

Just Transition, green and blue jobs in the Americas:

Contributions from the world of work to environmentally sustainable economies and societies



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OUTCOMES AND RECOMMENDATIONS OF THE HEMISPHERIC WORKSHOP

“Just Transition, green and blue jobs in the Americas: Contributions from the world of work to environmentally sustainable economies and societies”

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INTRODUCTION

The Hemispheric Workshop “**Just Transition, green and blue jobs in the Americas: Contributions from the world of work to environmentally sustainable economies and societies**” was held on February 26 and 27, 2026, in a hybrid form in Nassau, The Bahamas, as part of the 2025-2027 Work Plan of the Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States (OAS). Accordingly, the event responded to the mandates established by the Ministers of Labor in the Declaration and Plan of Action of Bogotá, adopted at the XXII IACML in 2024, addressing these priority topics.

The Workshop was an activity of the Inter-American Network for Labor Administration (RIAL), co-organized by the OAS, the Ministries of Labour and Public Service and of Economic Affairs of The Bahamas, and the Economic Commission for Latin America and the Caribbean (ECLAC), with additional financial support from the Development Bank of Latin America and the Caribbean (CAF). The Workshop involved delegations from 28 Ministries of Labor from across the region, representatives of workers –grouped under the Trade Union Technical Advisory Council (COSATE)– and employers –grouped under the Business Technical Advisory Committee on Labor Matters (CEATAL)–, and specialists from the OAS, ECLAC, CAF, the Inter-American Development Bank (IDB), the International Labour Organization (ILO), the Young Americas Business Trust (YABT), and the NewClimate Institute.

In line with the mandates of the Declaration and Plan of Action of Bogotá, the **general objective** of the Workshop was to enhance the knowledge and strengthen the capacities of the region’s Ministries of Labor and social actors to promote just transition processes that generate green and blue jobs, promote labor inclusion, protect labor rights, and contribute to environmentally sustainable economies and societies. The **specific objectives** were:

- To identify, exchange, and analyze initiatives and proposed solutions from Ministries of Labor to address and mitigate the negative impacts of climate change on the world of work -including strategies for occupational safety and health, social protection, and labor inclusion- as well as to promote the creation of green and blue jobs through training, reskilling, and upskilling efforts.
- To strengthen the linkages between the Ministries of Labor and the Ministries of Sustainable Development and the Environment, in order to facilitate interinstitutional coordination of public policies that comprehensively and coherently address the challenges of the climate and environmental crisis, as a result of climate change, in the world of work.
- To develop policy recommendations that guide Ministries of Labor in designing and implementing public policies to promote just transition processes that generate green and blue jobs, promote labor inclusion, protect labor rights, and contribute to environmentally sustainable economies and societies.

To achieve these objectives, the Workshop featured three thematic sessions: the first intersectoral session “Aligning labor and environmental agendas for a sustainable future”, a second session on “Social Protection and Labor Inclusion in Green Transitions”, and a final session on “Training, reskilling and upskilling for green and blue jobs”. Each session included guiding questions to frame the discussions. Within the sessions, there were presentations of demonstrative government experiences from The Bahamas, Barbados, Bolivia, Brazil, Canada, Colombia, Chile, Costa Rica, Ecuador, El Salvador, Guyana, Paraguay, and St. Lucia; as well as presentations from CAF, ECLAC, IDB, ILO, OAS, YABT, and the NewClimate Institute; and from workers and employers, represented by COSATE and CEATAL. There were also broad dialogue spaces where Ministries and representatives of workers and employers shared their reflections and experiences.

On the second day of the event, a sub-group exercise was conducted, allowing participants to discuss in greater depth and collectively answer the question of what lessons learned and policy recommendations could be identified, based on the discussions held during the Workshop.

Three (3) sub-groups were organized, moderated by government delegates from Barbados, Ecuador, and St. Lucia. Delegations from the participating Ministries, along with representatives of workers and employers, actively participated in the subgroup discussions.

This document compiles the main ideas and recommendations that emerged from the Workshop, both from the thematic sessions and the sub-group exercises, with the aim of strengthening strategies and policies to enhance the response capacities of the Ministries of Labor in the region on just transition.

1. MAIN IDEAS AND GENERAL CONSIDERATIONS

Below is a consolidation of the main ideas that emerged from the speakers’ presentations in each session, from the interventions during the dialogue spaces where Ministries and social actors shared their national experiences, and from the subgroup discussions. A later section of this document consolidates the policy recommendations identified throughout the workshop.

1.1 General considerations

- The discussions took place in a context shaped by **three major transitions affecting the world of work in the Americas**: climate and energy, technological, and demographic. These transformations are not unfolding in isolation, but rather simultaneously and with reinforcing effects across labor markets.

- **Climate change is already reshaping the world of work in the Americas**, not as a distant or hypothetical risk, but as an immediate reality affecting enterprises, workers, and labor markets. ILO estimates show that, although Latin America and the Caribbean contribute slightly more than 8% of global greenhouse gas emissions, the region remains one of the most vulnerable to the impacts of climate change, including extreme weather events, forest fires devastating biodiversity, the spread of endemic diseases, ecosystem degradation, and rising temperatures that directly affect productivity, well-being, and occupational health.
- **These phenomena compromise countries' infrastructure and productive capacity**, affect employment conditions and opportunities, and contribute to some of the major population displacements occurring across the region. Countries differ significantly in their capacity to respond to these phenomena, underscoring the relevance of the principle of common but differentiated responsibilities.
- **The Americas combine extraordinary natural wealth with high vulnerability to climate impacts**, including extreme weather events, water stress, coastal erosion, and ecosystem degradation. These environmental pressures are already affecting livelihoods and productive sectors such as agriculture, fisheries, tourism, extractive industries, and urban services.
- **The relationship between environmental sustainability and labor markets is becoming increasingly evident.** Global estimates indicate that more than 1.2 billion jobs depend directly on a healthy environment, demonstrating the extent to which environmental degradation can affect employment stability, economic activity, and workers' well-being. As climate pressures intensify, labor markets are expected to experience both disruption and transformation across sectors.
- **Climate action also presents significant opportunities for job creation and economic transformation.** Estimates indicate that the transition toward greener economies could generate approximately 15 million new jobs across the region, significantly exceeding the potential loss of around 7.5 million jobs associated with structural changes in carbon-intensive sectors.
- **The concept of just transition has emerged as a key framework for aligning climate action with social and labor objectives.** As defined by the ILO, just transition aims to promote environmentally sustainable economies in a fair and inclusive manner by maximizing the social and economic opportunities generated by environmental action while minimizing and managing the risks and challenges for workers, enterprises, and communities. This approach recognizes that climate policies must address both environmental sustainability and social justice simultaneously.
- **Just transition encompasses all productive sectors and territories, including both rural and urban economies, and requires policies that reflect the actual economic structures of countries.**

Rather than applying a uniform model, the framework must be translated into concrete policy measures adapted to national labor markets, productive systems, and institutional capacities.

- **The integration of the social dimension into climate policy has become increasingly central.** The concept of just transition initially emerged from environmental debates but has progressively evolved into a core issue of labor and social policy. Decent work is therefore recognized as a prerequisite for achieving a just transition, as environmental transformations must be accompanied by policies that promote labor rights, safe working conditions, and income security.
- **Structural characteristics of labor markets in Latin America and the Caribbean shape the conditions under which a just transition can take place.** Among them:
 - **High levels of labor informality**, which remain a defining feature of many economies. Informality is not a marginal phenomenon but a structural characteristic that influences the reach and effectiveness of public policy.
 - **Inequality and exclusion also characterize the region's labor markets**, with certain populations –including women, youth, migrants, Indigenous peoples, Afro-descendants, and persons with disabilities– facing higher levels of unemployment and informality, persistent wage gaps, limited access to quality jobs, and structural barriers to skills development, labor market integration, and social protection.
 - **Micro, small, and medium-sized enterprises** represent approximately 99% of all enterprises in the region and generate around 60% of employment, according to IDB estimates.

