**Agenda and Information Guide**

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

**July 12-13, 2022 – Bogota, Colombia**

All information will be updated in the RIAL website:

<http://rialnet.org/en/socialdialogue_colombia>

*(Version: June 28, 2022)*

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8. **Background and justification**

Social Dialogue is fundamental to reach agreements, prevent, and resolve labor disputes, formulate policies, take joint decisions on central topics of the national, regional and hemispheric agenda, and build more just and equitable societies. This has been recognized by the Ministers of Labor of the Americas within the OAS Inter-American Conference of Ministers of Labor (IACML).

The Declarations and Plans of Action approved throughout the IACML history have increasingly included a strong commitment to strengthen institutionalized social dialogue in the region. This commitment was forcefully revitalized during the XXI IACML, held in September 2021 under the Chairmanship of the Ministry of Labor, Employment and Social Security of Argentina.

The pandemic had already been seriously impacting the region's labor markets for a year and a half when the labor authorities met at the XXI IACML. Thus, the debates during that Conference revolved around identifying the most pressing challenges and making decisions aimed at overcoming the crisis, building a more resilient world of work and achieving a sustainable, just and human-centered recovery. During the discussions, which for the first time in the Conference's history included a tripartite plenary session, the importance of social dialogue in crisis management and recovery was widely recognized. In the Declaration of Buenos Aires, the Ministers of Labor of the region recognized that:

“social dialogue is now more important and urgent than ever in the search for consensus and solutions that allow for a sustainable economic recovery and aim to build a new and better world of work with social justice and sustainable development. We will promote, strengthen, and expand inclusive, open, transparent, and intergenerational social dialogue.” (Art 21)

Moreover, the Ministers recognized that:

“broad and participatory social dialogue is an important instrument to strengthen labor institutions and promote the effective realizations of fundamental principles and rights at work. It also constitutes a primary mechanism for generating trust between governments and social actors of the world of work; reaching fair, equitable, and lasting agreements; prevent and resolve conflicts; encourage responsible business conduct and strengthen sustainable enterprises. Therefore, we support and promote institutionalized social dialogue at both domestic and regional levels for building a new and better world of work. (Art 22)

Finally, in the Plan of Action of Buenos Aires, the Ministers committed to:

“Strengthen mechanisms to facilitate institutionalized social dialogue in policy formulation for creating a fairer, more equitable, and resilient world of work (Art. 9,a)

Social dialogue has played a role in the design and implementation of government responses to the economic and health crisis caused by the pandemic through the creation of new tripartite mechanisms or the consolidation of existing ones. In some countries, social dialogue has been more active and effective, in terms of policy decisions, than in others. More than two years into the pandemic, it is more than adequate to analyze these experiences: how did the different instances of social dialogue worked and responded during the crisis, what have been the differentiating or successful elements that have made it possible to reach more agreements, and what were the main challenges to overcome, among others. The Workshop described in this document is the opportunity to tackle these questions.

It is worth noting that the OAS promotes social dialogue at an Hemispheric Level through the IACML, the General Assembly, and the Summit of the Americas process, which include spaces in which workers’ and employers’ representatives interact with governments and bring forward their perspectives and recommendations on various topics of the regional agenda. The participation of social actors is enabled through the Business Technical Advisory Commission on Labor Matters (CEATAL) and the Trade Union Technical Advisory Council (COSATE), the IACML consultative bodies that gather, respectively, the main business associations and trade union organizations from all OAS Member States. Also, through the Inter-American Network for Labor Administration (RIAL), the OAS has supported the strengthening of social dialogue in the region, facilitating the participation of workers and employers in technical activities and allowing the exchange of perspectives and recommendations.

The Workshop described in this document is part of the Draft Work Plan 2022-2024 of the IACML, agreed upon by the Ministries that lead the Conference. It is a response to the commitments adopted in the Declaration and Plan of Action of Buenos Aires on strengthening social dialogue in the region.

1. **Description and objectives**

The Workshop “Social Dialogue for a sustainable, just and equitable recovery” will take place in hybrid format, thus, participants will be able to join in-person in Bogota, Colombia, or virtually. It will gather representatives from Ministries of Labor, representatives of workers and employers -through COSATE and CEATAL- and international organizations to exchange and analyze experiences on social dialogue, per the objectives set forth below.

This is an activity of the Inter-American Network for Labor Administration (RIAL), hosted by the Ministry of Labor of Colombia, and is a part of the Draft Work Plan 2022-2024 of the IACML.

**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.

1. **Preliminary Agenda**

**July 12**

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

* Authorities of the Ministry of Labor of Colombia, OAS, COSATE and CEATAL

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?**

* Tripartite presentations of 5 national experiences (20 minutes each)
* Open dialogue among all delegations (1 hour 20 min)

*(Session based on Guiding Questions)*

12:00 – 2:00 Break

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

* Tripartite presentations from 5 national experiences (20 min each)
* Open dialogue among all delegations (1 hour & 20 min)

*(Session based on Guiding Questions)*

**July 13**

9:00 – 11:00 **3rd Session** – **Exercise in sub-groups** – based on guiding questions from session 2

11:00 – 11:30 Break (Sub-group rapporteurs define conclusions)

11:30 – 12:15 Presentation of sub-groups conclusions

12:15 – 12:30 Closing remarks

* Authorities of the Ministry of Labor of Colombia, OAS, COSATE and CEATAL

1. **Guiding questions**

The following questions seek to guide the presentations and spaces for dialogue and are an important input to dynamize the debate; therefore, participants are kindly requested to prepare their answers beforehand and send them to the Technical Secretariat ([trabajo@oas.org](mailto:trabajo@oas.org)) no later than June 22, 2022 or, if that deadline has passed, as soon as possible. We thank you in advance for your collaboration.

