



Governing Body

355th Session, Geneva, 17–27 November 2025

Institutional Section

INS

Date: 23 October 2025

Original: English

Thirteenth item on the agenda

Report on the 20th American Regional Meeting (Punta Cana, 1–3 October 2025)

Purpose of the document

This document provides information on the 20th American Regional Meeting, which was held in Punta Cana, Dominican Republic, from 1 to 3 October 2025. Appendix I contains the outcome of the meeting, the Punta Cana Declaration, and Appendix II contains the report of the Credentials Committee.

The Governing Body is invited to request the Director-General to draw constituents' attention to the Punta Cana Declaration, to take it into consideration when implementing current ILO programmes and to ensure its effective implementation in the context of future programme and budget proposals (see the draft decision in paragraph 21).

Relevant strategic objective: All.

Main relevant outcome: All.

Policy implications: The Director-General would take the Punta Cana Declaration into consideration when implementing current programmes and ensure its effective implementation in the context of future programme and budget proposals.

Legal implications: None.

Financial implications: None. Follow-up action under paragraph 22 of the Punta Cana Declaration would be within the existing programme and budget.

Follow-up action required: In the context of the programme and budget process, development of an implementation plan on supporting constituents in giving effect to the Punta Cana Declaration, to be submitted to the Governing Body for review every two years as part of the programme implementation report.

Author unit: Official Relations, Meetings and Language Services Department (RELMEETINGS).

Related documents: Report of the Director-General, [AMRM.20](#); [GB.350/INS/7](#).

► Contents

	Page
Introduction	5
Arrangements	5
Proceedings.....	5
Outcome	6
Efficiencies and cost savings.....	7
Feedback and evaluation	7
Draft decision.....	8
 Appendices	
I. Punta Cana Declaration for democracy, peace, decent work and social dialogue: Uniting the Americas for a future with sustainable development and social justice (adopted on 3 October 2025)	9
II. Report of the Credentials Committee	13

► Introduction

1. The 20th American Regional Meeting was held in Punta Cana, Dominican Republic, from 1 to 3 October 2025. It was chaired by Mr E. Olivares Ortega, Minister of Labour of the Dominican Republic, and the Vice-Chairpersons were: Mr C. Jordan, Minister of Labour, Social Security and Third Sector of Barbados; Ms L. Peña Izquierdo, President of the Employers' Confederation of the Dominican Republic; and Mr G. del Río Doñe, President of the Autonomous Confederation of Workers' Unions. A summary of the proceedings was subsequently published on the ILO website.¹

► Arrangements

2. Following discussions initiated in 2022 to review the functioning of regional meetings, the Governing Body adopted, at its 350th Session (March 2024), new arrangements for ILO regional meetings to be trialled over a four-year period (2025–28).² The 20th American Regional Meeting was the first to be held under this new framework.
3. The meeting was held in person, with the option of remote (passive) attendance through the ILO Live broadcast platform. In line with previous American Regional Meetings and taking into consideration the composition of the meeting, the working languages were English and Spanish; the Office also provided passive interpretation from Portuguese and French. The total number of accredited delegates and advisers was 219, of whom 191 had registered. Women represented 37.4 per cent of accredited delegates.³ More details on the composition of the meeting are provided in the report of the Credentials Committee (Appendix II).
4. In accordance with the new arrangements, a draft programme was developed by the Office based on in-depth exchanges with tripartite constituents in the region. It was unanimously approved by the meeting at the opening sitting.

► Proceedings

5. At the opening sitting, the election of the Officers and the appointment of the members of the Credentials Committee and of the tripartite drafting committee were followed by opening statements by the Chairperson and Vice-Chairpersons of the meeting, the Director-General of the ILO. The meeting then had the honour of hearing a high-level address by H.E. Mr Luis Abinader, President of the Dominican Republic.
6. The Report of the Director-General, *Reinforcing the connection between growth, jobs and rights: Social justice as the foundation for lasting peace*, served as a basis for the discussion in plenary,

¹ ILO, *20th American Regional Meeting: Report of the Meeting*, AMRM.20/D.3, 2025.

² See GB.350/INS/7 and GB.350/PV, para. 256.

³ The percentage of women accredited at the previous (19th) American Regional Meeting held in Panama was 37.0 per cent.

which also took place on the first day. The time limit for speeches in this discussion was four minutes.

7. On the second day of the meeting, tripartite panel discussions were held on four thematic areas agreed upon by the tripartite constituents. The first of these focused on job creation, social protection and sustainable development. The participants analysed the main structural challenges in the world of work in the Americas – stagnating productivity, high informality and inequality, and technological, demographic and climate-related transformations – and their implications for the creation of formal and productive employment and sustainable enterprises.
8. The second thematic discussion focused on strengthening democratic institutions, respect for fundamental rights and institutionalized social dialogue. The participants analysed the main challenges and opportunities for strengthening the democratic institutions and the governance of the world of work – including the application of international labour standards – in the region, in a context of inequality, informality, technological transformation, demographic transition, climate change and new geopolitical landscapes.
9. The third thematic discussion focused on a just transition towards resilient societies. The participants analysed the key challenges and opportunities of a just transition in the Americas – including climate change, environmental degradation, and technological and demographic shifts – and their implications for employment, labour markets, productivity, labour migration and social justice.
10. In the final thematic discussion, on public policy strategies for improving skills and vocational training, the participants analysed responses from policymakers, institutions and social actors concerning lifelong vocational training and skill development. The debate placed special emphasis on reskilling and upskilling, the certification of skills and qualification frameworks, dual training, and digital and cross-cutting skills, in order to identify innovations, opportunities and lessons learned from evidence-based policies with a view to expanding inclusion and decent work. The participants also discussed how these policies can support labour migration.
11. Two short tripartite interactive dialogues were held during the lunch breaks. The first focused on working together towards the elimination of child labour and the second on the ILO Regional Strategy on Labour Migration and Human Mobility 2023–30.
12. An information desk was set up for participants to find out about some of the ILO's priority initiatives in the region, including: formalization strategies for productive employment and sustainable enterprises; tripartite social dialogue and labour relations; occupational safety and health; and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

