

The President of COSATE, Marta Pujadas, again took up consideration of the content of the Declaration of COSATE (CIDI/TRABAJO/doc.21/17), and began her remarks by referring to the current situation of the labor market, where great job insecurity and numerous challenges were evident, such as youth unemployment and the informal economy, which had been exacerbated by changes stemming from increased use of technology. She pointed to the systematic denial in recent years of the right to decent work, and reiterated that workers were key actors in building equitable and just societies founded on work. She indicated that equitable and just globalization was at risk and criticized the excessive financial sector deregulation. She indicated that it was the real economy that revitalized employment and that subservience to finance capital should be combated. She indicated that the trade union movement believed in a development model based on rights, social inclusion, and social justice. She mentioned the trade union movement valued this IACML as a preferred OAS forum for reaching consensus on actions, pointed to the joint declaration with CEATAL (CIDI/TRABAJO/doc.18/17), the aim of which was the harmonization of the new technologies with inclusive development, and emphasized the central role of education. She concluded by indicating that funding was needed from the IACML to ensure participation by social actors, emphasizing that tripartite dialogue had to ensure universal social justice.

Representing the President of CEATAL, Sheena Mayers-Granville, of Barbados, took the floor to address the plenary. She indicated that tripartite dialogue had been strengthened in the OAS, not only by making COSATE and CEATAL consultative organs in 2009, but also through their ongoing participation in OAS General Assembly sessions. She noted that the Declaration of Bridgetown 2017 incorporated the promotion of productive, competitive, and sustainable enterprises and that it contained a commitment to create an enabling environment for their development. She presented the Declaration of CEATAL (CIDI/TRABAJO/doc.20/17) as a contribution by the business sector to the IACML, and noted its considerations on the new world of work. She indicated that the new technologies had impacted production and labor, and that debate in the region on their implications for employment was complex and wide-ranging. Each country would confront these challenges differently, depending on its level of development. She indicated that the fourth industrial revolution could help the region maximize its potential. Accordingly, CEATAL called on the ministries of labor to design sound regulatory frameworks and create policies conducive to sustainable enterprises, strengthen education systems, change the paradigm for education and training so that they addressed industry's needs, and promote entrepreneurship. She expressed appreciation for the technical assistance of the International Organisation of Employers, the OAS, and the ILO.

Minister Byer-Suckoo expressed appreciation for the presentations and opened the dialogue with the ministers of labor.

The delegate of Mexico, Yessica Calvario, noted the importance of social dialogue in proposing solutions to the challenges of the future of labor. She expressed appreciation for the joint declaration and indicated that it took special note of the recommendations, which she hoped would serve as guidance for national decisions.

The Minister of Antigua and Barbuda, Steadroy Benjamin, asked the delegate of COSATE about the characteristics of the social inclusion model promoted by the trade union movement.

The President of COSATE indicated that social inclusion models included differentiated measures for different groups in accordance with their characteristics and needs. They were designed to enable all societal groups to enjoy the same benefits, such as formal work and social protection. She indicated that they were designed to include all of us, leave no one out, but with balance.

The delegate of Barbados, Yolande Howard, again took up the proposal regarding education and indicated that it should be strengthened, especially technical education. She indicated that, to that end, private sector participation and commitment were needed. The private sector should provide information on its skill requirements and be a true partner of job training systems so that they could respond effectively to those requirements.

The Vice Minister of Guatemala, Gabriel Aguilar, referred to ILO Convention 175 on part-time work, ratified in the Hemisphere only by Guatemala and Guyana, and indicated that they were encountering difficulties in implementing it. He consulted the social actors in that regard.

The delegate of CEATAL, Juan José Fraschini, concurred with the proposal by the delegate of Barbados. He indicated that there should be close linkage between training and business needs, and that to that end, participation by the business sector was fundamental. He indicated that employment policies should promote inclusion and therefore should address the most vulnerable sectors. Regarding Convention 175, he indicated that it not been a subject of discussion in CEATAL.

The Minister of Panama, Luis Ernesto Carles, applauded and indicated support for the joint declaration, and concurred with the call to address the youth employment situation as a matter of urgency. He emphasized the need to strengthen vocational guidance to enable youth to make better decisions regarding their professional future. He also indicated that the large gap in wages for young people entering the job market and other workers should be reduced.

The delegate of United States, Mark Mittelhauser, agreed with the delegate of Barbados regarding the need for information on productive sector requirements as guidance for professional training. To that end, participation by social actors was fundamental. He referred to child labor as a major challenge and recognized the leadership of Argentina in the organization of the Global Conference. He applauded the joint declaration, which he considered highly useful because it identified specific action areas, and asked whether COSATE and CEATAL proposed any specific actions to the IACML.

