



Key Conclusions and Policy Considerations

OECD-LAC VIRTUAL SOCIAL INCLUSION MINISTERIAL SUMMIT

# Informality & Social Inclusion in the Times of COVID-19

# Informality & Social Inclusion in the Times of COVID-19

## Key Conclusions and Policy Considerations

### Context

Latin America and the Caribbean (LAC) is facing one of the most challenging moments of its history, standing at the epicentre of the COVID-19 pandemic, with more than 3.8 million cases recorded and already more than 160,000 lives lost. Estimates suggest that the region as a whole may see a fall in GDP of between 8% and 10% by the end of the year, with up to 17 million jobs lost and 45 million people falling into poverty. A shock of this magnitude risks undoing years of progress and setting the social inclusion agenda back by over a decade.

LAC countries are facing the COVID-19 crisis in a difficult context already marked by low growth, high inequalities and rising social discontent. Despite the improvements made in the past two decades in reducing income poverty and inequality, the LAC region is still the most unequal in the world with persistently high post-tax and transfer Gini coefficients in many of its countries. Furthermore, recent progress, such as the expansion of the region's middle class, remains fragile with 40% of the region's population currently living in vulnerable conditions. With over half of the region's employees working in an informal sector severely curtailed by the restrictions to help manage the virus, the socio-economic implications of the COVID-19 are severe. Solutions will demand a blend of well-calibrated policy responses to help manage the spread of the virus, while mitigating the economic fall-out and set forth the groundwork for a more inclusive recovery in which those who are most vulnerable can also play an active role in shaping.

**It is against this challenging background that the OECD Latin America and Caribbean Regional Programme (LACRP) held its Virtual Ministerial Summit “*Informality and Social Inclusion in times of COVID-19*” under the chairmanship of the Government of the Dominican Republic. The meeting took place on 13-17 July 2020 in presence of the President of Costa Rica and the Vice-President of Colombia, and gathered 23 Ministers and 17 Vice-Ministers/Heads of Agencies from Latin America, 10 International Organisations and 5 representatives of Civil Society, trade unions and private sector (see [final agenda](#)).**

This document summarises the **Key Conclusions and Policy Considerations from the Chair of Ministerial Summit, the Dominican Republic. Annex 1** includes ***Roadmap for Action in Support of a Social Inclusion Agenda in the Aftermath the COVID-19 Global Crisis*** with a detailed list of policy considerations presented under the responsibility of the OECD Secretariat building on the four policy notes prepared as background for the Ministerial Summit<sup>1</sup> and enriched with the discussions during the three days of the Summit. The Secretariat is ready to support sub-regions and countries in the implementation of these policy considerations. **Annex 2** provides guidance from the Steering Group on **how the OECD LAC Regional Programme can best support the region towards a more inclusive recovery**, in cooperation with partner international organisations. **Annex 3** contains the **list of participant delegations in the Ministerial Summit and the Family Photo**.

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- **[High-Level Panel<sup>1</sup>: “From an Impeding Issue to an Emergency: The Imperative Need for a New and More Inclusive Social Pact in LAC”](#)**
  - **[Session 1: “Informality and Employment Protection during and beyond COVID-19: Good Practices and the Imperative of Universal Safety Nets”](#)**
  - **[Session 2: “Resuming Employment and Growth with Better Opportunities for Vulnerable Groups \(Women, Migrants, Indigenous Groups and Youth\)”](#)**
  - **[Session 3: “Inclusive Social Dialogue and Citizen Engagement to Enhance Social Cohesion and Ownership of Recovery Measures”](#)**

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## Key Conclusions and Policy Considerations from the Chair

Governments and civil society in the LAC region are currently facing a test unlike any other in the last century. The COVID-19 crisis has exacerbated existing challenges affecting the region in particular, in the domain of social inclusion which is one of the policy priorities of the OECD LAC Regional Programme. Addressing the issue of social inclusion and informality has thus never been as crucial. Under the Chairmanship of the Dominican Republic, the **Virtual Ministerial Summit “Informality and Social Inclusion in times of COVID-19”** provided a timely space for high-level policy dialogue and the exchange of good practices on how countries in the region can support the most vulnerable, contain the effects of the crisis, and promote a more inclusive recovery.