► Outcome

13. Drawing on the discussions on the Report of the Director-General and the thematic discussions, the tripartite drafting committee prepared the draft Punta Cana Declaration for democracy, peace, decent work and social dialogue: Uniting the Americas for a future with sustainable development and social justice (Appendix I), which was adopted by the meeting at its closing sitting. This document recalls and builds on the Panama Declaration for the ILO Centenary: The future of work in the Americas, which was adopted at the 19th American Regional Meeting, held in Panama City in 2018.

14. The Punta Cana Declaration reaffirms the commitment of the tripartite constituents in the region to social justice, decent work and inclusive growth. It affirms that the ILO must continue to exercise strong, inclusive and visionary leadership, reaffirming itself as the legitimate forum for tripartism and international cooperation. It also sets out clear priorities for the ILO and its constituents in the Americas in line with the ILO's Strategic Plan for 2026–29, with the aim of promoting inclusive and sustainable growth, reducing informality, closing structural gaps and ensuring social justice for all people in the region.
15. The Declaration also requests that the Office promote coordination with the United Nations system, development banks and regional mechanisms to advance the creation of opportunities for decent work in the Americas, strengthening democratic multilateralism and the consolidation of the Global Coalition for Social Justice.

► Efficiencies and cost savings

16. In accordance with the guidance provided by the Governing Body for the trial period and in the light of the current financial constraints faced by the Office, new features were introduced during this meeting to seek efficiencies and cost savings.
17. Travel costs for Office staff supporting the meeting were significantly reduced. All meeting reports were prepared remotely and the Office's secretarial support to the Credentials Committee was provided from Geneva. For the first time, simultaneous interpretation for all group meetings and plenary sittings was also provided remotely, thereby eliminating travel costs for freelance interpreters. Further efficiencies and savings were achieved through effective time management, which avoided late sittings, except for the last sitting of the drafting committee. Efficiency was also improved through the use of the new Meeting Management System for the accreditation and registration of tripartite delegations to the regional meeting.
18. Based on these changes and a preliminary cost analysis, the Office determined that the total direct costs related to organizing the 20th American Regional Meeting in Punta Cana were approximately 50 per cent lower than those of the 19th Regional Meeting in Panama, which was held in 2018 under the former arrangements. However, some operational challenges were experienced in respect of registration, connectivity and meeting support services, which may require some adjustments in the future, depending on the specific features of each region.

► Feedback and evaluation

19. The Governing Body decided that after a full trial cycle of regional meetings, the Office would evaluate the effectiveness and efficiency of the new regional meeting format, and that its report would serve as a basis for a discussion by the Governing Body in 2029 to decide whether to continue implementing the adopted format.
20. To this effect, the Office developed a specific evaluation framework for the trial period. During the 20th American Regional Meeting, the Office sought feedback from participants through a survey made available at the closing sitting and later emailed to meeting participants. The results of that survey will be provided to the Governing Body in due course and will serve as a source of information in evaluating the new regional meeting format.

► Draft decision

21. The Governing Body requested the Director-General to:

- (a) draw the attention of the ILO constituents, in particular those of the Americas region, to the Punta Cana Declaration by making the text available to:**
 - (i) the governments of all Member States, requesting them to communicate the text to national employers' and workers' organizations;**
 - (ii) the international organizations and non-governmental international organizations concerned;**
- (b) take the Punta Cana Declaration into consideration when implementing current programmes and ensure its effective implementation in the context of future programme and budget proposals;**
- (c) incorporate, in the biennial programme implementation report submitted to the Governing Body, information on the implementation of the Punta Cana Declaration.**

► Appendix I

Punta Cana Declaration for democracy, peace, decent work and social dialogue: Uniting the Americas for a future with sustainable development and social justice (adopted on 3 October 2025)