The President of COSATE explained that the approach of the joint declaration was to address how the world of work would position itself in the context of the new technologies, and the primary response was education. She pointed to recent IACML actions to achieve greater inter-sectoral coordination between education and labor, and called for efforts to continue in that direction, emphasizing the importance of improving education and its linkage with the world of work.

Regarding the remarks by the Vice Minister of Guatemala, she indicated that Convention 175 and protection of part-time workers were of high importance to the trade union movement.

The delegate of CEATAL, Victoria Giuleteti, supported the proposal by the President of CEATAL and emphasized that the IACML should continue working on the linkage between the labor and education areas in order to strengthen education and ongoing training and ensure that educational content was geared to productive sector demands.

The delegate of CEATAL, Juan José Fraschini, mentioned the investment agreement recently concluded by the Government of Uruguay and a German company for the construction of a pulp mill. This agreement had included a clause on human resources training, which would ensure employment for inhabitants of the area where the mill would be built.

The delegate of CEATAL, Chris Joseph, commented that the hurricane that had struck his country, Dominica, a few months prior, had forced them to rethink the way they did business and to ensure sustainability. He thanked the governments that had provided assistance following the hurricane and commented on paragraph 5 of the joint declaration.

The Minister of Barbados expressed its solidarity with Dominica and indicated support for the remarks by the delegate regarding the need to incorporate resilience-related aspects in development policies. She gave the floor to the OAS for the closing remarks.

OAS Executive Secretary for Integral Development Kim Osborne noted that the IACML constituted a unique opportunity for tripartite dialogue and thanked all actors for an open and productive discussion. She indicated that forums such as this strengthened democratic principles and considered that social dialogue was crucial in addressing the region's challenges, not only in the labor area. She pointed to the 2030 Agenda and indicated that it should be the compass for all national and hemispheric efforts. She applauded the joint declaration of COSATE and CEATAL, acknowledging that it could be difficult to reach consensus. She reiterated the OAS commitment to social dialogue and mentioned the space allotted workers and employers at the OAS General Assembly sessions and the Summits of the Americas for them to provide their inputs for discussions.

Minister Byer-Suckoo thanked all those in attendance for an active dialogue and indicated that this tripartite meeting had been the best way to open the XX IACML. She then declared the meeting closed.

APPENDIX IV – OTHER DOCUMENTS

- Work Schedule
- List of Participants
- List of documents

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
December 7 and 8, 2017
Bridgetown, Barbados

OEA/Ser.K/XII.20.1
CIDI/TRABAJO/doc.3/17 rev.3
8 December 2017
Original: English

WORK SCHEDULE

"BUILDING ON OUR ACHIEVEMENTS AND ADVANCING TOWARD SOCIAL JUSTICE, DECENT WORK AND SUSTAINABLE DEVELOPMENT IN THE AMERICAS"

Venue: Hilton Barbados Resort, St. Michael, Bridgetown

(Approved at the first plenary session, held on December 8, 2017)

Wednesday, December 6th

15:00 – 18:00 Registration and accreditation
Entrance of Needham´s Point Ballroom

Thursday, December 7th

8:00 – 16:00 Registration and accreditation

8:45 – 13:30 TOUR AND LUNCHEON FOR MINISTERS AND HEADS OF DELEGATION: Hosted by the Minister of Labor of Barbados

Buses depart from Hilton Hotel at 8:45 a.m., expected return by 14:00

PARALLEL AND CONSECUTIVE MEETINGS OF ADVISORY BODIES (COTPAL, COSATE AND CEATAL)

10:00 – 12:00 MEETING OF THE TECHNICAL PERMANENT COMMISSION FOR LABOR ISSUES (COTPAL), to be attended by government delegations from OAS Member States
Draft Agenda: CIDI/TRABAJO/doc.13/17
Needham´s Point Ballroom

9:00 – 10:15 MEETING OF THE TRADE UNION TECHNICAL ADVISORY COUNCIL (COSATE)
Draft Agenda: CIDI/TRABAJO/doc.12/17
Garrison Room

