



Ministry of Labour and Social Security's Final Report

Study Tour of Ministry of Labour, Colombia

Date: 2016 February 08

Presented to:

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From:

Mrs. Sasha Deer-Gordon, Mr. Shaine Palmer, and Mrs. Christine McLean

Participants (Jamaican Delegation)
Ministry of Labour and Social Security - Jamaica

Date : October 05-08, 2015

Venue : Ministry of Labour
Carrera 14 no. 99 – 33 Bogota D.C., Colombia

Purpose : To use the Ministry of Labour in Colombia as an International best practice, in relation to the collection, analysis and storage of data with regards to labour market issues, as well as how to use this information for effective policy decision. The main objectives were:

- How to conduct, analyse and interpret occupational projections for different sectors of the economy;
- How to make labour market intelligence produced by the labour market information system more reliable and relevant;
- How to use existing and unconventional data sources to inform labour market intelligence;
- How to improve the quality of labour market studies and analysis produced by the LMIS;
- How to improve documents produced by the MLSS;
- To further utilize data produced by the Ministry for policy making decisions.

Participants: Mrs. Sasha Deer-Gordon Director, Planning and Monitoring
Mr. Shaine Palmer Senior Labour Market Analyst
Mrs. Christine McLean Director, Data Collection and Analysis

Brief description of the activity

Jamaica's participation in a study tour of the Ministry of Labour, Colombia was made possible and sponsored by the Organization of American States (OAS) as a bilateral cooperation activity of the Inter-American Network for Labor Administration (RIAL).

The participants were specifically selected based on knowledge and expertise in the area. The activities were held over a four-day period, which included several presentations and field trips to various departments/agencies which fall under the Labour Ministry in Colombia. A summary of the activities conducted during the tour is mentioned below.

Day 1

The Jamaican delegation was greeted at the Hotel Andes Plaza, then escorted to the Office of the Ministry of Labour. Upon arrival at the Ministry's office, we were introduced to the rest of the team; Miss Gloria Gaviria extended to us a warm welcome and outlined the activities for the week. The presenters for the day were:

- Diana Hernandez Hernandez - Deputy Director, Analysis, Monitoring and Forecasting Work.
- Nini Johana Serna
- Alexander Gonzalez

Presentation from Jamaica (Presentation attached)

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|---------------------|---|--|
| • Sasha Deer-Gordon | - | Director, Planning and Monitoring |
| Christine McLean | - | Director, Data Collection and Analysis |
| Shaine Palmer | - | Senior Labour Market Analyst |

The first presentation was divided into two parts and was delivered by Diana Hernandez Hernandez and Nini Johana Serna. Miss Diana Hernandez Hernandez gave an overview on the Generation and Protection of Employment and Family Subsidy, which dealt with how to analyse, monitor and provide forecasting information. Findings from these studies are used to improve or strengthen particular group(s)/sector(s) in the labour market through the formulation of policies in areas such as:

- Improving labour conditions for workers;
- The formalization of jobs, i.e. transitioning from the informal to formal sector;
- Mobility and formation of work, i.e. ensuring workers are certified; and
- Family subsidy, i.e. providing financial assistance/support to families.

On the other hand, Miss Nini Johana Serna highlighted the processes involved in gathering information about the labour market from data generated entities. She explained that the Ministry of Labor in Colombia does not generate its own data, however there is an agreement that was signed with data generated entities to supply relevant and timely labour market data which is further analysed and published.

The third presentation was done via skype on Labour web tool information labour source of Colombia (FILCO). The FILCO was developed in 2013, and was created to facilitate public access to labour information and they are also linked to other international institutions such as the International Labour Organisation (ILO).

DAY 2

The day was divided into two sessions. For the 1st half of the day, sessions were conducted at the Ministry of Labour where presentations were made by professionals from the Direction of Employment section. The presenters were:

Natalia Paez
Oscar Munoz
Luz Adriana Rios
Oscar Riomana
Diana Ramirez

The 1st presenter looked at prediction methodologies on prospective labour which is used to identify the needs and trends of the labour market. She highlighted two (2) types of methodologies that can be used in labour market prediction, these are qualitative and quantitative.

Mr. Munoz presented on methodologies for demographic projections. This helps to identify trends of the population that are financially active.

The 3rd presenter sought to identify human resource needs of the construction sector in Colombia, based on technological trends of the future for the next five (5) to 10 years.

Luz Adriana Rios looked at the network structure of regional observations also known as the Ormet Network. She highlighted studies conducted in 2012 and activities that were carried out in 2014. We were then linked to an employee from the Ormet Network who did a brief presentation on a study that was realized by the Ormet Network.

Afternoon session

After lunch, the team visited the SENA Office where we were enlightened on its operations by Mr. Juan Pablo Castro Morales, Director of Promotion and Corporate Affairs. The SENA offers training free of cost to its citizens. The programmes are developed based on findings from studies conducted, which identify occupations in demand as well as those that are emerging.