Preamble

1. We, the delegates of the governments, employers and workers of the Member States of the International Labour Organization (ILO) in the Americas, meeting in Punta Cana, Dominican Republic, from 1 to 3 October 2025, on the occasion of the 20th American Regional Meeting of the ILO, adopt this Punta Cana Declaration. We express our gratitude to the Government of the Dominican Republic for its valuable contribution as the host country of the meeting, whose impeccable organization and warm hospitality have been crucial to the success of the tripartite social dialogue.
2. The 20th American Regional Meeting took place against a backdrop of profound transformations, marked by accelerating technological changes, climate change, the weakening of democratic institutions and persistent structural inequalities. In this context, governments, workers and employers have agreed on a motto that summarizes the fundamental values needed to address these challenges: “Democracy, peace, decent work and social dialogue: Uniting the Americas for a future with sustainable development and social justice”. We reaffirm that only through strong democratic institutions and effective social dialogue can we move towards a more just and equitable future of work. To this end, it is important to defend multilateralism as a key tool for social justice and lasting peace.
3. We recognize the progress made since the 2018 *Panama Declaration for the ILO Centenary: The future of work in the Americas*, but we also warn of setbacks and the emergence of new risks, many of which have been exacerbated by the COVID-19 pandemic. The region continues to face challenges which we have identified as priorities that require urgent and coordinated responses. These priorities were discussed during the four thematic sessions as challenges requiring policies that promote decent work, sustainability, the reduction of structural gaps and the strengthening of democratic institutions.
4. Faced with a world of work that is in transformation, driven by technological advances, demographic changes and the climate crisis, we reaffirm our commitment to just transitions that put people first. This requires strengthening vocational training, productive innovation and tripartite dialogue. Lasting peace can only be achieved if it is based on social justice, labour inclusion and the absence of any form of discrimination. It is therefore essential to consolidate institutional forums that promote these transitions with a forward-looking approach, where respect for sovereignty is a key factor in achieving development, decent work and social inclusion.
5. The ILO must continue to exercise strong, inclusive and visionary leadership, reaffirming itself as the legitimate forum for tripartism and international cooperation. We renew our commitment to multilateralism, the strengthening of the system of international labour standards and the design of human-centred policies. This document sets out clear priorities for the ILO and its constituents in the Americas in line with the ILO’s Strategic Plan for 2026–29, with the aim of promoting inclusive and sustainable growth, reducing informality, closing structural gaps and ensuring social justice for all people in the region. Inspired by the ILO

Centenary Declaration for the Future of Work (2019) and the ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022, we affirm that only through democracy, cooperation and solidarity can we move towards a more inclusive, sustainable and resilient future of work in the Americas.

Priorities for a regional agenda for decent work and social justice

6. Guarantee the protection of the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation; and a safe and healthy working environment. To make progress towards this goal, it is essential to align national labour legislation and practices with international labour standards, strengthen labour administration and inspection, and ensure swift and effective access to justice, together with robust mechanisms to prevent and resolve labour disputes. This requires strengthening the capacities of the competent authorities to secure compliance with the law and ensure modern and effective labour inspection.
7. Promote an institutional, economic and social environment that, as part of the digital transition, drives inclusive and sustainable development, generating full and productive employment in support of decent work. This requires integrated policies on formalization, promotion of sustainable enterprises and support for innovation and private investment; the adoption of new technologies; improvements in the systemic productivity and competitiveness of micro, small and medium-sized enterprises (MSMEs) and their better integration into value chains; the strengthening of labour skills; and the adoption of new models of production within a framework of decent work for the benefit of workers, enterprises and society.
8. Ensure comprehensive and sustainable social protection through systems based on the principles of universality, solidarity, equality, equity and non-discrimination, alongside policies on the transition from the informal to the formal economy.
9. Advance comprehensive public policies for the respect, promotion and realization of the fundamental principle and right to a safe and healthy working environment through a system of defined and differentiated rights, responsibilities and duties. Consolidate a culture of prevention based on tripartite social dialogue with the effective participation of governments, employers and workers.
10. Strengthen wage policies, including the operationalization of living wages, in accordance with the conclusions adopted by the Meeting of Experts on Wage Policies, including Living Wages held in February 2024, through wage-setting processes and collective bargaining.
11. Strengthen democratic institutions and the rule of law by revitalizing continuous institutionalized, effective and robust social dialogue through the effective participation of the most representative independent organizations of employers and workers, as a legitimate mechanism for strengthening governance of the world of work while guaranteeing fundamental rights, and for building consensus and designing inclusive public policies.
12. Promote a just transition towards societies that are resilient to climate change, combining environmental, economic and social sustainability with productive dynamism and decent work. This transition must generate green jobs, encourage innovation and business investment – particularly by MSMEs – and facilitate the adaptation of the fabric of production. At the same time, it must protect those most affected by natural disasters and promote inclusive and sustainable pathways for development.

13. Bridge skills gaps, which requires modernizing vocational training systems, promoting comprehensive public policies and public-private partnerships, facilitating skills certification and ensuring that training responds to the real demands of the fabric of production and promotes the labour market integration of young people, women, persons with disabilities, migrants and other marginalized populations.
14. Close the digital divide as an essential means of ensuring an inclusive future of work. This requires strategic investment in infrastructure and connectivity, public policies that promote innovation and collaboration between sectors, and digital skills programmes that ensure equitable access to technology. Taking advantage of digital transformations must be framed within a decent work approach and respect for the fundamental principles and rights at work, ensuring safe and equitable working conditions, taking into account the ongoing standard-setting discussion within the ILO on decent work in the platform economy.
15. Integrate gender equality as a cross-cutting theme in all labour policies, promoting concrete measures to reduce wage gaps and participation gaps, guarantee equal access to training and leadership, and recognize the value of care work.
16. Renew the tripartite commitment to strengthening regional policies, national legislation and effective social dialogue, including collective bargaining, in order to prevent and eliminate violence and harassment in the world of work, in accordance with the Violence and Harassment Convention (No. 190) and Recommendation (No. 206), 2019.
17. Strengthen, develop and implement integrated and coherent national care policies and systems that promote decent work and gender equality.
18. Encourage the ratification and effective implementation of the Indigenous and Tribal Peoples Convention, 1989 (No. 169), to safeguard the rights of indigenous and tribal peoples.
19. Promote fair labour migration in the Americas; strengthen coherence between employment and migration policies; promote bilateral and multilateral agreements on safe, orderly and regular labour migration; ensure fair recruitment; and facilitate access to decent work for migrant workers, refugees, asylum seekers and returnees, especially women and young people.
20. We reaffirm our commitment to the prevention and elimination of child labour and the protection of young people who have reached the minimum working age, in accordance with the fundamental principles and rights at work.