Thursday, December 7th *(continuation)*

10:15 – 11:30	MEETING OF THE BUSINESS TECHNICAL ADVISORY COMMITTEE ON LABOR MATTERS (CEATAL) Draft Agenda: CIDI/TRABAJO/doc.16/17 *Garrison Room*
11:30 – 13:00	JOINT MEETING OF COSATE AND CEATAL Draft Agenda: CIDI/TRABAJO/doc.14/17 *Garrison Room*
13:00 – 15:30	LUNCH
15:30 – 16:45	MEETING OF THE MINISTERS OF LABOR WITH THE MEMBERS OF COSATE AND CEATAL *(open to all participants)* Draft Agenda: CIDI/TRABAJO/doc.15/17
16:45 - 17:30	PREPARATORY SESSION *Needham´s Point Ballroom* - Election of the Chair of the Conference - Summary of the agreements as per Art. 31 of the Rules of Procedure
17:30 – 18:30	INAUGURAL SESSION - Esther Byer Suckoo, Minister of Labour, Social Security and Human Resource Development of Barbados - Alfonso Navarrete Prida, Minister of Labor and Social Welfare of Mexico and Chair of XIX IACML (*Message sent in writing*) - José Manuel Salazar-Xirinachs, ILO Regional Director for Latin America and the Caribbean - Luis Almagro, OAS Secretary General
18:30	OFFICIAL PHOTOGRAPH – Ministers and Heads of Delegation, Chairs of COSATE and CEATAL and Heads of Delegation of International Organizations
18:45	Buses depart Hilton Resort to Welcome Reception
19:15 – 21:15	WELCOME RECEPTION: Hosted by the Government of Barbados for all delegates *Venue: Mahogany Ridge*

Friday, December 8th

8:30 – 9:00	FIRST PLENARY SESSION: Follow-up Reports on XIX IACML - Ratification of agreements adopted during the Preparatory Session - Report of the OAS on the follow-up to the XIX IACML, by María Claudia Camacho, Chief of the Labor and Employment Section, Department of Human Development, Education and Employment, SEDI, OAS.
9:00 – 10:45	SECOND PLENARY SESSION: Toward better inter-sectoral coordination between education, training and labor, crucial to unleash youth potential and address the future of work Presentation of the Chair of the Inter-American Committee on Education - Jeffrey Lloyd, Minister of Education of The Bahamas Introductory presentations (10 minutes each): - Yéssica Calvario, Deputy Coordinator of International Labor Policy and Manager of the International Affairs Unit at the Ministry of Labor and Social Security of Mexico. - Ney Canani, International Chief Advisor, Ministry of Labor of Brazil Inter-Ministerial Dialogue (1 hour)
10:45 – 11:00	BREAK
11:00 – 11:15	THIRD PLENARY SESSION: Adoption of the draft Declaration and Plan of Action of Bridgetown - Election of the Chairs and Vice-Chairs of Working Groups 1 and 2 of the XX IACML - Election of the Chair Pro Tempore of the XXI IACML - Adoption of the Declaration and Plan of Action of Bridgetown
11:15 – 12:45	FOURTH PLENARY SESSION: Gender equality, ensuring labor rights and opportunities for vulnerable populations Presentations from Ministers of Labor (10 minutes each): - Alfredo Hasbum Camacho, Minister of Labor and Social Security of Costa Rica - Lori Sterling, Deputy Minister of Labour of Canada Ministerial dialogue (1 hour and 15 minutes)

Friday, December 8th *(continuation)*

12:45 – 14:30 LUNCH OFFERED BY THE MINISTER OF LABOUR, SOCIAL SECURITY AND HUMAN RESOURCE DEVELOPMENT OF BARBADOS (To all Ministers, Heads of Delegation and Special Guests - By invitation only)
Venue: The Grille Restaurant

LUNCH OFFERED BY GOVERNMENT OF BARBADOS (To all delegates)
Venue: Terrace in front of the Needham´s Point Ballroom

14:30 – 16:00 FIFTH PLENARY SESSION: Making the 2030 Agenda for Sustainable Development a reality: Implementation of Goal 8 of the SDGs; decent work, sustainable enterprises and social dialogue

Introductory presentations from Ministers of Labor (10 minutes each):
- Luis Ernesto Carles, Minister of Labor and Workforce Development of Panama
- Gabriel Aguilera, Vice-Minister of Labor and Social Welfare of Guatemala

Ministerial dialogue (1 hour and 10 minutes)

16:00 – 16:30 CLOSING SESSION

- Kim Osborne, Executive Secretary for Integral Development of the OAS
- Esther Byer Suckoo, Minister of Labour, Social Security and Human Resource Development of Barbados

XX INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
December 7 and 8, 2017
Bridgetown, Barbados

OEA/Ser.K/XII.20.1
CIDI/TRABAJO/doc.22/17 rev.1
15 February 2018
Original: TEXTUAL