1.2 Aligning labor and environmental agendas for a sustainable future

- **The discussion highlighted that aligning labor and environmental agendas is essential.** Climate change and environmental transitions are redefining labor markets, production systems, and social protection frameworks, while employment strategies and skills development systems, among others, can either advance or constrain climate policies and the achievement of sustainability goals.
- In this context, CEPAL emphasized that labor markets in Latin America and the Caribbean already face significant structural challenges –including high levels of informality, low incomes, and limited access to social protection– which increase vulnerability to climate-related shocks. These pre-existing conditions mean that **climate change is not only an environmental issue but also a major risk multiplier for inequality and labor precarity.**

- **Ensuring alignment between labor and environmental agendas therefore requires adequate governance frameworks and strong inter-institutional coordination.** This includes establishing clear mechanisms for collaboration between labor and sustainable development authorities, as well as promoting coherence across labor and employment policies, economic and financial policies, and policies related to employment, skills development, and social protection.
- Within the Americas, **ministerial processes under the Organization of American States** have progressively incorporated this perspective. Both Ministers of Labor and Ministers responsible for Sustainable Development have recognized the need to strengthen intersectoral collaboration and committed to advancing work in this area.
- The discussion also underscored that **environmental governance in the region is inherently multi-sectoral and multi-level**, requiring coordination across institutions responsible for infrastructure, territorial planning, productive development, and environmental regulation, as well as institutionalized social dialogue mechanisms. Hemispheric dialogue platforms have played a key role in enabling countries to exchange regulatory approaches, institutional arrangements, and financing strategies.
- At the same time, the **environmental transition represents both a challenge and an opportunity for economic modernization.** Emerging sectors such as renewable energy, sustainable agriculture, ecosystem restoration, circular economy activities, and blue economy initiatives offer significant potential for job creation and productive diversification.
- However, it was emphasized that **these opportunities will only translate into decent work if supported by coherent policy frameworks**, including clear regulatory environments, investment incentives, workforce development strategies, and mechanisms for social inclusion.
- Participants highlighted that **managing the transition requires clearly defined governance mechanisms**, institutionalized social dialogue, forward-looking skills policies, and updated labor regulations that respond to climate-related risks and emerging economic opportunities.
- It was underscored that **the objective is not to merge labor and environmental agendas, but to synchronize them:** climate strategies should incorporate employment dimensions, and labor policies should integrate environmental sustainability goals.
- In this regard, **hemispheric cooperation platforms such as the Inter-American Network for Labor Administration (RIAL)** continue to play a key role in promoting this integrated approach through dialogue, peer learning, and technical cooperation among countries working to advance just transition strategies.

1.3 Social Protection and Labor Inclusion in Green Transitions

- **Social protection systems play a central role in addressing the challenges related to the impact of climate change in the labor market and enabling inclusive transitions.** It reduces vulnerability and promotes human dignity by guaranteeing access to essential rights such as health care, income security, maternity protection, disability benefits, unemployment protection, and old-age security throughout the life cycle.
- **In recent years, progress has been observed in expanding social protection coverage in the region.** According to ILO, between 2015 and 2023, coverage increased significantly, and more than 60% of the population in Latin America now benefits from at least one social protection measure.
- However, **coverage remains uneven across age groups and population segments, leaving important gaps in protection.** Even when work remains the primary pathway for social integration, poverty reduction, and economic autonomy, while also contributing to social cohesion; **labor markets alone cannot guarantee inclusion.** When employment is characterized by informality or precarious conditions, it may reproduce or even deepen existing inequalities rather than reducing them.
- **Occupational safety and health (OSH) is a fundamental pillar for ensuring that labor transitions, including those linked to green and blue economies, are safe, inclusive, and resilient.** Integrating climate-related risks –such as heat stress, exposure to chemicals, extreme weather events– into workplace prevention and management systems is critical for protecting workers in high-risk sectors.
- Workers, represented by COSATE, emphasized that the effective realization of the ILO fundamental right to a safe and healthy working environment requires preventive and protective measures, including adapting working conditions through collective bargaining and tripartite social dialogue, as well as safeguarding workers' rights, particularly the right to remove themselves from a work situation that poses an imminent and serious threat to their life or health.
- Effective OSH policies also require sector-specific protocols, training of supervisors, and regular inspection mechanisms, particularly in contexts of high informality. **Strengthening OSH contributes not only to worker well-being but also to maintaining productivity,** reducing occupational hazards, and supporting equitable access to emerging labor opportunities in sustainable sectors.
- For these reasons, **labor inclusion must advance in coordination with social protection systems.** Social protection and labor markets maintain a bidirectional relationship: robust social protection

systems support labor market participation and resilience, while sustainable labor inclusion strengthens the financing and legitimacy of social protection systems.

- **Ensuring inclusion is particularly critical in the context of green and blue transitions.** Without targeted policies, particular groups –including women, youth, indigenous peoples, persons with disabilities, and workers in informal or rural economies– risk being excluded from emerging opportunities in sectors such as construction, renewable energy, and sustainable transport.
- Advancing toward more inclusive societies requires **states capable of integrating employment policy, social protection systems, and productive development strategies** under a common vision that guarantees dignified labor trajectories and economic security throughout the life cycle.

Challenges

- As mentioned, **high levels of labor informality remain one of the most significant structural challenges for implementing effective just transition policies in the region.** When a large share of the workforce operates outside formal labor arrangements, access to occupational safety and health protections and social protection systems is significantly reduced, limiting the capacity of governments to protect workers from climate-related risks.
- **Significant data gaps remain regarding the relationship between climate change and labor markets.** Reliable information on how climate change affects employment, productivity, and workers' well-being is still limited, which constrains the ability of governments to design evidence-based policies. Without improved data systems and research, it is difficult to anticipate labor market disruptions and develop effective policy responses.
- **Climate change is expected to increase occupational risks and health challenges in the workplace.** Rising temperatures, for example, significantly increase the incidence of heat stress, which affects productivity, working conditions, and workers' health. ILO global estimates suggest that approximately 80 million jobs could be lost due to heat stress by 2030, including around 2 million jobs in Latin America and the Caribbean.
- Climate transitions also risk **reinforcing or exacerbating existing inequalities if they are not designed with an inclusive perspective.** Unequal exposure to climate impacts and uneven access to new economic opportunities may deepen existing disparities between regions, sectors, and population groups.
- **Gender inequalities represent a significant structural challenge in the context of green transitions.** According to CAF, men represent 73% of workers in green occupations in Latin America, highlighting a persistent gender imbalance. Without targeted interventions, these disparities may limit women's access to emerging green employment opportunities.

- Climate change may also intensify **broader socioeconomic challenges**, including increases in poverty levels and the rise of climate-related migration. These dynamics can place additional pressure on labor markets, social protection systems, and public institutions.

Opportunities and lessons learned

- **Technology is emerging as an important tool to protect workers and support climate adaptation in the workplace.** For example, Brazil has developed the IBUTG Monitor, a digital tool that uses georeferenced meteorological data to measure heat stress conditions in real time. By combining temperature, humidity, solar radiation, and wind speed, this system provides employers and workers with objective information on thermal overload and helps establish scientifically grounded thresholds for work-rest cycles.
- **Integrating climate considerations into occupational safety and health systems has become a key policy priority.** Incorporating climate-related risks into prevention strategies allows institutions to anticipate hazards such as heat stress, extreme weather events, and environmental exposure that directly affect workers' health and productivity.
- **Adaptive social protection mechanisms** have proven particularly relevant for responding to climate shocks that disrupt employment and income. Temporary income support can be activated when workers lose their livelihoods due to climate-related events, helping households maintain economic stability while transitioning toward new employment opportunities. Examples include:
 - Barbados is adapting its social protection systems to address climate-related risks, with a focus on protecting vulnerable workers and strengthening resilience in the face of labor market disruptions.
 - Costa Rica has implemented training subsidies and scholarships for vulnerable populations entering green and blue sectors, while ensuring continued access to health and social security during periods of labor transition.
- **Employment services also play an important role** in facilitating labor reintegration following economic disruptions. Effective intermediation mechanisms can connect displaced workers with new employment opportunities and support the reallocation of labor toward expanding sectors.
- **Social protection systems play a strategic role in enabling inclusive transitions by strengthening resilience** and preventing vulnerable populations from falling into poverty during periods of structural change. Adequate income protection, health coverage, and unemployment insurance are critical to supporting workers throughout labor market transitions.