Lines of future action

21. The guidelines contained in this section are not exhaustive. Therefore, other relevant elements may be incorporated or taken into account in the regional implementation plan, to the extent that they contribute to the achievement of the aims that guide this Declaration.
 - (a) Promote transition strategies to formalize informal employment, using the Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204), as a reference for national policies and combining business incentives, proportionate regulatory frameworks and universal access to comprehensive, adequate and sustainable social protection systems, including the Formalization Strategy for Latin America and the Caribbean (FORLAC 2.0).
 - (b) Advance safe, orderly and regular labour migration policies, in accordance with the fundamental principles and rights at work, which are applicable to all persons regardless of their migration status, in order to progress in the implementation of the Regional Strategy on Labour Migration and Human Mobility 2023–2030, in coordination with

consultative processes and regional integration mechanisms, as well as the promotion of a tripartite forum on labour migration in the Americas in the 2026–27 biennium.

- (c) Promote technical and vocational training frameworks that recognize prior learning, encourage labour mobility and respond to digital and ecological challenges, including the Skills Passport supported by the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR).
- (d) Recognize the Latin America and the Caribbean Free of Child Labour regional initiative as an example of cooperation that should continue to lead efforts towards a region free of this phenomenon.
- (e) Move towards a culture in the world of work that incorporates gender equality, inclusion and diversity as strategic elements for sustainability and innovation.
- (f) Promote fiscal investment policies and productivity ecosystems for decent work.
- (g) Foster enabling environments for sustainable enterprises, particularly MSMEs, as the main generators of quality employment.
- (h) Strengthen employers' and workers' organizations as guarantors of democratic participation, stability and social resilience.

Call to the Office and follow-up

22. We request that the Office:

- (a) develop, in consultation with constituents, a regional implementation plan with clear targets based on the priorities set out in this Declaration to enable follow-up of the Organization's work in the Americas, to be presented to the Governing Body at its 356th Session (March 2026);
- (b) promote coordination with the United Nations system, development banks and regional mechanisms to advance the creation of opportunities for decent work in the Americas, strengthening democratic multilateralism and the consolidation of the Global Coalition for Social Justice;
- (c) continue to support constituents by building their capacity to influence progress on labour, economic, social and environmental matters and to promote democratic, peaceful, resilient and inclusive societies.

► Appendix II

Report of the Credentials Committee

1. The Credentials Committee of the 20th American Regional Meeting, appointed by the Meeting at its first sitting, was composed as follows:

Chairperson:	Ms Claudia Almada Argüello (Government substitute delegate, Paraguay)
Employer Vice-Chairperson:	Mr Gustavo Solórzano Díaz (Employers' substitute delegate, Honduras)
Worker Vice-Chairperson:	Mr Joel Domínguez Almendares (Workers' delegate, Honduras)

2. Pursuant to article 9(2) of the Rules for regional meetings, the Credentials Committee's mandate is to examine the credentials of the delegates and advisers attending the Meeting, as well as any objections regarding their nomination, complaints concerning the non-payment of travel and subsistence expenses of delegations, and other communications.
3. In accordance with the arrangements for the ILO regional meetings to be held during the trial period 2025–28, as adopted by the Governing Body at its 350th Session (March 2024),¹ the Credentials Committee performed its functions with secretarial support provided by the Office remotely from Geneva.

Composition of the Meeting

4. At the time of the adoption of this report, and as shown in Annex I, of the 35 Member States of the region invited to the Meeting as full members, 23 had accredited a delegation. Fifteen Member States complied with the time limit set forth in article 1(7) of the Rules for regional meetings, according to which credentials must be deposited at least 21 days before the date fixed for the opening of the Meeting, which, for the present Meeting, was on or before 10 September 2025.
5. The total number of accredited delegates and advisers was 219, of which 191 had registered (see Annexes I and II). The table below shows the breakdown of accredited delegates, substitute delegates and advisers per group. Detailed information regarding participation by Member State is available in the Final list of delegations.

► Accredited delegates, substitute delegates and advisers

	Governments	Employers	Workers	Total
Delegates	43	22	21	86
Substitute delegates	10	8	19	37
Advisers	14	38	44	96
Total	67	68	84	219

¹ GB.350/INS/7, para. 8(k), and GB.350/INS/7/Decision.

6. A total of 25 ministers and deputy ministers from the Member States were accredited to the Meeting. Of these, seven were accredited as delegates.