For the 1st session:

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. \*New\*: Did reaching responses through tripartite consultations, favored its application and/or contributed to a better environment for labor relations during the pandemic?

For the 2nd session:

1. 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?
2. What recommendations does your institution have to strengthen institutionalized social dialogue in your country?
3. \*New\*: ¿What recommendations does your institution have to further develop and ensure the full exercise of freedom of association and collective bargaining?
4. **Logistical and travel information (for participants attending in-person)**

**Place / Venue:**

Hotel Dann Carlton - Bogota

Address: Avenida 15 No. 103-60

**Registration**: Please complete the enclosed registration form and send it to the Technical Secretariat no later than June 15 or as soon as possible to [trabajo@oas.org](mailto:trabajo@oas.org). Government delegates must send it also through the Permanent Mission of their country to the OAS.

**Funding:** Travel costs are responsibility of each participating institution. The OAS, with RIAL funds, will be able to co-finance travel expenses**,** covering lodging for some representatives of Ministries of Labor, COSATE and CEATAL.

Resources are limited, therefore, requests will be analyzed and awarded in a first come-first served basis. Those participants that wish to obtain co-funding (lodging expenses) must indicate it in the Registration Form and send it at their earliest convenience and no later than **June 15 or as soon as possible.**

**Lodging:** It is each participant’s responsibility to make reservations directly in their preferred hotel, with the exception of those who will receive financial assistance. In those cases, the OAS will manage the reservations at the hotel of the venue.

For reservations at the Dann Carlton Hotel:

Phone: +57 310 2461027 with Alix Moreno (please mention OAS Group)

E-mail: Alix.moreno@hotelesdann.com

**Transportation to and from the airport:** Each delegate is responsible to manage their transportation to and from the Airport of Bogotá. We recommend that, if possible, these are made directly in the hotel in which they will be staying. If this is not possible, below are some options:

* + 1. **Option 1 – Hotel Dann Carlton Bogotá** – The venue offers service of Airport transfer for all participants that will be staying in the hotel. The cost is 100.000 COP both ways, and can be requested when making reservations.
    2. [Option 2 – Private transport company “Civitatis](https://www.civitatis.com/es/bogota/traslados/?aid=1842&cmp=vnaerbogota)” – Can be reserved beforehand, offers transportation for up to 8 passengers. Estimated cost: 100,000 COP (Approximately 25-30 USD) to downtown Bogota, for 3 passengers.
    3. [Option 3 – ZIP Transfer.](https://www.ziptransfers.com/es/traslados-aeropuerto-bogota)  Can be reserved beforehand, offers transportation for up to 8 passengers. Estimated cost: 90.000 – 100.000 COP (23-25 USD) to downtown Bogota, for 3 passengers.
    4. Airport taxi: Available 24 hrs. Estimated cost: 30,000 - 60,000 COP, (Approximately 7-14 USD).

**Requirements to enter the country:** Most of the countries in the region[[1]](#footnote-1) do not need a visa to enter Colombia, just a valid passport. The citizens of the Comunidad Andina (Bolivia, Ecuador and Peru) just require a valid government ID.

1. **Information for participants joining virtually**

**Registration**: Please complete the enclosed registration form and send it to the Technical Secretariat no later than June 15 or as soon as possible to [trabajo@oas.org](mailto:trabajo@oas.org). Government delegates must send it also through the Permanent Mission of their country to the OAS.

**Access to virtual meeting:** The virtual part of the meeting will take place through the Department of Human Development, Education and Employment’s ZOOM platform.

**Link:** <https://us06web.zoom.us/j/88431222177>

**Meeting ID:** 884 3122 2177

**Note. Entrance to the virtual room will only be allowed to dully registered delegates.**

**Audio tests:** The dialogue includes some presentations, but it will mainly be conformed by open dialogue spaces where the participation of all delegations is desired. In this regard, we thank all virtual delegates to connect between one hour and 30 minutes prior to the meeting, in order to hold audio tests with the in-person meeting room, connection and interpretation.

For more information on this event, please contact:

**ORGANIZATION OF AMERICAN STATES**

Maria Claudia Camacho or Guillermo Calzada

Labor and Employment Section, Dept. of Human Development, Education and Employment, SEDI

Tel: 1(571) 723-1952– [trabajo@oas.org](mailto:trabajo@oas.org)

1. **Registration form**

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

July 12-13, 2022

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| --- | --- | --- | --- |
| Apellidos / Last Name | | Nombre / First Name | |
| Cargo / Title | | | |
| Organización / Organization | | | |
| País / Country | | | |
| Teléfono / Telephone | Fax | | Correo Electrónico / E-mail |

Participation:

\_\_\_\_\_ In person

\_\_\_\_\_ Virtually

In case of participating in person, please indicate if you require co-funding (lodging expenses) from the RIAL/OAS: \_\_\_\_\_\_\_\_\_

Please submit this Registration Form before **June 15 or as soon as possible** to: [trabajo@oas.org](mailto:trabajo@oas.org), and through the **Permanent Mission** of your country to the OAS.

Information pertaining to this event will be updated in:

[http://rialnet.org/en/socialdialogue\_colombia](http://rialnet.org/?q=en/socialdialogue_colombia)

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1. Citizens of Haiti and Nicaragua require a visa to enter Colombia. [↑](#footnote-ref-1)