- **The integration of decent work principles into national climate strategies represents an important step toward aligning environmental policies with social and labor objectives.** Embedding labor considerations within national climate planning ensures that environmental transitions are accompanied by measures that protect workers' rights and promote inclusive development.
- **Strengthening knowledge generation and data systems** remains a key priority for policy development. Research and evidence-based analysis provide the foundation for designing labor policies that respond effectively to climate-related challenges and opportunities.
- **Broad collaboration across public institutions, the private sector, representative employers' and workers' organizations, and civil society organizations** is essential for advancing just transition strategies. Partnerships between governments, employers, workers' organizations, and research institutions strengthen policy coherence and expand the capacity to implement large-scale transformations.
- **Communication and public awareness strategies are also critical** to ensure that societies understand the objectives and implications of just transition policies. Engaging the public helps build support for structural reforms and ensures that climate policies are accompanied by social legitimacy.
- **Institutionalized social dialogue is recognized as a central mechanism for ensuring that just transition policies are inclusive and sustainable.** Effective dialogue between governments, employers, and workers helps build consensus around reforms, facilitates the integration of labor protections into climate strategies, and strengthens the legitimacy of policy measures.
- **Collective bargaining can also serve as a powerful instrument for implementing just transition measures at the workplace level.** In some contexts, efforts are being made to incorporate climate-related provisions into collective agreements, including commitments related to protection against heat stress, worker reskilling, occupational safety, and employment transitions.
- Workers, represented by COSATE, emphasized that, in **scenarios of extreme climate events**, the **ILO Recommendation 205**, provides important guidance on how to respond by strengthening prevention, strategic planning, and resilience and recovery capacities, in line with international labor standards.

1.4 Training, reskilling and upskilling for green and blue jobs

- The transition toward green and blue economies is transforming labor markets across the Americas, **generating new demand for technical skills**, updated occupational profiles, and training systems capable of responding to evolving environmental and economic priorities.
- **Green jobs are often associated with higher levels of education and specialized technical competencies.** According to IDB, evidence indicates that demand for green skills can generate a wage premium of approximately 20% in some occupations, reflecting the increasing value of technical expertise related to environmental sustainability and energy transition.
- Building on CAF's approach, **green jobs can be understood as those occupations whose demand is generated or transformed by the energy transition.** This includes (i) new occupations that emerge as a result of the transition (such as photovoltaic panel installers), (ii) existing jobs that require significant adaptation of skills and tasks (such as civil engineers), and (iii) occupations that experience increased demand due to changes in energy production and consumption patterns (such as electricians). Under this definition, green jobs are not limited to specific sectors, but are identified based on how the transition reshapes the content and demand of work.
- **Skills shortages can hinder the achievement of climate and environmental targets.** As highlighted by the NewClimate Institute, when the supply of skilled workers does not keep pace with growing demand, delays in the deployment of renewable energy and other green infrastructure are likely to emerge. Over time, these delays can translate into lower installed capacity and higher emissions than projected, ultimately putting climate goals at risk. This highlights that the availability of a sufficiently trained workforce is not only relevant from an employment perspective, but also a necessary condition for advancing the energy transition.

Challenges

- **A significant skills mismatch persists between the competencies demanded by emerging green and blue sectors** and the training currently available through technical and vocational education systems, underscoring the need to update training curricula and professional certification frameworks.
- A recurring challenge is that **training systems are struggling to respond at the speed required by rapidly transforming economies.** Many countries face shortages of qualified trainers, training facilities, specialized equipment, and financing needed to expand vocational training systems and deliver large-scale reskilling initiatives.

- **Training initiatives often remain limited to pilot programs** that have not yet been scaled to reach larger segments of the workforce, highlighting the need for stronger institutional coordination and sustainable financing mechanisms.
- **Persistent gender gaps remain a major challenge.** Women continue to be underrepresented in STEM fields and in sectors associated with the blue economy, reflecting longstanding patterns of occupational segregation that require sustained policy interventions.
- **Geographic inequalities also limit access to training opportunities.** Green jobs and training programs tend to be concentrated in urban or tourism-oriented areas, while rural and remote regions often face more limited access to training infrastructure, financing, and employment opportunities.
- **Limited access to financing for small and medium-sized enterprises (SMEs) can restrict the development of green and blue sectors,** particularly in areas that require large initial investments such as renewable energy infrastructure, sustainable transportation systems, and climate-resilient agriculture.
- **Also, youth unemployment remains a persistent challenge across the region.** As noted by YABT and the ILO:
 - Although they have higher levels of education than previous generations, approximately 17% of youth in the Americas remain unemployed, highlighting the importance of aligning training systems with emerging labor market opportunities linked to sustainable development.
 - Despite projections that more than 8.4 million green jobs could be created for youth by 2030, **participation of young people in the green economy remains limited.** Less than 10% of youth currently participate in green sectors, while more than 60% lack the technical skills required in areas such as renewable energy systems, environmental monitoring, marine sciences, water and waste management, and sustainable agriculture.

Opportunities and lessons learned

- **Strengthening training, reskilling, and upskilling systems has been identified as a key strategy for transforming climate vulnerability into economic opportunity.** Investing in people and skills development is essential to ensure that workers can adapt to structural changes in production systems while supporting the creation of decent jobs and more resilient economies.
- **Rapid reskilling and training programs are increasingly being used to facilitate labor transitions and as an immediate form of social protection.** Short, modular training programs can help

workers acquire technical and soft skills aligned with emerging labor market demand, enabling faster reintegration into employment and supporting occupational mobility.

- Many countries are undertaking reforms to **modernize their skills development systems**, including the modernization of apprenticeship programs that historically focused on traditional sectors and are now being expanded to incorporate emerging sectors such as the digital economy, environmental sciences, and green and blue industries. Examples mentioned include:
 - The Bahamas, through the *Bahamas Technical and Vocational Institute (BTVI)*, is expanding training programs in renewable energy, sustainable construction, and maritime services linked to the blue economy.
 - Saint Lucia, which is developing a National Skills Development Strategy with a specific focus on green and blue skills. The strategy includes strengthening the labor market information system, improving quality assurance mechanisms, and establishing skills development targets aligned with national climate commitments.
 - Guyana, which has expanded technical and vocational training programs linked to the energy transition, including training initiatives in solar photovoltaic systems, electric vehicle maintenance, and electric vehicle charging infrastructure. These initiatives have also included the upskilling of trainers to strengthen national training capacity.
 - Chile, through the National System for Labor Competency Certification (ChileValora) and skills anticipation systems, has strengthened the articulation between technical education, vocational training, and labor market demand, including the updating of occupational profiles with green competencies.
- **Employers and workers, through their representative organizations, play a critical role in identifying emerging skills needs** and providing workplace learning environments that make training programs more effective.
- **Labor prospection (skills anticipation and labor market forecasting) has become a key policy tool to anticipate shifts in labor demand** driven by technological, demographic, and ecological transitions. It helps identify occupations at risk of obsolescence, emerging roles, and changing skill needs, while also providing timely information on employment opportunities, wage trends, and qualifications. This evidence supports better alignment between training systems and labor market demand, informs updates to curricula and occupational standards, and has contributed to the development of new profiles and certification schemes linked to emerging green jobs.
- Some countries have established **tripartite labor prospection commissions** that bring together representatives from government institutions, workers' organizations, employers, and academic

experts to analyze labor market trends and provide guidance for policy development. A notable example:

- Chile has established the Ministerial Advisory Commission on Labor Prospection, a tripartite body composed of representatives from government institutions, workers' and employers' organizations, academic experts, and international organizations. This mechanism supports the development of a national system for monitoring and anticipating labor supply and demand dynamics, informing public policy decisions, vocational training programs, and the development of occupational profiles linked to emerging sectors, including green occupations.
- More broadly, **these types of mechanisms support the creation of integrated monitoring systems** capable of identifying mismatches between labor supply and demand, anticipating future workforce needs, and informing decisions related to vocational training, professional certification, and education policies.
- Regarding information systems, participants highlighted the need to advance the development of indicators that measure not only the number of people trained or the number of green and blue jobs created or expected to be created, but also the impacts of the transition to sustainable economies on job quality, formalization, social protection, equitable access, and wage levels.
- **Strengthening early articulation between academic education and technical training has also been identified as an important strategy for preparing future workers for emerging sectors.** In several countries, technical secondary education institutions allow students to acquire vocational skills in high-demand sectors while completing their general education. A notable example:
 - Costa Rica has promoted early articulation between academic education and technical training through its technical secondary schools (Colegios Técnicos Profesionales – CTPs) under the Ministry of Public Education. In these institutions, students complete traditional secondary education while also accessing technical training programs in areas with high labor market demand, enabling them to graduate with practical skills that facilitate their entry into the labor market.
- **Training programs focused on specific target populations have also demonstrated promising results.** Short, market-oriented training initiatives tailored to the needs of youth, women, and persons with disabilities can facilitate faster labor market insertion while addressing structural inequalities in access to employment opportunities.
- The need to ensure **enabling conditions** so that certain population groups can effectively access training and enter green and blue jobs was also highlighted. These conditions include

transportation, recognition of skills and competencies, care services, scholarships and financial support for priority groups such as women, youth, persons with disabilities, workers in the informal economy, and people living in vulnerable territories, among others.

- **International cooperation and partnerships with development organizations have supported many of these initiatives** by providing technical assistance, strengthening labor market intelligence systems, and supporting the development of governance mechanisms that align economic, environmental, and labor policies.
- **Employers, represented by CEATAL**, emphasized its key role in advancing this agenda. They underscored that placing skills development at the center of the transition is key to ensuring that green and blue jobs translate into real opportunities. They stressed the importance of aligning training systems with the needs of the productive sector and called for differentiated approaches –particularly for small and medium-sized enterprises– and for a stronger focus on results, including improvements in employability, income, and business transformation.
- **Workers, represented by COSATE**, emphasized that investment in training for green and blue jobs should be part of a comprehensive strategy, highlighting the key role of development banks in aligning investment, strengthening productive capacities, and supporting the creation of quality employment. They also highlighted the need to strengthen inclusive training systems that facilitate labor mobility and adaptation, while also ensuring that outcomes go beyond participation to include job quality, formalization, and access to social protection. They further recalled the responsibilities of States within the framework of the Inter-American system, as reflected in Advisory Opinion AO-32/25 of the Inter-American Court of Human Rights, among other instruments, and emphasized that the transition toward sustainable economies must be grounded in a coherent articulation of social justice, climate justice, and fiscal justice.

2. RECOMMENDATIONS

During the Workshop, three discussion subgroups were formed so that participants could discuss in greater depth and collectively respond to the following questions:

1. What policy recommendations can be made to better integrate labor and environmental agendas and strengthen inter-institutional coordination between Ministries of Labor and Ministries (authorities) of Sustainable Development? What should be the priority areas for this coordination?
2. What policy recommendations can be proposed to guide the efforts of Ministries of Labor in:
 - (i) Developing the skills needed to create and fully benefit from green and blue jobs;
 - (ii) Strengthening social protection, occupational health and safety and other strategies to respond to the impacts of climate change on the world of work while ensuring equity and inclusion.

The subgroups were moderated by the Minister of Labor of St. Lucia, Minister Emma Hippolyte, Vice Minister of Labor of Ecuador, Gabriela Susana Lara, and Assistant Chief Labour Officer of Barbados, Randy Clarke.

The following section consolidates the recommendations that emerged from both the subgroup exercises and the plenary sessions of the Workshop, as well as responses received in writing from various Ministries of Labor to the guiding questions, regarding each of the proposed thematic areas.

2.1. Recommendations on inter-institutional coordination and better integration of labor and environmental agendas

- **Design and implement intersectoral policies** to create and promote green and blue jobs, with the following considerations:
 - Jobs envisioned should comply with the **principles of decent work** as a fundamental precondition.
 - **Mainstream equality and inclusion approaches** across all policies, promoting and incentivizing employment opportunities for women, young people, persons with disabilities, and other groups facing greater barriers in the labor market.

- **Recognize and address new forms of work** resulting from technological innovations, emerging employment modalities, and digital communication, ensuring regulatory frameworks and labor protections are adapted to these evolving labor market realities.
- Ensure **alignment with labor formalization strategies**, explicitly preventing the expansion of informal work through the creation of green and blue jobs:
 - Ensure that policies do not reproduce precarious or informal employment.
 - Identify and promote mechanisms to engage informal workers and support their transition into formal green and blue economy activities.
 - Guarantee access to social protection and labor rights for workers in these sectors, recognizing that advancing without these safeguards risks expanding informality.
- Create **inter-sectoral and inter-institutional coordination mechanisms** (e.g. committee, task force, council) to design and oversee comprehensive public policies and regulatory frameworks. These coordination mechanisms should incorporate the following core features:
 - **High-level, cross-government representation:** Membership should include the Ministries or authorities responsible for finance, labor, environment or sustainable development, and education, as well as authorities regulating key productive sectors, including agriculture and fisheries. Early and continuous engagement of the Ministry of Finance is essential to ensure resource allocation, fiscal coherence and long-term sustainability.
 - **Institutionalized social dialogue:** The mechanism should formally integrate social dialogue component, ensuring the participation of workers and employers.
 - **Legal and institutional permanence:** The coordination mechanism should be established through a **legal or normative instrument** that guarantees continuity and stability over time. Its mandate and structure should not be easily reversible or subject to frequent modification, in order to withstand political or administrative changes.
 - **Clear mandate:** The main function of this mechanism should be to design comprehensive and consensus-based strategies for promoting green employment and climate change adaptation. These strategies should include, among other elements:
 - The identification of skills development and training needs required for the transition to green jobs;
 - The establishment of mechanisms to prevent and respond to occupational risks associated with climate change; and

- The development of preparedness and response measures to address the impacts of natural disasters and climate-related hazards on workers and productive sectors.
- **Clear individual responsibilities:** The mechanism should define clear and specific responsibilities for each participating Ministry or authority, based on their institutional competencies, as well as obligations to share data and information, in order to break silos among government institutions, avoid duplication of efforts, and maximize efficiency.
- **Designated institutional focal points:** Each Ministry or authority should designate a focal point responsible for ensuring its agency's active and consistent participation, coordinating internally within the agency, and facilitating the sharing and dissemination of data, information and technical inputs across institutions.
- **Monitoring and evaluation:** The mechanism should establish a monitoring and evaluation framework with clear indicators and reporting arrangements to assess progress, outcomes, and impacts, enabling evidence-based decision-making and continuous improvement of policies and actions.
- **Strengthen collaboration with regional and international agencies and banks to improve access to climate finance,** particularly for small island developing states, and to support the design and implementation of integrated labor and environmental policies.
- **Strengthen institutionalized tripartite social dialogue** to ensure the legitimacy, continuity, and effectiveness of public policies, and to support consensus-based decision-making processes.
- **Develop and/or systematize clear conceptual definitions** around just transition, green and blue jobs, and climate-related issues for the world or work.
- **Develop inclusive and effective communication strategies** to disseminate information on the objectives, discussions, and outcomes of intersectoral policymaking processes, ensuring broad understanding and engagement:
 - Craft clear, coherent messages tailored to different audiences;
 - Use diverse communication channels—including traditional media, social media platforms, and influencers—to reach all segments of society;
 - Emphasize that environmental sustainability is a shared responsibility and that all individuals and stakeholders have a role to play.