LISTA DE PARTICIPANTES /LIST OF PARTICIPANTS

ESTADOS MIEMBROS ANTE LA ORGANIZACIÓN DE LOS ESTADOS AMERICANOS/ MEMBER STATES TO THE ORGANIZATION OF AMERICAN STATES

ANTIGUA AND BARBUDA

Head of Delegation

Steadroy Benjamin
Minister of of Legal Affairs, Public Safety and Labour
Ministry of of Legal Affairs, Public Safety and Labour

Representative

Eltonia Anthony-Rojas
Labour Comissioner
Ministry of of Legal Affairs, Public Safety and Labour

ARGENTINA

Jefa de Delegación

Graciela Sosa
Directora de Asuntos Internacionales
Ministerio de Trabajo, Empleo y Seguridad Social

BAHAMAS

Head of Delegation

Dion Alexander Foulkes
Minister of Labour and National Insurance
Ministry of Labour and National Insurance

Alternate Head of Delegation

Jefferey Leonard Lloyd
Minister of Education
Ministry of Education

Representatives

Marcellus Taylor
Acting Director of Education
Ministry of Education

Althea Albury
Deputy Director of Labour
Ministry of Labour and National Insurance

BARBADOS

Head of Delegation

Esther Byer Suckoo
Minister of Labour, Social Security & Human Resource Development
Ministry of Labour, Social Security & Human Resource Development

Representatives

Yolande Howard
Permanent Secretary
Ministry of Labour, Social Security & Human Resource Development

Victor Felix
Chief Labour Officer
Ministry of Labour, Social Security & Human Resource Development

Claudette Hope-Greenidge
Deputy Chief Labour Officer
Ministry of Labour, Social Security & Human Resource Development

Khama Salankey-Burke
Labour Officer
Ministry of Labour, Social Security & Human Resource Development

BRAZIL

Chefe de Delegação

Ney Canani
Chefe da Assessoria Internacional do Ministério do Trabalho
Ministério do Trabalho

Representantes

Luiz de Andrade
Ambassador of Brasil in Barbados
Embassy of Brasil in Barbados

Elisiane Rossato
Deputy Head of Mission
Embassy of Brasil in Barbados

CANADA

Head of Delegation

Lori Sterling
Deputy Minister of Labour
Labour Program, Employment and Social Development

Representatives

Marie Legault
High Comissioner of Canada in Barbados
High Comission of Canada in Barbados

Rakesh Patry
Director General, Labour Program
Department of Employment and Social Development

Jose Carlos Bazan
Deputy Director, Labour Program
Department of Employment and Social Development

CHILE

Jefa de Delegación

María José Armisén
Jefa División Juridica
Ministerio de Trabajo y Previsión Social

COSTA RICA

Jefe de Delegación

Alfredo Hasbum Camacho
Ministro de Trabajo y Seguridad Social
Ministerio de Trabajo y Seguridad Social

Representante

Grace Gamboa Acuña
Jefa de Asuntos Internacionales del Trabajo
Ministerio de Trabajo y Seguridad Social

ECUADOR

Jefe de Delegación

Daniel Espartaco Vargas Anda
Tercer Secretario
Dirección del Sistema Interamericano
Ministerio de Relaciones Exteriores y Movilidad Humana

GRENADA

Head of Delegation

Edward Alexander Cyrus Griffith
Labour Commissioner
Ministry of Labour

GUATEMALA

Jefe de Delegación

Gabriel Vladimir Aguilera Bolaños
Viceministro de Previsión Social y Empleo
Ministerio de Trabajo y Previsión Social

JAMAICA

Head of Delegation

Lyndon Ford
Director of Electronic Labour Exchange
Ministry of Labour and Social Security

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Jefa de Delegación

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Subcoordinadora de Política Laboral Internacional y Encargada de Despacho de la UAI
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Representantes

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Secretaría de Trabajo y Previsión Social

PANAMA

Jefe de Delegación

Luis Ernesto Carles
Ministro de Trabajo y Desarrollo Laboral
Ministerio de Trabajo y Desarrollo Laboral

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Yara González
Asistente del Señor Ministro
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Jefa de Delegación

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PERU

Jefe de Delegación

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Ministerio de Trabajo y Promoción del Empleo

Representante

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Director General de la Dirección General de Trabajo
Ministerio de Trabajo y Promoción del Empleo

SAINT LUCIA

Head of Delegation

Stephenson King
Minister of Infrastructure, Ports, Energy and Labour
Ministry of Infrastructure, Ports, Energy and Labour