### ***Establishing a new Social Pact to lead the way for a more inclusive recovery***

In the short-term, governments should continue with bold and transparent measures to prevent contagion, protect the most vulnerable and support the economy towards a swift recovery. In the medium-term, this crisis provides an opportunity to renew the social pact in a way that promotes more inclusive growth. Countries in the region should take steps towards ensuring the universality and effectiveness of social protection and access to healthcare. This will also require investments in education and high potential sectors, particularly those linked to the digital economy, which can help mitigate the economic and distributional impact of containment measures in the short-term while also enhancing regional productivity in the medium- to long-term. Ultimately, these investments will require that governments create fiscal space by working on more direct approaches to the taxation of wealth and by fighting tax evasion. Additional efforts will also be required to ensure that increased expenditure in response to the crisis is accompanied by strengthened accountability to citizens, transparency and effective management of public resources. Only by doing so can governments ensure that emergency responses translate into long-term solutions and citizens' needs are met.

### ***Support Transition to Formal Employment Opportunities***

The COVID-19 crisis has brought informality to the fore. Informal workers who lack a formal source of income and have no access to safety nets have had little choice but to risk their health and that of their families in order to preserve their livelihoods. Efforts from governments in the region to provide income support to those outside the formal system are commendable and encouraging. The innovative platforms established for this purpose could become a key milestone in further formalisation initiatives. Universalisation of social protection will be key to the success of recovery efforts. A priority for countries in the region should be to engage in a wide political and social dialogue on the measures through which the State can, in the long-run, extend the broadest possible coverage to all workers, irrespective of employment conditions. In most cases, this would need to be financed by general taxation. Basic income programmes could be implemented as a short-term solution to ensure all citizens receive support during the emergency phase of the crisis. In the medium-term, policy makers need to consider investing in education and upskilling programmes to facilitate the transition to more productive forms of formal employment, and actively work towards reducing the costs of formality and increasing awareness of the benefits of formality.

### ***Ensure Support for Vulnerable Groups***

The COVID-19 crisis has highlighted how the consequences of the spread of the virus and the containment measures taken to mitigate the health care crisis have affected groups unevenly, with the impacts being particularly strong on vulnerable groups, such as youth, women, migrants and indigenous populations. These groups tend to be over-represented in the sectors that have been worst hit by the pandemic, such as retail,

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hospitality and tourism. They already faced difficulties in accessing the formal labour market. Labour market and social policies can make a significant contribution to deal with the high and persistent unemployment and social costs triggered by the COVID-19 virus. Policies to support job creation in the formal sector for youth and women can make an important difference. Support for job-search and job counselling, as well as training and apprenticeship programmes that enable capacity building for the young and help match them with evolving employment opportunities need to be a priority of these efforts. SMEs should also be a part of this process with assistance targeted to ensure they are able to contribute to sustaining employment in the short-term and enhance productivity over the medium- and long-term. Investment in infrastructure can also be a means to support the most vulnerable.

## ***Broaden the Scope of Citizen and Stakeholder Engagement in Policy Making.***

Establishing a renewed social pact following the COVID-19 crisis will require governments across the LAC region to broaden their mechanisms for engagement and consultation. By doing so, they can secure greater buy-in from stakeholders and facilitate implementation of the policies that will enable the transition towards a more inclusive and sustainable growth path in the recovery. Governments should look at citizens as essential partners who can contribute to resolving the crisis, not just as benefit recipients or tax payers. To this end, they need to establish platforms that are open to and actively seek out input from citizens, business, trade unions, academia and civil society, as they design responses to mitigate the impact of the pandemic. To the extent that this becomes a systemic process, it could be critical in enhancing trust in institutions and mitigate any potential for deterioration of the region's democratic fabric. Governments should ensure mechanisms of engagement are open to all stakeholders, particularly those who are often misrepresented such as youth and informal workers. LAC countries need to work with multilateral institutions to build these mechanisms as needed, but also to provide expertise and know how to build the capacity of governments to undertake these processes. Stakeholder engagement will be the key of any successful new fiscal and social pacts to emerge from the crisis.

## ***How the LACRP can best support the region towards a more inclusive, resilient and sustainable recovery***

The LAC Regional Programme serves as a platform for the exchange of best practices and information across the Latin America and the Caribbean region. The LACRP can effectively contribute to the call made by several delegations of building a "renewed social pact" at national and regional level by supporting transition to formality and universalisation of social protection and healthcare; supporting the region's efforts in the inclusion of youth and women; facilitating open, participative policy making to rebuild trust; building on OECD experiences and creating synergies with other international organisations and civil society (**see Annex 2**).