- Develop just transition frameworks or policies **meeting international and inter-American standards** and counting on the technical support of international agencies.

2.2 Recommendations on strengthening social protection, occupational health and safety, and equity and inclusion

- **Build social protection systems with climate-responsive emergency capacity.** Develop mechanisms to activate temporary income support, utility subsidies, relocation assistance, and occupational transition measures in response to climate-related emergencies, linking these interventions with job placement services and short-term training programs.
- **Integrate employment and social protection considerations into national climate strategies,** including Nationally Determined Contributions (NDCs) and long-term decarbonization plans, recognizing social protection as a strategic platform for resilience and social cohesion in the face of climate change.
- Ensure that workers undergoing reskilling, upskilling or occupational transitions **maintain uninterrupted access to social security coverage and social protection benefits.**
- **Update occupational safety and health (OSH) regulations to address climate-related risks** (including extreme heat, natural disasters, hazardous substances, and biological agents), and strengthen labor inspection systems through, at a minimum, practical guidance and tools.
- **Ensure the inclusion of mental health within occupational safety and health strategies.** Integrate the prevention, identification, and management of psychosocial risks and mental health conditions into OSH frameworks.
- **Develop and strengthen training on climate change–related risk prevention and mitigation.** Enhance training for workers and employers to prevent and manage risks stemming from climate change, with a particular focus on occupational thermal (heat) stress, climate-related hazards, and preparedness and response to natural disasters affecting workplaces and jobs.
- **Strengthen income protection mechanisms within social protection systems,** addressing persistent coverage gaps in areas such as unemployment protection, maternity protection, and access to health services.
- **Define and implement strategies and initiatives to strengthen the capacity of enterprises and the productive sector** to prevent, manage, and respond to environmental risks and emergencies. These may include the establishment of emergency and contingency funds; fiscal incentives, tax

exemptions, and other financial instruments that promote preparedness, resilience, and sustainable business practices.

- **Scale up public and private investment in sectors and industries that generate green and blue jobs.** Consider measures such as: targeted fiscal incentives and tax exemptions for companies and investors operating in or supporting these sectors, and financing mechanisms that prioritize sustainable production, innovation, and quality job creation aligned with decent work principles.
- Strengthen the institutional and training capacities of representative workers' and employers' organizations for a just transition.

2.3 Recommendations on developing the skills needed to create and fully benefit from green and blue jobs

- **Improve data collection and analysis, and strengthen forecasting capabilities,** this implies conducting regular employer skills-demand surveys to ascertain competencies for various economic sectors; actively engage employers and workers' organizations in identifying and defining the skills needed for green and blue jobs; build the technical capacity of Ministries of Labor and social partners to identify both current skills gaps and future skills needs.
- **Create national and regional skills databases or skills banks for green and blue jobs.** These should:
 - o Be developed with the active participation of employers and workers.
 - o Provide reliable and up-to-date information to guide public and private training institutions in defining and developing relevant training contents and revising existing training courses.
 - o Be publicly accessible, enabling individuals to make informed, strategic decisions about training and upskilling aligned with labor market demand.
 - o Facilitate the recognition and portability of skills beyond national borders. In this regard, the development of a hemispheric skills database would be particularly valuable.
 - o Include indicators on job quality (decent work).
- Develop and strengthen **regional qualifications frameworks** to ensure recognition and accreditation of skills across the region.
- **Identify priority geographic areas and economic sectors of opportunity for green and blue job creation.** Develop skills maps. Assess regional and local opportunities to create or expand green and blue jobs, considering existing productive capacities and environmental assets. Develop skills maps that link labor demand, training supply, and territorial development strategies.

- Develop **sector-specific standards, guidelines and technical manuals** in collaboration with industry and professional associations. Jointly develop and regularly update standards and practical manuals for skills development and occupational practices in sectors related to sustainable development, such as sustainable construction. In the Caribbean context, place particular emphasis on addressing mold prevention and remediation, which has been identified by countries as a major environmental, health, and skills challenge linked to climate conditions.
- **Strengthen national skills development systems to support green and blue transitions**, aligning training policies with climate commitments, sectoral development strategies, and labor market needs.
- **Strengthen technical and vocational education and training (TVET) systems to develop skills for green and blue jobs, with a strong emphasis on practical learning.** Expand hands-on training opportunities, including apprenticeships, work-based learning, and dual education systems, in close collaboration with employers and workers' organizations. Priority sectors identified for expanded training include solar and wind energy, hydrogen, energy efficiency, waste management and the circular economy, electric vehicle maintenance, sustainable aquaculture, eco-tourism, and climate-resilient agriculture.
- **Facilitate and promote access to training for groups facing barriers** in the labor market, such as youth, women, persons with disabilities, and rural communities, by addressing access constraints through measures such as scholarships, stipends and the provision of care services.
- **Expand training opportunities in rural, remote, and hinterland communities**, addressing territorial disparities in access to skills development and employment opportunities.
- **Develop outreach strategies that combine digital and community-based approaches**, ensuring that marginalized populations without access to online platforms can access information on training opportunities and job openings.
- **Establish flexible learning pathways and strengthen skills recognition systems.** Develop modular training pathways and micro-credentials, and strengthen skills certification systems, including the recognition of prior learning, and facilitate regional mobility of skills.
- **Develop a regional network of expert trainers** in renewable energy, environmental sustainability, and related sectors, recognizing that some countries have more expertise than others. Promote access to training across countries and consider developing and designating centers of excellence in different countries to serve learners and institutions across the region.

- Promote and strengthen education and training in **science, technology, engineering and math (STEM)** as an important component of green and blue jobs. Encourage the participation of women and girls, who remain significantly underrepresented in STEM fields.
- Promote the development of highly skilled profiles that contribute to strengthening national science, technology, and innovation systems.
- Mainstream a **gender and intersectional approach in training, skilling and upskilling** for green and blue jobs and implement targeted measures to encourage women and girls participation.
- Strengthen **public employment services** to enhance their scope and reach for quality training and employment opportunities locally and abroad.
- **Promote a lifelong learning mindset across all age groups.** Implement policies and awareness strategies that foster a cultural shift toward lifelong learning, reinforcing the value of ongoing learning, reskilling, and upskilling in enhancing employability, productivity, economic growth, and individual living standards.
- **Adapt education curricula to strengthen awareness of climate change and the just transition.** Ensure that educational curricula familiarize students with climate change issues, just transition principles, and employment opportunities in related sectors. Integrate sustainability, innovation, and digitalization content into technical and higher education programs, in close coordination with ministries of education and environment.

2.4 Recommendations on cooperation and for the RIAL/OAS

- **Encourage international cooperation and regional knowledge exchange, particularly through the RIAL,** to share experiences, strengthen institutional capacities, and mobilize financial and technical support for just transition initiatives.
- Create **regional skills databases or skills banks for green and blue jobs,** consistent with the recommendation in section 2.3.
- **Strengthen knowledge generation and data systems on the relationship between climate change and labor markets** in order to support evidence-based policymaking and improve the measurement of impacts on employment, productivity, and workers' well-being.
- **Strengthen collaboration among countries** to develop joint initiatives and coordinate advocacy for climate finance.

3. EVALUATION OF THE WORKSHOP

As a follow-up to the workshop, participants received a survey to evaluate the event's content and methodology. The survey was completed online by 24 participants, out of a total of 53 who actively took part in the Workshop, both in person and virtually.