Incomplete delegations

7. In accordance with article 1(2) of the Rules for regional meetings, the minimum composition of a tripartite national delegation is two Government delegates, one Employers' delegate and one Workers' delegate. One Member State (Jamaica) accredited a delegation that was composed exclusively of Government representatives and one Member State (Peru) accredited a delegation without a Workers' delegate.
8. The Committee notes that, by accrediting a delegation that is exclusively governmental or incomplete, the employers and workers of the country cannot exercise their right to be represented in the Meeting and to participate in its work. Furthermore, in accordance with article 12(2) of the Rules for regional meetings, failure by a government to nominate one of the non-government delegates deprives the other non-government delegate of their right to vote.

Non-accredited Member States

9. The following 12 Member States out of a total of 35 Member States that were invited to participate in the Meeting as full members did not accredit a delegation:
 - Antigua and Barbuda
 - Bolivia (Plurinational State of)
 - Dominica
 - Grenada
 - Haiti
 - Nicaragua
 - Saint Kitts and Nevis
 - Saint Lucia
 - Saint Vincent and the Grenadines
 - Suriname
 - Trinidad and Tobago
 - United States of America
10. The Committee wishes to recall that, in accordance with article 1(2) of the Rules for regional meetings, Member States invited as full members are expected to send a tripartite delegation to the Meeting. It also recalls that the resolution concerning the strengthening of tripartism in the overall activities of the ILO, adopted by the International Labour Conference at its 56th Session (1971), made it clear that sending tripartite delegations to the Conference and regional meetings was not only a right of Member States but also an obligation.

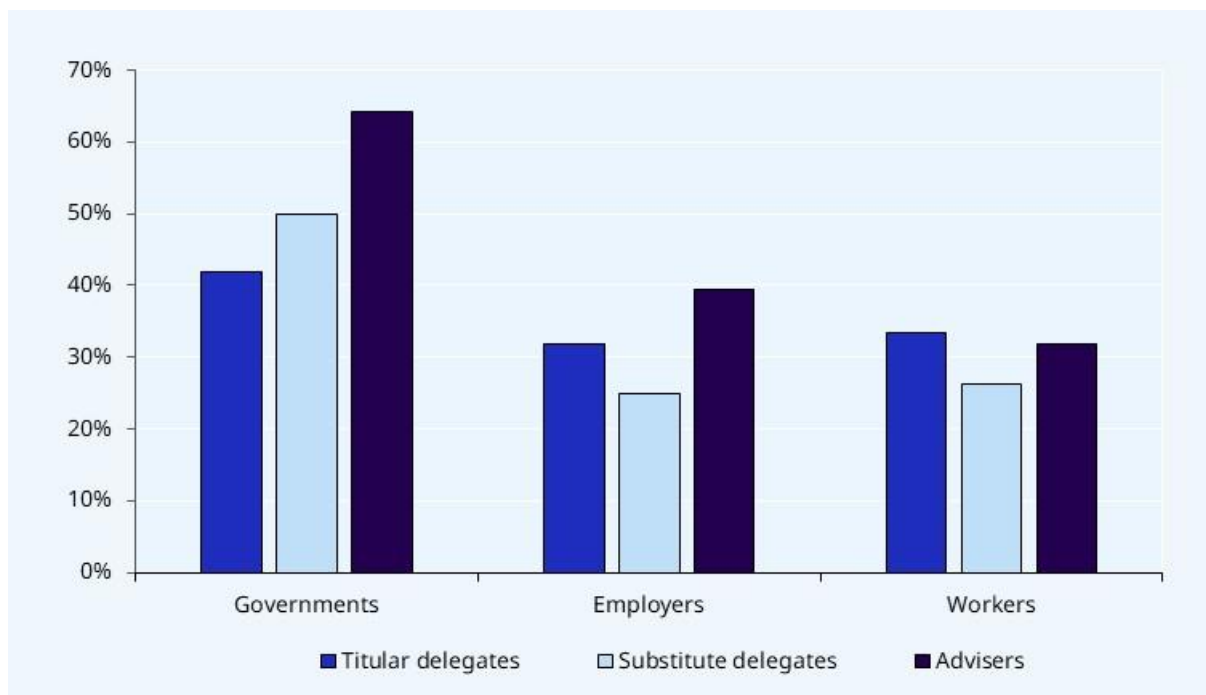
Proportion of women accredited in delegations

11. In accordance with article 1(6) of the Rules for regional meetings, Members are expected to make every effort to promote the equal representation of women and men in their delegations. In the invitation letters to the Meeting, all governments and national organizations of employers and workers were urged to make every possible effort to achieve gender parity in national delegations at the Meeting.
12. Despite these calls, the overall proportion of women delegates and advisers accredited to the 20th American Regional Meeting remained stagnant at 37.4 per cent, showing minimal progress compared to 37 per cent at the 19th American Regional Meeting in 2018. Concretely, there were 47.8 per cent women in Government delegations (as compared to 56.1 per cent in 2018), 35.3 per cent women in the Employers' delegations (as compared to 24.2 per cent in

2018) and 31 per cent women in the Workers' delegations (as compared to 21.9 per cent in 2018). Appendix III shows women's participation by national delegation.

13. The Committee urges the tripartite constituents to continue efforts to achieve gender parity in their delegations to future regional meetings and to the International Labour Conference.