UNITED STATES

Head of Delegation

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Associate Deputy Undersecretary for International Affairs
Department of Labor

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Joan Barrett
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Julianna Aynes-Neville
Alternate Representative
Social Development Officer
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URUGUAY

Jefe de Delegación

Nelson Loustaunau
Subsecretario de Trabajo y Seguridad Social
Ministerio de Trabajo y Seguridad Social

VENEZUELA

Jefe de Delegación

Francisco Pérez
Encargado de Negocios de la República Bolivariana de Venezuela en Barbados

ÓRGANOS CONSULTIVOS DE LA CONFENCIA/
CONSULTATIVE BODIES OF THE CONFERENCE

Comisión Empresarial de Asesoramiento Técnico en Asuntos Laborales /
Business Technical Advisory Committee on Labor Matters (CEATAL)

Sheena Mayers-Granville
Executive Director, Barbados Employers Federation

Chris Joseph
Executive Director, Dominica Employers' Federation & The OSH Institute of Dominica

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Andrea Puckering
Barbados Union of Teachers

Cedric Murrell
President
Congress of Trade Unions and Staff Associations of Barbados (CTUSAB)

Dennis De Peiza
General Secretary
Congress of Trade Unions and Staff Associations of Barbados (CTUSAB)

ORGANISMOS REGIONALES E INTERNACIONALES / REGIONAL AND INTERNATIONAL ORGANIZATIONS

International Labor Organization (ILO)/ Organización Internacional de Trabajo (OIT)

Jose Manuel Salazar-Xirinachs
Director Regional para America Latina y el Caribe

Claudia Coenjaerts,
Director, ILO Decent Work Team and Office for the Caribbean

Andrés Yurén
Especialista Regional Actividades con Empleadores, Oficina Regional para América Latina y el Caribe

Carmen Benítez
Especialista Regional en Educación Obrera Oficina Regional para América Latina y el Caribe

Gennike Mayers
Oficial en Comunicaciones del Equipo de apoyo técnico sobre trabajo decente y de la Oficina de País de la OIT para el Caribe

Pan-American Health Organization (PAHO) / Organización Panamericana de la Salud (OPS)

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Julietta Rodriguez-Guzman
Regional Advisor on Workers' and Consumer's Health in the Special Program on Sustainable Development and Health Equity

Inter-American Conference of Social Security / Conferencia Interamericana de Seguridad Social (CISS)

Omar de la Torre de la Mora
Secretario General

Leopoldo Valentín Vargas Arenal
Jefe de la Unidad de Análisis e Información

Inter-American Bank of Development (IADB) / Banco Interamericano de Desarrollo (BID)

Francisco Javier Urra
Chief of Operations
Barbados Country Office

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Manuel Hoff
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Regional Office for Central and North America and the Caribbean

Caribbean Community (CARICOM) / La Comunidad del Caribe

Rosa-Mae Whittier
Free Movement and Labour Officer
CARICOM Secretariat (CSME Unit)

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Technical and Vocational Education and Training (TVET) Council - Barbados

Matthew Greaves
Technical and Vocational Education and Training (TVET) Council - Barbados

SECRETARIA GENERAL DE LA ORGANIZACION DE LOS ESTADOS AMERICANOS (OEA) / GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN STATES (OAS)

Luis Almagro
Secretary General

Kim Osborne
Executive Secretary for Integral Development

Maryse Robert
Director (a.i),
Department of Human Development, Education and Employment, SEDI

Mónica Villegas
Chief, Policies Section
Executive Office, SEDI

María Claudia Camacho
Chief, Labor and Employment Section
Department of Human Development, Education and Employment, SEDI

Aida Magaly Rothe
Specialist
Department of Conferences

Gina Ochoa
Specialist
Press Department

Sandra Burns
Policies Section
Executive Office, SEDI

Aura Alejandra Ospina
Labor and Employment Section
Department of Human Development, Education and Employment, SEDI