The results show that, during the workshop, participants enhanced their capacities to engage with and navigate each of the topics discussed, as evidenced in the following table:

Question: On a scale from 1 to 10, rate your capacity (as you perceive it) to work in the following areas before and after this Workshop (Average of responses)		
	Before the workshop	After the workshop
Knowledge of potential cooperation mechanisms between Ministries of Labor and Ministries of Environment, as well as other relevant stakeholders	5	7.96
Strategies that Ministries of Labor can develop to address the negative impacts of climate change on the world of work and to ensure inclusive and equitable green transitions	5.04	8.46
Strategies that Ministries of Labor can develop to ensure that the workforce, including youth, has the skills and competencies required to create and fully benefit from green and blue jobs	6.13	8.58

Participants were also asked about various statements, rating their agreement on a scale of 1 to 5, where 1 meant "*strongly disagree*" and 5 meant "*strongly agree*." The responses were predominantly positive, demonstrating that the Workshop contributed to strengthening knowledge and providing practical tools and resources for the work of the Ministries of Labor:

- Regarding **satisfaction** with the Workshop, 88% of participants either agreed or strongly agreed with the statement "In general terms, I am satisfied with my experience at the Workshop."
- All participants agreed or strongly agreed that the topics covered were **relevant to the realities and challenges of their countries**.

- Regarding the **knowledge and skills acquired during the Workshop**, 63% of participants agreed that these would improve their performance, while an additional 33% strongly agreed. Participants highlighted the participatory methodology of the Workshop, the opportunity to exchange experiences and good practices among countries, and the relevance and practical value of the content presented.
- Regarding **intersectoral coordination**, 79% of participants agreed or strongly agreed that, following the Workshop, they felt better prepared to strengthen coordination between the Ministry of Labor and other competent authorities in support of a just transition.
- Similarly, 71% of participants agreed or strongly agreed that the Workshop had better prepared them to contribute to the development and/or strengthening of training strategies, upskilling and reskilling, and skills development initiatives aimed at creating or maximizing opportunities in green and blue jobs.
- The Workshop also inspired participants to **explore new ideas, methods, and practices in their work**, with 83% agreeing or strongly agreeing with this statement.
- Regarding the **Workshop format (panels and sub-groups)**, 96% of participants agreed or strongly agreed that they were satisfied with this aspect of the event. Participants highlighted the participatory methodology of the Workshop, the exchange of experiences and good practices among countries, and the practical value of the national experiences presented, which provided useful examples for replication and adaptation in their own contexts.
- Complementing these statements, participants were asked to indicate what **knowledge acquired during the Workshop could be applied in their national contexts**. The comments highlighted four main areas: (i) the exchange of good practices and experiences from other countries, (ii) just transition and the promotion of green and blue jobs, (iii) institutional capacity-building through training, labor market information systems, and skills development, and (iv) intersectoral coordination to strengthen policy design and implementation.

Lastly, participants provided valuable inputs and recommendations for future RIAL/OAS Workshops:

- Allocate additional time for questions, discussion, and the exchange of experiences, including Q&A sessions following country presentations and more interactive activities.
- Adjust the Workshop agenda and duration to balance presentations with practical discussions, while allowing sufficient time to cover the topics in depth.

- Include more practical examples, country-specific case studies, and implementation experiences, particularly from countries facing similar contexts and challenges.
- Improve logistical and technical aspects, particularly simultaneous interpretation services, and provide agendas and discussion questions well in advance to facilitate preparation and participation.
- Expand the content to address emerging issues, such as the impact of artificial intelligence on enterprises and vulnerable workers and provide additional guidance on the practical implementation of just transition policies.
- Consider incorporating study visits or other experiential learning opportunities as part of future Workshops.

ANNEXES

ANNEX No. 1 WORKSHOP'S AGENDA

February 26

9:00 – 9:50

Welcome and opening remarks

- Jesus Schucry Giacomani, Director of the Department of Human Development, Education and Employment, Organization of American States
- Alberto Arenas, Director of the Social Development Division, Economic Commission for Latin America and the Caribbean (ECLAC)
- Oscar Avalué, Representative for El Salvador and the Northern Caribbean of the Development Bank for Latin America and the Caribbean (CAF)
- Hon. Pia Takita Glover-Rolle, Minister of Labour and Public Service of The Bahamas and Chair of Working Group 1 of the Inter-American Conference of Ministers of Labor (IACML)
- Hon. Glenys Hanna Martin, Minister of Education, Technical and Vocational Training of The Bahamas

9:50

Official Photo of the event

10:00 – 13:00

1st Session – Aligning labor and environmental agendas for a sustainable future (*Inter-Sectoral session)

Guiding question for presentations and dialogue:

1. How is your country integrating labor and environmental agendas to promote a just transition and address the impacts of climate change on the world of work?

Please consider institutional coordination mechanisms; joint policies; concrete strategies or actions developed jointly between the Ministry of Labor and Ministry (or authority) of Environment/Sustainable Development; and participation of the Ministry of Labor in regional or global climate or sustainable development agendas, among others.

- 10:00 – 10:30 Introductory and contextual presentations
- **Organization of American States** – Hemispheric labor and environmental agendas: political dialogue and technical action within the OAS – Joint presentation from Jesús Schucry Giacomán, Director of the Department of Human Development, Education, and Employment, and Mark Lambrides, Director of the Department of Sustainable Development, SEDI of the OAS
 - **Economic Commission for Latin America and the Caribbean (ECLAC)** – The role of the Ministries of Labor in the environmental agenda, Andres Espejo, Economic Officer, Division of Social Development
- 10:30 – 11:40 Intersectoral Dialogue (Coffee Break at 11:00)
- **The Bahamas** – Minister Michael Halkitis, Minister of Economic Affairs
 - **Colombia** - Minister Antonio Sanguino, Minister of Labor and Chair of the Inter-American Conference of Ministers of Labor
 - **Canada** – Cori Anderson, Director, and Jodi Browne, Deputy Director, Sustainable Jobs, Energy Policy Branch, Natural Resources Canada
 - **Ecuador** - Vice-Minister Gabriela Lara, Vice Minister of Labor
- 11:40 – 13:00 Open dialogue among all delegations
- 13:00 – 14:30 **Lunch** – Offered by the Government of The Bahamas to all participants
- 14:30 – 17:00 **2nd Session – Social Protection and Labor Inclusion in Green Transitions**

Guiding question for presentations and dialogue:

2. What strategies is your country—particularly through the Ministry of Labour—implementing to address the negative impacts of climate change on the world of work and ensure a green transition that is inclusive and equitable? What have been the main achievements, challenges, and lessons learned from these efforts?

Please consider occupational health and safety, social protection and labor inclusion strategies, among others.

14:30 – 15:00	Introductory/contextual presentation ○ International Labor Organization – Blanca Patiño, Regional Specialist on Green Jobs and Just Transition, ILO Office for Latin America and the Caribbean, and John Bliet, Specialist in Sustainable Enterprise Development and Job Creation, ILO Office for the Caribbean ○ ECLAC – Brief comment from Andres Espejo, Economic Officer, Division of Social Development
15:00 – 15:40	National experiences – Demonstrative presentations to start the dialogue (10 minutes each) ○ Bolivia – Minister Edgar Morales Mamani, Minister of Labor, Employment and Social Welfare ○ Brazil – Vice Minister Luciana Nakamura, Deputy Executive Secretary, Ministry of Labor and Employment ○ El Salvador – Leticia Ayala, General Director of Employment, Ministry of Labor and Social Welfare ○ Barbados – Imran Best, Programme Officer, Ministry of Labour, Social Security and Third Sector
15:40 – 16:00	<i>Coffee Break</i>
16:00 – 16:20	Contributions from workers and employers, grouped under COSATE and CEATAL ○ Workers’ representative – Marta Pujadas, Chair of the Trade Union Technical Advisory Council (COSATE) ○ Employers’ representative – Sheena Mayers-Granville, Executive Director of the Barbados Employers Confederation and Spokesperson of the Business Technical Advisory Committee on Labor Matters (CEATAL)
16:20 – 17:00	Open dialogue among all delegations
18:00 – 20:00	WELCOME RECEPTION offered by the Government of The Bahamas to all international participants – By invitation only Venue: One Particular Harbour Lawn - Margaritaville Hotel

February 27

9:00 – 12:30

3rd Session – Training, reskilling and upskilling for green and blue jobs

Guiding question for presentations and dialogue:

3. What strategies is your country—particularly through the Ministry of Labour—implementing to equip the workforce, including youth, with the skills required to participate in and benefit from green and blue economy jobs? What have been the main achievements, challenges, and lessons learned from these efforts?