► Proportion of women by function and group



Other participants

14. Four Member States (France, Portugal, the Kingdom of the Netherlands and the United Kingdom of Great Britain and Northern Ireland), invited by the Governing Body as observers in accordance with article 1(3) of the Rules for regional meetings, accredited a delegation to the Meeting. In addition, representatives of official international organizations and of international non-governmental organizations were in attendance. Detailed information regarding all participants is available in the Final list of delegations.

Objections

15. The Committee received one objection.

Objection concerning the nomination of the Workers' delegate of Ecuador

16. The Committee received an objection submitted by the Confederación Sindical de Trabajadores y Trabajadoras de las Américas (CSA) concerning the nomination of the Workers' delegate of Ecuador. The objecting organization alleged that, in addition to lacking broad representativeness, the nomination of the Workers' delegate to the present Meeting continued a pattern of accrediting government-aligned delegates. In addition, the nominated delegate was not a union leader but a lawyer for a secondary-level organization with limited reach. The objecting organization recalled the conclusions of the Credentials Committee of the 113th Session (2025) of the International Labour Conference, highlighting serious flaws in Ecuador's system for designating workers' representatives. The election of workers' representatives to the National Labour and Wages Council, held on 23 September 2025,

revealed the same flaws: state control over the list of voters, exclusion of representative coalitions and application of discretionary criteria. The nomination of the Workers' delegate was a direct result of this defective system. Further concern arose from Ministerial Agreement MDT-2025-082, which cancelled union leadership mandates at term's end, disrupting organizational continuity and restricting union autonomy. This had in fact prevented a representative of the Confederación Ecuatoriana de Organizaciones Sindicales Libres (CEOSL) from participating in the Meeting despite having been duly designated by his organization. The Committee was asked to uphold the objection, suspend the credentials of the Workers' delegate and ensure that the most representative workers' organizations could in the future designate the Workers' delegate in full independence.

17. In a written communication addressed to the Committee at its request, the Government explained that the representative workers' organizations in Ecuador, namely the CEOSL–Organización Sindical Unica Nacional de Trabajadores del Ministerio de Salud (OSUNTRAMSA); the Federación Nacional de Obreros de los Gobiernos Provinciales del Ecuador (FENOGOPRE)–Confederación de Trabajadores del Sector Público (CETSME); and the Comité de Empresas Nacional de los Trabajadores de CNT–Confederación de Trabajadores del Sector Público del Ecuador (CTESPE), were duly consulted regarding the nomination of the Workers' delegate. On 15 August, the Government received an official nomination from the CEOSL, designating a delegate from within its ranks. However, on 9 September, the CEOSL informed the Government that the individual it had designated was no longer able to participate in the Meeting, as his mandate within the union leadership had expired.
18. The Committee notes with concern that the Government's reply does not provide sufficient clarification regarding the nomination process of the Workers' delegate to the 20th American Regional Meeting. Although the CEOSL formally notified the Government of the withdrawal of its proposed nominee, due to the expiration of his trade union leadership mandate, the individual in question was nonetheless accredited as one of the two Workers' advisers. Moreover, the basis on which the Workers' delegate and the second adviser were accredited by the Government remains unclear. At the same time, the objection itself lacks clarity regarding the implications of Ministerial Agreement MDT-2025-082 on the ability of other representative workers' organizations to nominate a delegate to the 20th American Regional Meeting. In the light of these ambiguities, there is no evidence that the nomination of the Workers' delegate was carried out in accordance with article 1(5) of the Rules for regional meetings, which requires that Employers' and Workers' delegates and advisers must be chosen in agreement with the most representative employers' and workers' organizations.
19. In this connection, the Committee recalls that the Credentials Committee of the 113th Session (2025) of the International Labour Conference already identified flaws in the system leading to the nomination of the Workers' delegation to the Conference. It therefore requests that the Government take appropriate measures, with technical assistance from the Office if needed, to ensure that future nominations to the Conference and to regional meetings are made in full agreement with the most representative workers' organizations.

Complaints

20. The Committee received two complaints.

Complaint concerning the non-payment of travel and subsistence expenses of the Workers' delegation of Argentina

