



HEMISPHERIC WORKSHOP

“Social Dialogue for a sustainable, just and equitable recovery”

Bogota, Colombia – July 12-13, 2022

AGENDA

Place: Hotel Dann Carlton – Av.15 No. 103-60

Description: This Workshop is part of the Work Plan 2022-2024 of the OAS Inter-American Conference of Ministers of Labor (IACML), organized jointly by the Ministry of Labor of Colombia and the Inter-American Network for Labor Administration (RIAL), with the participation of the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Commission on Labor Matters (CEATAL). The event addresses the commitments of the Declaration and Plan of Action of Buenos Aires, adopted at the XXI IACML in 2021, on strengthening institutionalized social dialogue in the Americas.

General objective: Strengthen the human and institutional capacities of the Ministries of Labor and social actors to promote, consolidate and achieve more agreements through institutionalized national social dialogue mechanisms.

Specific objectives:

- Exchange and analyze experiences on the functioning of social dialogue instances during the pandemic, especially those where responses, solutions, and policies to address the health and economic crisis were agreed upon in a tripartite way.
- Identify elements or characteristics within the social dialogue instances that allow the achievement of agreements.
- Prepare recommendations to strengthen and institutionalize national social dialogue instances.
- Prepare recommendations to ensure the full exercise of freedom of association and collective bargaining at different levels.

Tuesday, July 12

8:00 – 9:00 **Registration – In-person and virtually**
(Time in Colombia – **Please verify local time**)

9:00 – 9:30 **Welcome and opening remarks**

- Kim Osborne, Executive Secretary for Integral Development
- Marta Pujadas, Chair of COSATE
- Daniel Funes de Rioja, Chair of CEATAL
- Minister Angel Custodio Cabrera, Minister of Labor of Colombia

9:30 – 12:30

1st Session - Social dialogue in response to the pandemic: How did social dialogue instances work in the immediate response to the pandemic and during 2020 and 2021?

Moderator: Isis Andrea Muñoz, Vice-Minister of Labor Relations of Colombia

Guiding questions for presentations and dialogue:

- 1) What instances of tripartite social dialogue were activated or created to give immediate response to the crisis generated by the pandemic in 2020? What were the successes and challenges of these mechanisms?
- 2) Do you consider that the immediate response to the health emergency strengthened or weakened institutionalized social dialogue in your country? Why?
- 3) Did reaching responses through tripartite consultations, favored its application and/or contributed to a better environment for labor relations during the pandemic?

Introductory and demonstrative presentations (20 minutes each):

Jamaica:

- Gillian Corrods, Divisional Director of Industrial Relations and Allied Services, Ministry of Labor and Social Security
- Helene Davis-Whyte, President of the Jamaica Confederation of Trade Unions
- David Wan, President of the Jamaica Employers Federation

Spain (OAS Observer State and special guest):

- Verónica Martínez Barbero, General Labor Director, Ministry of Labor and Social Economy
- Representative of the workers
- Representative of the employers

Coffee Break

Argentina:

- María José Olguin, Analyst, International Affairs, Ministry of Labor
- Laura Giménez, Legal Advisor, Industrial Organization of Argentina
- Marta Pujadas, Representative of the General Trade Union Confederation

Barbados:

- Alison Elcock, Senior Safety and Health Officer, Ministry of Labour and Social Partnership Relations
- Toni Moore, General Secretary, Barbados Workers Union (to be confirmed)
- Sheena Mayers-Granville, Executive Director, Barbados Employers' Confederation

Open dialogue (1 hour and 20 min)
(Based on Guiding Questions)

12:30 – 2:00 **Lunch** offered to all participants – Restaurant of Dann Carlton Hotel

2:00 – 5:00 **2nd Session - Social dialogue in the recovery: How to strengthen institutionalized social dialogue in the region?**

Moderator: Carlos Ayala, Advisor to the Minister of Labor and Workforce Development of Panama

Guiding questions for presentations and dialogue:

- 4) Based on your experience, particularly in the recent period, which are the main elements or characteristics that social dialogue mechanisms should have to reach tripartite agreements?
- 5) What recommendations does your institution have to strengthen institutionalized social dialogue in your country?
- 6) ¿What recommendations does your institution have to further develop and ensure the full exercise of freedom of association and collective bargaining?

Introductory and demonstrative presentations (20 minutes each):

Colombia:

- Mauricio Rubiano, Director of Fundamental Rights at Work, Ministry of Labor
- Alberto Echavarría, Vice-President for Legal Affairs, National Industrial Association
- Representative of the workers

Paraguay:

- Verónica Lopez, Director of International Standards, Ministry of Labor and Social Security
- Miguel Zayas, Chair, National Workers' Confederation
- Carlos Machuca, General Manager of the Paraguayan Industrial Organization

Coffee Break

Peru:

- Jorge Larrea, Technical Secretary of the National Council of Labor and Employment Promotion, and Cabinet Advisor of the Ministry of Labor and Employment Promotion
- Representative of the employers
- Representative of the workers

Panama:

- Carlos Ayala, Advisor to the Minister of Labor and Workforce Development
- Representative of the workers
- Juan Antonio Ledezma, President of the Labor Commission and Advisor to the National Council of the Private Enterprise

Wednesday, July 13

9:00 – 11:00 **3rd Session – Exercise in Sub-groups**, based in the guiding questions of the 2nd session.

Moderator: María Claudia Camacho, Chief, Labor and Employment Section, Department of Human Development, Education and Employment, SEDI, Organization of American States

11:00 – 11:30 **Break** (Sub-group's rapporteurs define main conclusions)

11:30 – 12:30 **Plenary and closing ceremony**

- Presentation of the Sub-groups' rapporteurs and general debate on the challenges, lessons learned and policy recommendations
- Closing remarks:
 - o OAS representative
 - o COSATE representative
 - o CEATAL representative
 - o Authority from the Ministry of Labor of Colombia

12:30 – 2:00 **Lunch** offered to all participants – Restaurant of the Dann Carlton Hotel