Please consider skills anticipation, training, reskilling and upskilling strategies, among others.

9:00 – 9:40

Introductory and contextual presentations

- **NewClimate Institute** – Rory Geary, Senior Policy Analyst
- **Development Bank for Latin America and the Caribbean (CAF)** – Lian Allub, Principal Economist, Directorate of Socioeconomic Research
- **Inter-American Development Bank (IDB)** – Pablo Ibarraran, Director of the Social Protection and Labor Markets Division
- **Youth representative** – Shante Hanna, 2025-2026 Bahamian Youth Sustainable Development Goals Ambassador and representative of the Young Americas Forum of the Young Americas Business Trust (YABT)

9:40 – 10:40

National experiences – Demonstrative presentations to start the dialogue (10 minutes each)

- **St. Lucia** - Minister Emma Hippolyte, Minister of Equity, Labour, Gender and Elderly Affairs, Social Justice and Consumer Affairs
- **Guyana** - Minister Keoma Griffith, Minister of Labor and Manpower Planning
- **Chile** – Nicolás Ratto, Director of the Employment Policies Division, Ministry of Labor and Social Welfare
- **Costa Rica** - Gindra Brenes Poveda, Director of the Employment Generation Department, Ministry of Labor and Social Security
- **Paraguay** – Fernando Ovando, Director of Professional Training, Ministry of Labor, Employment and Social Security

10:40 – 11:00

Coffee Break

- 11:00 – 11:20 Contributions from workers and employers
- Employers’ representative – Alfonso Palacios, Vice-President of Legal Affairs, National Business Association of Colombia (ANDI) and Spokesperson of CEATAL
 - Workers’ representative – Nahuel Placanica, General Workers Confederation of Argentina and representative of the Chair of COSATE
- 11:20 – 12:30 Open dialogue among all delegations
- 12:30 – 14:00 **Lunch** – Offered by the Government of The Bahamas to all participants
- 14:00 – 16:00 **4th Session – Sub-groups exercise, focused on drafting policy recommendations**

Guiding questions for sub-groups:

4. What policy recommendations can be made to better integrate labor and environmental agendas and strengthen inter-institutional coordination between Ministries of Labor and Ministries (authorities) of Sustainable Development? What should be the priority areas for this coordination?
5. What policy recommendations can be proposed to guide the efforts of Ministries of Labor in:
 - (iii) Developing the skills needed to create and fully benefit from green and blue jobs;
 - (iv) Strengthening social protection, occupational health and safety and other strategies to respond to the impacts of climate change on the world of work while ensuring equity and inclusion.

- 16:00 – 16:30 Coffee break (Moderators of subgroups refine conclusions)
- 16:30 – 17:15 Presentation of sub-group conclusions
- 17:15 – 17:30 **Closing remarks** (Ministry of Labour of The Bahamas, OAS, and ECLAC)

ANNEX No. 2
LIST OF PARTICIPANTS

**= Indicates virtual participation / Indica participación virtual*

ESTADOS MIEMBROS / MEMBER STATES

ANTIGUA AND BARBUDA

- Eltonia Anthony-David, Labour Commissioner, Ministry of Legal Affairs, Public Safety, Immigration and Labour

BAHAMAS

- Minister Pia Glover-Rolle, Minister of Labour and the Public Service
- Minister Michael Halkitis, Minister of Economic Affairs
- Amb. Chet Neymour, Permanent Representative of The Bahamas to the OAS
- Gina Thompson, Permanent Secretary, Ministry of Labour and the Public Service
- Bernadette Dean, Acting Under Secretary, Ministry of Labour and the Public Service
- Chandel Johnson, Acting Deputy Permanent Secretary, Ministry of Labour and the Public Service
- Carla Flowers, Acting Deputy Permanent Secretary, Ministry of Labour and the Public Service
- Howard Thompson Jr., Director of Labour
- Sonya Archer, Assistant Director of Labour
- Patrenda Russell-Brice, Senior Deputy Director of Labour
- Vonchelle Etienne, Head of the International Labour Relations Unit, Department of Labour
- Mikhail Bullard, Alternate Representative of The Bahamas to the OAS
- Quintin LaRoda, Executive Manager, Department of Labour
- Michelle Malcolm, NAP
- Simone Bridgewater, Priority Manager, Office of the Prime Minister

BARBADOS

- Randy Clarke, Assistant Chief Labor Officer, Ministry of Labour, Social Security and Third Sector
- Imran Best, Programme Officer, Ministry of Labour, Social Security and Third Sector
- William Clarke, Permanent Mission and Embassy of Barbados

BELIZE

- Claire Lamb, Deputy Labour Commissioner, Ministry of Immigration, Governance, and Labour
- Vernon Avila, Labour Officer 11, Ministry of Immigration, Governance, and Labour

BOLIVIA

- Ministro Edgar Morales Mamani, Ministro de Trabajo, Empleo y Previsión Social
- *Lesly Carolaine Mejía Morales, Responsable de Relaciones Internacionales, Ministerio de Trabajo, Empleo y Previsión Social
- *Alcides De La Cruz, Responsable del Área de Relaciones Internacionales, Ministerio de Trabajo

BRAZIL

- Luciana Vasconcelos Nakamura, Secretária-Executiva Adjunta (Viceministra Adjunta), Ministério do Trabalho e Emprego

CANADA

- *Sylvain Laberge, Director, Multilateral Labour Affairs (MLA), International and Intergovernmental Labour Affairs (IILA), Labour Program, Employment and Social Development Canada (ESDC)
- *Christina Paradiso, Director General, Natural Resources Canada
- *Cori Anderson, Director, Sustainable Jobs, Energy Policy Branch, Natural Resources Canada
- *Jodi Browne, Deputy Director, Sustainable Jobs, Natural Resources Canada
- *Rebecca Gowan, Deputy Director, MLA-IILA, Labour Program, ESDC
- *LaReine Passey, Senior Policy Analyst, MLA-IILA, Labour Program, ESDC

CHILE

- Nicolás Agustín Ratto Ribó, Jefe División de Políticas de Empleo, Subsecretaría del Trabajo, Ministerio del Trabajo y Previsión Social

COLOMBIA

- *Antonio Sanguino, Ministro del Trabajo, Ministerio del Trabajo
- *Diego Garzón, Jefe de la Oficina de Cooperación y Relaciones Internacionales, Ministerio del Trabajo
- *Lorena Arboleda Ramírez, Oficina de Cooperación y Relaciones Internacionales, Ministerio del Trabajo

COSTA RICA

- Gindra Brenes Poveda, Jefa del Departamento de Generación de Empleo, Ministerio de Trabajo y Seguridad Social

DOMINICA

- *Kelvin Pacquette, Labour Commissioner, Ministry of Labour

DOMINICAN REPUBLIC

- Milly Peralta, Directora del Servicio Nacional de Empleo, Ministerio de Trabajo
- *Luz María Espaillat, Encargada, Departamento de Cooperación Internacional, Dirección General de Empleo

ECUADOR

- Gabriela Susana Lara Corrales, Subsecretaria de Trabajo, Ministerio del Trabajo
- *Esteban Vela, Director de Secretaría General, Ministerio del Trabajo
- *Nayelhi Córdova, Directora de Seguridad en el Trabajo y Prevención de Riesgos Laborales, Ministerio del Trabajo
- *Sharian Moreno, Subsecretaria de Normativa, Ministerio del Trabajo
- *Silvana Silva, Inspector Integral 5 de la Dirección de Control, Inspecciones y Coactivas, Ministerio del Trabajo

EL SALVADOR

- Leticia Ayala, Directora General de Empleo, Ministerio de Trabajo y Previsión Social