21. The Committee received a complaint from the International Trade Union Confederation (ITUC), submitted on behalf of the Confederación General del Trabajo de la República Argentina (CGT-RA), the Central de Trabajadoras y Trabajadores de la Argentina (CTA-T) and the Central de los Trabajadores Argentinos – Autónoma (CTA-A), alleging that the Government had not paid the travel and subsistence expenses of the Workers' delegation, thus impacting their ability to fully and effectively participate in the work of the Meeting. The complaining organization submitted that funding tripartite delegations was both a legal requirement and a practical necessity to ensure meaningful tripartite engagement in shaping social and economic policies. It requested that the Committee call upon the Government to promptly assume responsibility for the travel and subsistence expenses of the Workers' delegation in accordance with article 1(4) of the Rules for regional meetings, particularly as this had been a recurrent situation since the 112th Session (2024) of the International Labour Conference.
22. In a written communication addressed to the Committee at its request, the Government indicated that due to an economic emergency, it had adopted a policy centred on fiscal discipline and economic and monetary stabilization. That had limited the availability of financial resources for the social partners to participate in the Meeting, as well as for the Government itself, as demonstrated by its being represented by its local diplomatic representation rather than by the responsible technical team. The Government rejected the reference to prior non-compliance as evidence that it had not complied with its obligations with respect to this Meeting, arguing, rather, that those prior instances demonstrated the Workers' awareness of the country's financial inability to meet the expenses concerned. It affirmed its commitment to tripartism, as demonstrated by the presence of a fully tripartite delegation from the opening of the Meeting. The Government expressed its openness to dialogue in order to address the issues raised in the complaint.
23. The Committee notes that the Government does not deny that it has failed to pay the travel and subsistence expenses of the Workers' delegation to the Meeting as alleged by the complaining organizations. The Committee recognizes the challenging financial circumstances currently affecting numerous Member States and the burden that participation through a fully tripartite delegation imposes. Such crises not only affect governments, however, but also have even more pronounced impacts on the social partners, particularly on their capacity to finance their own participation. Moreover, while certain governments are able to rely on the support of their diplomatic representatives to facilitate their presence – as is the case with Argentina at the present Meeting – such arrangements are not available to the social partners. The Committee finds that the Government's decision not to assume the costs associated with the participation of at least the Workers' delegate is in direct breach of the Government's obligation under article 1(4) of the Rules for regional meetings to pay the travel and subsistence expenses of a complete tripartite delegation. The fact that the Government submitted the credentials of the entire Workers' delegation as nominated by it, and that most of that delegation's members registered to attend the Meeting, cannot exonerate the Government from complying with its minimum obligation with respect to the payment of delegates' expenses. In the light of these considerations, the Committee requests that the Government fulfil its duty to cover the travel and subsistence expenses of at least the Workers' delegate for the full duration of the current Meeting, and that it adhere to its obligations in this regard in future instances.

Complaint concerning non-payment of travel and subsistence expenses of the Employers' delegation of Ecuador

24. The Committee received a complaint from the International Organisation of Employers (IOE), on behalf of the Cámara de Industrias y Producción de Ecuador (CIP), alleging that the Government had failed to comply with its obligations under article 1(4) of the Rules for regional meetings to pay the travel and subsistence expenses of the Employers' delegation to the Meeting. It contended that this negatively affected the participation of the Employers' delegation and requested that the Committee call upon the Government to cover without delay the travel and subsistence expenses of the employers' representatives from the CIP and that it ensure the Government's compliance with its constitutional obligations in advance of future regional meetings and sessions of the International Labour Conference.
25. In a written communication addressed to the Committee at its request, the Government recognized its obligations to pay travel and subsistence expenses of the tripartite delegation. However, fulfilling this commitment would have restricted its ability to nominate the individuals designated by the employers and would have required it to limit the nomination to one person. In this regard, it provided to the Committee a communication from the Government to the social partners inviting them to designate their representatives along with the information that the Government would be unable to cover their travel and subsistence expenses following a decision of the Comptroller General's Office that had considered such payments to non-government officials as improper. The Government submitted that the non-payment had not negatively affected the active participation of the Employers' delegation at the Meeting, which had five members.
26. The Committee notes that the Government does not deny that it has failed to pay the travel and subsistence expenses of the Employers' delegation attending the Meeting as alleged by the complaining organization. The Committee further notes the Government's explanation that it did not wish to restrict nominations to one person per group and that the decision not to pay was made as a result of internal instructions. The Committee finds the Government's decision not to assume the costs associated with the participation of at least the Employers' delegate is in breach of the Government's obligation under article 1(4) of the Rules for regional meetings to pay for the travel and subsistence expenses of a complete tripartite delegation comprising at least one Employers' and one Workers' delegate. This obligation is without prejudice to the possibility for the Government to nominate additional employers' and workers' representatives whose expenses are paid by their respective organizations. The fact that the Government submitted the credentials of the entire Employers' delegation as nominated by it and that all five members registered as attending the Meeting cannot absolve the Government from its failure to fulfil its minimum obligation with respect to payment of the delegates' expenses. In the light of these considerations, the Committee requests that the Government fulfil its duty to cover the travel and subsistence expenses of at least the Employers' delegate for the full duration of the current Meeting, and that it adhere to its obligations in this regard in future instances. The Committee is all the more concerned in this case, given the fact that the Government indicated that it could have covered the expenses of one employers' representative.