LIST OF DOCUMENTS DELIVERED
FOR THE GENERAL SECRETARIAT OF THE OAS

Document	Título
CIDI/TRABAJO/doc.2/17 rev.1 CIDTR00230	**Agenda of the XX Inter-American Conference of Ministers of Labor**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00230S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00230E02.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00230F02.doc
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00230P02.doc
CIDI/TRABAJO/doc.3/17 rev.3 CIDTR00229	**Work Schedule of the XX Inter-American Conference of Ministers of Labor**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00229S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00229E02.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00229F02.doc
- Português	:http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00229P02.doc
CIDI/TRABAJO/doc.4/17 CIDTR00200	**Final Report of Working Group 1**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00200S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00200E02.doc
CIDI/TRABAJO/doc.5/17 CIDTR00201	**Final Report of Working Group 2**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00201S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00201E02.doc
CIDI/TRABAJO/doc.7/17 rev.2 CIDT00247	**Plan of Action of Bridgetown**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00247S05.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00247E05.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00247F07.doc
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00247P05.doc
CIDI/TRABAJO/doc.8/17 CIDTR00231	**Rules of Procedure of the XX Inter-American Conference of Ministers of Labor**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00231S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00231E02.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00231F02.doc
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00231P02.doc

CIDI/TRABAJO/doc.9/17 CIDTR00205	**Organization Plan of the Permanent Technical Committee on Labor Matters (COTPAL)** http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00205S02.doc
- Español	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00205E02.doc
- English	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00205F02.doc
- Français	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00205P02.doc
- Português	
CIDI/TRABAJO/doc.10/17 CIDTR00206	**Organization Plan of the Business Technical Advisory Committee on Labor Matters (CEATAL)**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00206S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00206E02.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00206F02.doc
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00206P02.doc
CIDI/TRABAJO/doc.11/17 DTR00207	**Organization Plan of the Trade Union Technical Advisory Council (COSATE)**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00207S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00207E02.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00207F02.doc
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00207P02.doc
CIDI/TRABAJO/doc.12/17 rev.1 CIDTR00232	**Agenda of the meeting of the Trade Union Technical Advisory Council (COSATE)**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00232S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00232E02.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00232F02.doc
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00232P02.doc
CIDI/TRABAJO/doc.13/17 CIDTR00211	**Draft Agenda of the meeting of the Permanent Technical Committee on Labor Matters (COTPAL)**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00211S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00211E02.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00211F02.doc
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00211P02.doc
CIDI/TRABAJO/doc.14/17 rev.1 CIDTR00233	**Agenda of the Joint Meeting COSATE and CEATAL**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00233S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00233E02.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00233F02.doc
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00233P02.doc
CIDI/TRABAJO/doc.15/17 rev.1 CIDTR00234	**Agenda of the meeting between Ministers of Labor, and COSATE and CEATAL**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00234S02.doc
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00234E02.doc
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00234F02.doc

- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00234P02.doc
CIDI/TRABAJO/doc.16/17 rev.1 CIDTR00235	**Agenda of the meeting of the Business Technical Advisory Committee on Labor Matters (CEATAL)**
- Español - English - Français - Português	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00235S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00235E02.doc http://scm.oas.org/doc_public/FRENCH/HIST_18/CIDTR00235F02.doc http://scm.oas.org/doc_public/PORTUGUESE/HIST_18/CIDTR00235P02.doc
CIDI/TRABAJO/doc.17/17 CIDTR00216	**Report of the Technical Secretariat of the Inter-American Conference of Ministers of Labor**
- Español - English	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00216S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00216E02.doc
CIDI/TRABAJO/doc.18/17 CIDTR00222	**Joint Declaration of COSATE and CEATAL**
- Español - English	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00222S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00222E02.doc
CIDI/TRABAJO/doc.20/17 CIDTR00227	**Declaration of the Business Technical Advisory Committee on Labor Matters (CEATAL)**
- Español - English	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00227S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00227E02.doc
CIDI/TRABAJO/doc.21/17 CIDTR00228	**Joint Statement by the Trade Union Technical Advisory Council (COSATE) and the Trade Union Confederation of the Americas (TUCA/CSA)**
- Español - English	 http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00228S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_18/CIDTR00228E06.doc
CIDI/TRABAJO/doc.22/17 rev.1 CIDTR00254	**List of Participants**
- Textual	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00254T02.doc
CIDI/TRABAJO/doc.23/15 CIDTR00249	**Final Report of the XX Inter-American Conference of Ministers of Labor**
- Español - English - Français - Português	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00249S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_18/CIDTR00249E06.doc http://scm.oas.org/doc_public/FRENCH/HIST_18/CIDTR00249F06.doc http://scm.oas.org/doc_public/PORTUGUESE/HIST_18/CIDTR00249P06.doc
CIDI/TRABAJO/doc.24/17 CIDTR00250	**Report on the Meeting of Permanent Executive Committee of the Trade Union Technical Advisory Council (COSATE)**
- Español - English	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00250S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_18/CIDTR00250E06.doc