GUATEMALA

- Juana Celestina Sotz Chex, Directora General de Empleo, Ministerio de Trabajo y Previsión Social,
- Estuardo de Jesús Rivera Hernández, Jefe de la Unidad de Asuntos Internacionales del Trabajo, Ministerio de Trabajo y Previsión Social

GUYANA

- Minister Keoma Griffith, Minister of Labour and Manpower Planning
- Richard Maughn, Chief Executive Officer/Executive Secretary, Ministry of Labour and Manpower Planning
- *Micah Walter, Coordinator / Private Sector Relations, Ministry of Labour, Public Sector Reform, Social Partnership, Entrepreneurship and Small Business Development
- *Neron Cyrus, Strategic Communication and Stakeholder Engagement Officer, Ministry of Labour and Manpower Planning

HAITI

- Andalasse Mertilus, Membre de Cabinet du Ministre, Ministère des Affaires Sociales et du Travail (MAST)
- Claudy Louis, Coordonnateur Adjoint de l'Unité d'Etudes et de Programmation, MAST
- Guy Orel Andre, Directeur de la Main d'œuvre, MAST

HONDURAS

- *Maria Ubaldina Martínez Molina, Abogada, Secretaria General, Secretaría de Trabajo y Seguridad Social

JAMAICA

- Jonathan Isaacs, Acting Senior Director Technical Assistance Services, Ministry of Labour and Social Security/Jamaica Productivity Centre

MÉXICO

- *Irving Ortiz, Jefe de Departamento de Cooperación Bilateral, Secretaría del Trabajo y Previsión Social
- *Socorro Jorge, Representante Alterna de México ante la OEA, Misión Permanente de México ante la OEA

PANAMA

- *Marlon del Cid, Subdirector Nacional de Empleo, Ministerio de Trabajo y Desarrollo Laboral
- *Jackeline Flórez, Jefa de Cooperación Técnica Internacional, Ministerio de Trabajo y Desarrollo Laboral
- *Sara Cedeño, Subjefa, Oficina de Cooperación Técnica Internacional, MITRADEL
- *Andrea Guerra, Analista, Ministerio de Trabajo y Desarrollo Laboral
- *Yatlin Ramos, Oficina de Cooperación Técnica Internacional, Ministerio de Trabajo y Desarrollo Laboral

PARAGUAY

- Fernando Ovando, Director de Formación y Capacitación Laboral, Ministerio de Trabajo, Empleo y Seguridad Social (MTESS)

PERÚ

- Nadiejda Quintana Vassallo, Coordinadora en el Marco Nacional de Cualificaciones de la Dirección de Normalización y Certificación de Competencias Laborales del Ministerio de Trabajo y Promoción del Empleo (MTPE)
- *Liliana Tumialán, Abogada, Oficina General de Cooperación y Asuntos Internacionales del Ministerio del Trabajo y Promoción del Empleo (MTPE)
- *Ruth Akin, Especialista en promoción del empleo y autoempleo, MTPE

SAINT KITTS AND NEVIS

- Daniele Richards, Employment Unit Head, Ministry of Employment and Labour

SAINT LUCIA

- Minister Emma Hippolyte, Minister of Equity, Labour, Gender and Elderly Affairs, Social Justice and Consumer Affairs
- Shelia Imbert, Permanent Secretary, Department of Labour and Gender Affairs

SAINT VINCENT AND THE GRENADINES

- *Racquel Jacobs-Lawrence, Labour Commissioner, Labour Department
- *Cherry-Ann A. Williams, Employment Officer, Labour Department

TRINIDAD AND TOBAGO

- Narendra Balroop, Director, Research and Planning (Ag.), Ministry of Labour, Small and Micro Enterprise Development
- *Katrina Mooleedhar, Planning Officer II, Ministry of Labour, Small and Micro Enterprise Development
- *Amanda Ramlogan- Gangabissoon, Senior Research Specialist, Ministry of Labour, Small and Micro Enterprise Development
- *Justin Joseph, Labour Market Specialist, Ministry of Labour, Small and Micro Enterprise Development

URUGUAY

- Federico Araya, Director Nacional de Empleo, Ministerio de Trabajo y Seguridad Social

ÓRGANOS CONSULTIVOS / CONSULTATIVE BODIES

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

- Sheena Mayers-Granville, Executive Director, Barbados Employers Confederation
- *Alfonso Palacios, Vice-President of Legal Affairs, National Business Association of Colombia (ANDI) and Spokesperson of CEATAL

Consejo Sindical de Asesoramiento Técnico / Trade Union Technical Advisory Council (COSATE)

- *Marta Pujadas, Chair of COSATE
- Nahuel Placanica, Representative of the Chair of COSATE
- *Julio Rosales, Unión Obrera de la Construcción de la República Argentina (UOCRA), COSATE

ORGANISMOS INTERNACIONALES E INVITADOS ESPECIALES /
INTERNATIONAL ORGANIZATIONS AND SPECIAL GUESTS

Development Bank for Latin America and the Caribbean (CAF) / Banco de Desarrollo de América Latina y el Caribe (CAF)

- Oscar Avalué, Representative for El Salvador and the Northern Caribbean
- Lian Allub, Principal Economist, Directorate of Socioeconomic Research

Economic Commission for Latin America and the Caribbean (ECLAC) / Comisión Económica para América Latina y el Caribe (CEPAL)

- Andrés Espejo, Especialista de la División de Desarrollo Social

Organización Internacional del Trabajo / International Labor Organization (ILO)

- *Blanca Patiño, Regional Specialist on Green Jobs and Just Transition, ILO Office for Latin America and the Caribbean
- *John Bliet, Specialist in Sustainable Enterprise Development and Job Creation, ILO Office for the Caribbean
- *Abi-Gail Averlon Toussaint, Communications/IT Assistant, Decent Work Team and Office for the Caribbean

Young Americas Business Trust (YABT)

- Shante Hanna, 2025-2026 Bahamian Youth Sustainable Development Goals Ambassador

Banco Interamericano de Desarrollo (IDB) / Inter-American Development Bank

- *Dulce Baptista, Senior Specialist, Division of Social Protection and Labor Markets
- Sylvia Dohnert, Private Sector Principal Specialist
- *Pierre-Alexis Delord, Consultant, Labour Markets Project Data and Operations

New Climate Institute

- Rory Geary, Senior Policy Analyst, New Climate Institute

SPECIAL GUESTS / INVITADOS ESPECIALES

- Trevor Johnson, Small Island Sustainability Complex, University of The Bahamas
- Yolantha Yallop, Registrar of Trade Unions, Office of the Registrar of Trade Unions
- Michelle Malcolm, NAAP
- Belinda Wilson, President, BNATUC
- Dwayne Woods, President, Union
- Darrin Woods, President, Bahamas Hotel Catering & Allied Union

- Joycelyn-Malvese Capron, Chief Executive, JMC Consultancy
- Kristen Welsh-Unwala, Executive Director, Small Island Sustainability Complex, University of The Bahamas
- Sharon Martin, Chairman, The National Tripartite Council

ORGANIZACIÓN DE LOS ESTADOS AMERICANOS (OEA) / ORGANIZATION OF AMERICAN STATES (OAS)

- Jesús Schucry Giacomani, Director, Department of Human Development, Education and Employment (DHDEE), SEDI
- Mark Lambrides, Director, Department of Sustainable Development (DSD), SEDI
- María Claudia Camacho, Chief, Labor and Employment Section, DHDEE, SEDI
- Phyllis Baron, Representative of the OAS in The Bahamas
- *Ruben Contreras Lisperguer, Oficial Senior y Jefe de Sección de Cambio Climático, Departamento de Desarrollo Sostenible
- Mariana Vieyra, Program Officer, Labor and Employment Section DHDEE, SEDI
- *María Paz Rodríguez, Consultant, Labor and Employment Section DHDEE, SEDI
- *Scarlette Jiménez, Intern, Labor and Employment Section DHDEE, SEDI