Communications

27. The Committee received the following communications.

Communications regarding the participation of the Workers' delegation of Peru

28. The Committee received two communications: one from the Peruvian trade union confederations (the Central Autónoma de Trabajadores del Perú (CATP), the Confederación General de Trabajadores del Perú (CGTP), the Confederación de Trabajadores del Perú (CTP), and the Central Unitaria de Trabajadores del Perú (CUT)), and another from the Trade Union Confederation of the Americas (CSA). Both indicated that the Workers' delegation of Peru would not participate in the Meeting, due to the Government's refusal to cover the travel and subsistence expenses of the full delegation. The trade union confederations recalled that, in accordance with agreements adopted by the National Labour Council (CNT) in 2011, it was established that the tripartite delegation would comprise four workers' representatives: one delegate and three advisers, with costs covered by the Government. The CSA expressed its support for this position, emphasizing that the Government's refusal breached the Rules for regional meetings and undermined the fundamental principles of tripartism and social dialogue. In both communications, the Committee was requested to take note of the situation and act in accordance with the applicable provisions.
29. In a written communication addressed to the Committee at its request, the Government clarified that, in line with budget constraints under the Law on the Public Sector Budget for Fiscal Year 2025 (Law No. 32185), it committed to covering the travel and subsistence expenses for one Employers' and one Workers' delegate to the Meeting, and formally invited the social partners to designate one delegate each. The employers' organizations designated a delegate, who participated in the Meeting. However, the trade unions requested funding for four representatives, which exceeded the available resources. Despite eight written communications and two meetings, including one with the Minister of Labour and Employment Promotion, no Workers' delegate was designated. Moreover, although the CNT had previously agreed to fund the participation of one delegate and three advisers for each of the social partners at the International Labour Conference, these arrangements did not extend to the present Meeting, which was a distinct event governed by different objectives, regulatory frameworks and funding provisions. The Government reaffirmed its commitment to ILO principles and tripartite participation. It planned the budget, invited employers and workers to designate delegates well in advance, and repeatedly communicated its willingness to fund the participation of a Workers' delegate. The Government expressed regret over this outcome and hoped that the information provided would reflect its genuine efforts to ensure balanced tripartite representation at the Meeting.
30. The Committee notes that the credentials of the delegation of Peru to the 20th American Regional Meeting do not include a Workers' delegate. As the Government's obligation to cover the travel and subsistence expenses of the delegation arises only to the extent that delegates have been accredited, the communications received cannot be treated as a complaint under article 9(2) of the Rules for regional meetings. Nevertheless, the Committee can examine them as simple communications under the same provision.
31. It is clear from the Government's reply that the Government made repeated efforts to secure a nomination from the confederations for one Workers' delegate, consistent with its commitment to fund the participation of one delegate for each of the social partners. The employers' organizations, for their part, responded accordingly, and their delegate participated in the Meeting. Insofar as the authors of the communications claim that the

Government should have offered to cover the expenses of four workers' representatives, the Committee notes the disagreement between the parties as to whether the agreement reached in the CNT covers regional meetings or not. It recalls that the Government's minimum obligation under the Rules for regional meetings is to cover the expenses of a full tripartite delegation comprising at least one Employers' and one Workers' delegate. However, in the absence of a nomination from the most representative workers' organizations, the Government was unable to proceed with the payment of travel and subsistence expenses for the Workers' delegate. In the light of these circumstances, the Committee considers that the communications received do not call for any further action on its part.

* * *

32. The Committee adopts this report unanimously. It recommends that the Meeting request the Office to bring the present report to the attention of the Governing Body, in conformity with article 9(4) of the Rules for regional meetings.

Punta Cana, 3 October 2025

(Signed) Ms Claudia Almada Argüello
(Chairperson)

Mr Gustavo Solórzano Díaz
(Employer Vice-Chairperson)

Mr Joel Domínguez Almendares
(Worker Vice-Chairperson)

Annex I

List of accredited delegates and advisers

	1)	2)	3)	4)	5)	6)		1)	2)	3)	4)	5)	6)
Antigua and Barbuda.....	-	-	-	-	-	-	Suriname.....	-	-	-	-	-	-
Argentina.....	2	1	1	1	-	11	Trinidad and Tobago.....	-	-	-	-	-	-
Bahamas (the).....	2	1	1	-	-	1	United States of America (the).....	-	-	-	-	-	-
Barbados.....	2	1	1	-	-	-	Uruguay.....	2	1	1	-	1	1
Belize.....	2	1	1	-	-	-	Venezuela (Bolivarian Republic of).....	2	1	1	2	1	4
Bolivia (Plurinational State of).....	-	-	-	-	-	-							
Brazil.....	2	1	1	-	-	4	Total	43	22	21	24	46	63
Canada.....	2	1	1	2	-	1							
Chile.....	2	1	1	7	4	4							
Colombia.....	2	1	1	1	11	7							
Costa Rica.....	2	1	1	-	1	1							
Cuba.....	2	1	1	-	-	-							
Dominica.....	-	-	-	-	-	-							
Dominican Republic (the).....	2	1	1	7	16	2							
Ecuador.....	2	1	1	-	4	2							
El Salvador.....	2	1	1	-	1	3							
Grenada.....	-	-	-	-	-	-							
Guatemala.....	1	1	1	-	-	-							
Guyana.....	2	1	1	-	-	-							
Haiti.....	-	-	-	-	-	-							
Honduras.....	1	1	1	2	3	2							
Jamaica.....	1	-	-	-	-	-							
Mexico.....	2	1	1	-	2	13							
Nicaragua.....	-	-	-	-	-	-							
Panama.....	2	1	1	-	-	-							
Paraguay.....	2	1	1	1	1	7							
Peru.....	2	1	-	1	1	-							
Saint Kitts and Nevis.....	-	-	-	-	-	-							
Saint Lucia.....	-	-	-	-	-	-							
Saint Vincent and the Grenadines.....	-	-	-	-	-	-							
1) Government delegates							4) Government advisers						
2) Employers' delegates							5) Employers' advisers						
3) Workers' delegates							6) Workers' advisers						

List of registered delegates and advisers

02 OCT 2025 | 16:48

Proportion of women accredited in delegations

	G	E	T	Tot
%	47.76	35.29	30.95	37.44