Day 3

The team visited the Public Employment Agency (SENA) and met with Mr. Ivan Rodriquez, Miss Natalie Puentos and Mr. Manuel Fernando Diaz, where Mr. Rodriquez gave an overview on the history of the Agency. The main purpose of the PEA is to eliminate the gap between jobseekers and employers and also to act as a mediator between said groups. The PEA SENA is one of the most important institutions in Colombia and has been in existence for over 25 years in which several changes have been made due to technological needs. (SASHA)

Afternoon session

There was a Decent Work Celebration in Corferias that was held at the Convention Centre in Bogota, where all the agencies and institutions associated with the Labour Ministry in Colombia were in attendance. We were greeted by the Vice Minister of Employment and Pensions, Luis Ernesto Gomez. Other institutions in attendance were the ILO, Trade Unions among several other entities.

Day 4

The team visited the Department of Statistics (DANE) and met with the Labour Market Coordinator, Mr. Christian Gomez. The objective of DANE is to provide labour market indicators, some of which include education, social security, migration, work training and child labour. He also gave information on different methods used for different surveys such as longitudinal, snapshot and sample size.

The final session was a visit to the Public Service of Employment where we spoke with Mr. Eduard Arias, sub-Director of Administration and Tracking the Unity of Public Service, who highlighted its primary purpose, which is to act as an administrator for all the agencies to ensure adherence to the rules and regulations that govern these institutions.

Main Results and Findings

Important lessons:

Overall, the participants felt that the observational tour was a success and the objectives were fully achieved. However, due to the technicality and depth of information received the timeframe was inadequate. This was also affected due to frequency of travelling to various departments/agencies/institutions, affiliated with the Ministry of Labour to garner information and insight into their operations. Listed below are some of the main lessons learnt which can be replicated in Jamaica.

- The need for greater collaboration with the MLSS and other entities that produce data, e.g. Statistical Institute of Jamaica (STATIN), Tax Administration of Jamaica (TAJ), Registrar General Department (RGD) and other government Ministries, Departments and Agencies.
- The need to develop and implement a national policy that will help to provide easier access to data from different organizations. In order for this to be successful it must be spearheaded by top-management.
- There is need for an electronic system within the Ministry that pulls and updates data simultaneously from internal and external suppliers. For example, the system at the Public Service Employment office in Colombia allows for other employment agencies to provide real time data as it relates to vacancies, etc;
- Relationships with different stakeholders from various industries need to be established. This can be achieved by establishing committees in order to get timely information on demand for labour from the various sectors;

- Transitioning persons from informal to formal sector is driven by evidence based research, which shows the sectors that have high levels of informality. This has proven to be successful in Colombia by targeting one sector at a time and conducting public awareness sessions aimed at presenting worst case scenarios of persons employed in the informal sector, e.g. not being protected in the event of injury on the job;
- The implementation of a Policy Unit within the Ministry will ensure that results from research studies that show areas of concern do not go unnoticed, but instead will facilitate the formulation of policies to address these issues; and
- There needs to be a direct reporting relationship between HEART Trust/NTA and the MLSS. Based on evidence found in Colombia between SENA and the Labour Ministry, the latter is responsible for supplying the former with labour market information while SENA designs training programmes to supply these demands.

Next Steps

The biggest challenge in adopting some of the practices in Colombia would be to secure the necessary human and financial resources needed in order to drive an efficient and effective labour market in Jamaica. As such, the MLSS will need to have buy-in from the highest level of management to achieve this objective. Therefore, the next steps are:

- To deliver a report/presentation to management on outcomes of the study tour of the Labour Ministry in Colombia;
- To strengthen relationships with other Ministries, Departments and Agencies as well as relevant non-governmental institutions;
- To make recommendations to seek international funding for additional resources, such as technical assistance, human and financial resources.

Evaluation of the Activities

The study tour of the Labour Ministry in Colombia from the perspective of the participants was a complete success. The delegates concurred that all the objectives were met and the visit gave a new perspective on ways and means on how to address labour market issues. The team received a plethora of information which will be useful to improve the operations of the MLSS.

Acknowledgement

The Ministry of Labour and Social Security would like to thank the OAS and RIAL for facilitating and funding this study tour. The experience and knowledge gained from the visit cannot be overstated and will definitely be used to enhance our operations.

We also express our sincere gratitude to the team of presenters at the Labour Ministry in Columbia for their time, preparation and delivery of invaluable information. The information provided was very concise and opened our eyes as to how LMI can be produced and utilized in a more efficient way.

We would like to say a special thanks to Misses Ana Maria Lara, Perla Arietta Ramirez and Mrs. Janet Gonzalez Cardenas for making our Columbian experience memorable and worthwhile.