CIDI/TRABAJO/doc.25/17 CIDTR00251	**Report on the Meeting of the Permanent Technical Committee on Labor Matters (COTPAL)**
- Español - English	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00251S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_18/CIDTR00251E07.doc
CIDI/TRABAJO/doc.26/17 CIDTR00252	**Report of The Joint Meetings of The Trade Union Technical Advisory Council (COSATE) and The Business Technical Advisory Committee on Labor Matters (CEATAL)**
- Español - English	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00252S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_18/CIDTR00252E06.doc
CIDI/TRABAJO/doc.27/17 CIDTR00253	**Report on the meeting of the Business Technical Advisory Committee on Labor Matters (CEATAL)**
- Español - English	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00253S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_18/CIDTR00253E02.doc

DECLARATION	TITLE
CIDI/TRABAJO/DEC.1/15 rev.1 CIDTR00246	**Declaration of Bridgetown de 2017**
- Español - English - Français - Português	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00246S05.doc http://scm.oas.org/doc_public/ENGLISH/HIST_18/CIDTR00246E05.doc http://scm.oas.org/doc_public/FRENCH/HIST_18/CIDTR00246F07.doc http://scm.oas.org/doc_public/PORTUGUESE/HIST_18/CIDTR00246P05.doc

RESOLUTION	TITLE
CIDI/TRABAJO/RES.1/17 CIDTR00226	**Vote of Thanks to the People and Government of Barbados**
- Español - English - Français - Português	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00226S02.doc http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00226E02.doc http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00226F02.doc http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00226P02.doc

INFORMATIVES	TITLE
CIDI/TRABAJO/INF.1/17 CIDTR00183	**Nota de la Misión de Nicaragua informando que levanta su Ad Referéndum al Proyecto de Declaración de Bridgetown 2017: Construyendo sobre nuestros logros y avanzando hacia la Justicia Social, el Trabajo Decente y el Desarrollo Sostenible en las Américas**
- Español - English - Français - Português	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00183S02.DOC http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00183E06.DOC http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00183F06.DOC http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00183P06.DOC
CIDI/TRABAJO/INF.2/17 CIDTR00184	**Nota de la Delegación de Chile manifestando su Interés por mantenerse como Vicepresidente del Grupo de Trabajo 1 (GT1): Políticas Públicas Integradas para el Empleo Productivo y el Trabajo Decente con Inclusión Social**

- Español http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00184S02.DOC
- English http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00184E07.DOC
- Français http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00184F06.DOC
- Português http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00184P06.DOC

CIDI/TRABAJO/INF.3/17
CIDTR00185

Candidatura presentada por la Delegación de Argentina para servir como Presidente del Grupo de Trabajo 2 (GT2): Fortalecimiento Institucional para promover y proteger los derechos y obligaciones de trabajadores y empleadores y fomentar la cooperación

- Español http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00185S02.DOC
- English http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00185E06.DOC
- Français http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00185F06.DOC
- Português http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00185P06.DOC

CIDI/TRABAJO/INF.4/17
CIDTR00186

Candidatura presentada por la Delegación de Costa Rica para continuar como Vicepresidente del Grupo de Trabajo 2 (GT2): Fortalecimiento Institucional para promover y proteger los derechos y obligaciones de trabajadores y empleadores y fomentar la cooperación

- Español http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00186S02.DOC
- English http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00186E06.DOC
- Français http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00186F06.DOC
- Português http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00186P06.DOC

CIDI/TRABAJO/INF.5/17
CIDTR00188

Candidatura presentada por la Delegación de Brasil para servir como Vicepresidente del Grupo de Trabajo 1 (GT1): Políticas Públicas Integradas para el Empleo Productivo y el Trabajo Decente con Inclusión Social

- Español http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00188S02.DOC
- English http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00188E06.DOC
- Français http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00188F06.DOC
- Português http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00188P06.DOC

CIDI/TRABAJO/INF.6/17
CIDTR00189

Publication: The Coordination between Education and Labor in the Americas

- Español http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00189S02.DOC
- English http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00189E02.DOC

CIDI/TRABAJO/INF.7/17
CIDTR00190

Candidacy presented by the Delegation of Canada to serve as Vice Chair of Working Group 2 (WG2): "Institutional Strengthening to Protect Workers' and Employers' rights and promote Cooperation"

- Español http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00190S05.DOC
- English http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00190E02.DOC
- Français http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00190F05.DOC
- Português http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00190P05.DOC

CIDI/TRABAJO/INF.8/17
CIDTR00191

Nota de la Delegación del Ecuador manifestando su interés para servir como Presidente del Grupo de Trabajo 1 (GT1): Políticas Públicas Integradas para el Empleo Productivo y el Trabajo Decente con Inclusión Social

- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00191S02.DOC
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00191E05.DOC
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00191F05.DOC
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00191P05.DOC
CIDI/TRABAJO/INF.9/17 CIDTR00206	**Retiro de la candidatura presentada verbalmente por la delegación del Paraguay para servir como vicepresidente del Grupo de Trabajo 2 (GT2): Fortalecimiento Institucional para promover y proteger los derechos y obligaciones de trabajadores y empleadores y fomentar la cooperación**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00206S02.DOC
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00206E05.DOC
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00206F05.DOC
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00206P06.DOC
CIDI/TRABAJO/INF.10/17 CIDTR00208	**Note from the delegation of the United States enclosing suggested edits to the text in preambular paragraphs 3, 9 and 25 of the Draft Declaration of Bridgetown**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00208S05.DOC
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00208E02.DOC
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00208F05.DOC
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00208P05.DOC
CIDI/TRABAJO/INF.11/17 CIDTR00220	**Mensaje del Sec. Del Trabajo y Previsión Social de México y Presidente pro témpore de la XIX CIMT, Dr. Alfonso Navarrete Prida – Sesión Inaugural**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00220S02.DOC
CIDI/TRABAJO/INF.12/17 CIDTR00221	**Alternate suggested edits presented by the delegation of the United States to Preambular paragraphs 3, 9 and 25 of the draft declaration of Bridgetown 2017**
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00221S02.DOC
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00221E02.DOC
- Français	http://scm.oas.org/doc_public/FRENCH/HIST_17/CIDTR00221F02.DOC
- Português	http://scm.oas.org/doc_public/PORTUGUESE/HIST_17/CIDTR00221P02.DOC
CIDI/TRABAJO/INF.13/17 CIDTR00236	**Remarks by the Secretary General of the OAS, Luis Almagro** (Delivered at the Inaugural Session held on December 7, 2017)
- English	http://scm.oas.org/doc_public/ENGLISH/HIST_17/CIDTR00236E02.DOC
CIDI/TRABAJO/INF.14/17 CIDTR00237	**Palabras del Director Regional para América Latina y el Caribe de la OIT, Jose Manuel Salazar** (Pronunciadas durante la sesión inaugural, celebrada el 7 de diciembre de 2017)
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_17/CIDTR00237S02.DOC
CIDI/TRABAJO/INF.15/17 CIDTR00238	**Report of the OAS on the follow-up of the XIX IACML** (Presented by Maria Claudia Camacho during the first plenary session, held on December 8th)

- Español - English	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00238S02.DOC http://scm.oas.org/doc_public/ENGLISH/HIST_18/CIDTR00238E02.DOC
CIDI/TRABAJO/INF.16/17 CIDTR00239	**Intervención por parte de Yéssica Calvario, Encargada de la Unidad de Asuntos Internacionales de la Sec. del Trabajo de México** (Realizada durante la segunda sesión plenaria, 8 de diciembre, 2017)
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00239S02.DOC
CIDI/TRABAJO/INF.17/17 CIDTR00240	**Presentación "Igualdad de Género, garantía de derechos y oportunidades laborales para las poblaciones en situación de vulnerabilidad" Avances en Costa Rica** (Presentado por el Ministro de Trabajo de Costa Rica, Alfredo Hasbum, durante la cuarta sesión plenaria, el 8 de diciembre de 2017)
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00240S02.DOC
CIDI/TRABAJO/INF.18/17 CIDTR00241	**Presentación "Haciendo realidad la Agenda 2030 para el Desarrollo Sostenible: implementación del objetivo 8 de los ODS, trabajo decente, empresa sostenible y diálogo social"** (Presentado por el Ministro de Trabajo de Panamá, Luis Ernesto Carles, durante la quinta sesión plenaria, el 8 de diciembre de 2017)
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00241S02.DOC
CIDI/TRABAJO/INF.19/17 CIDTR0043	**Presentación "Haciendo realidad la Agenda 2030 para el Desarrollo Sostenible: implementación del objetivo 8 de los ODS, trabajo decente, empresa sostenible y diálogo social"** (Presentada por el Viceministro de Trabajo y Previsión Social de Guatemala, el Sr. Gabriel Aguilera, durante la quinta sesión plenaria, el 8 de diciembre de 2017)
- Español	http://scm.oas.org/doc_public/SPANISH/HIST_18/CIDTR00243S02.DOC