The discussions over the four days were so rich that they have opened up new potential avenues for dialogue and engagement in the context of the OECD LAC Regional Programme, which can deepen work under the productivity and the governance tracks. A key priority for further debate is the financing of a renewed, more inclusive social pact. Oversight and accountability mechanisms to ensure the effectiveness for the necessary investments was also referred, and could be linked to the forthcoming Ministerial Summit on integrity and good governance to take place in El Salvador in 2021. Access to digital skills and infrastructures, topic of the last Ministerial Summit held in Bogota was also referred as a key priority, along with measures to improve the business framework for SMEs across the region. Regional and International cooperation will also be key to identify and facilitate access to resources and benchmarking of good practices in managing the short and long effects of the virus as well as mitigating the risks of another similar crisis, or an environmental crisis with similar consequences in the future.

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## Annex 1: An Action Plan for an inclusive recovery and setting the ground for a *renewed social pact*

### **In the short term, continue efforts to prevent contagion, job losses and enterprise closures:**

1. Support those who may have fallen into poverty during the pandemic, including through the deployment of basic income programmes as a short-term mitigation strategy for most vulnerable households that depend on informal employment.
2. Ensure access to quality health services nationally, focusing efforts at the local level.
3. Continue support for SMEs and own-account workers to prevent mass closures and unemployment. Facilitate access to credits and make payment deadlines flexible.
4. Facilitate use of digital technologies to enable activities remotely and teleworking, to mitigate the impact of distancing measures, preserve business opportunities and jobs.
5. Extend access to unemployment benefits or consider one-off payments to affected workers to limit current and future income insecurity.
6. Leverage investments in infrastructures to facilitate short term employment opportunities
7. Develop responses to mitigate the impact of the pandemic in an open and transparent dialogue with input from citizens, business, trade unions, academia and civil society.

### **In the medium-term, set the ground for a *renewed social pact* that enables a more inclusive recovery with the following key elements:**

#### *Universal social protection and healthcare coverage*

8. Reform the healthcare systems to ensure adequate funding, quality and guarantee of minimum rights even by those in the informal sector and in extreme poverty.
9. Facilitate a transition from multiple, targeted social protection systems based on a pay per use model to universal schemes more similar to other public services such as education with a broader funding base and independent of employment conditions.
10. Consider a re-design of unemployment benefit schemes to involve a common solidarity fund, which could be combined, where conditions permit, with a system of individual saving accounts, while also including elements to encourage job searching.

#### *Initiatives to reduce the incidence of informality*

11. Use digital technologies, including mobile applications to reach citizens who might otherwise remain invisible to social protection mechanisms.
12. Simplify and improve universal registries, facilitate and expedite access to them leveraging single identity documents to promote paths of transition to formal employment.
13. Provide incentives to households with informal domestic employees (primarily women) and firms to formalize informal employees.
14. Increase awareness of the benefits of formalisation and integration to social security systems and the high cost (evident during the pandemic) of informality for individuals and society.
15. Improve the accuracy and consistency of informality metrics for a better tracking across the region.
16. Recognise title guarantees of informal workers and indigenous communities to promote inclusion into formal mechanisms. Integrating and enabling informal workers' ability to participate in capital market mechanisms.

#### *Quality of education and greater impulse to digital, cognitive and non-cognitive skills.*

17. Invest in skills and education and ensure alignment with employers needs through traditional education and life-long learning mechanisms.
18. Invest in digital education and infrastructure to reduce the digital gap and enhance regional productivity and employment training, particularly in SMEs.
19. Strengthen policy co-ordination in the development and implementation of vocational training policies to raise skills outcomes.

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## *Job opportunities for youth, women, migrants and indigenous populations*

20. Create financial incentives and develop apprenticeship programmes to facilitate the hiring and integration into the formal labour force of young people.
21. Expand coverage of social assistance programmes - particularly to women, youth and indigenous populations, conditional upon active job searching.
22. Promote a cultural shift to an equal distribution of unpaid care responsibilities and domestic work among women and men.
23. Target support on SMEs and sectors where women, youth and indigenous populations are over represented (hospitality, domestic work). Leverage support to integrate them into formal safety nets.
24. Facilitate migrants' identification, formalisation and integration.
25. Develop data to help target and identify vulnerable groups. This would help create more granular and better-targeted public policies.

## *More inclusive forms of social dialogue*

26. Secure a framework of strong social dialogue, leveraging existent participatory mechanisms like tripartite councils or consultative bodies to improve labour market policies.
27. Integrate the voices of the informal sector and underrepresented groups including women and youth, to reduce the dualism typically met in the labour market between regular and non-regular workers.

## *Open, participative policy making to rebuild trust*

28. Broaden government's mechanisms for engagement and consultation of citizens to secure buy-in as well as facilitate implementation of the policies that will enable a transition beyond the crisis to a more inclusive and sustainable growth path.
29. Ensure that dialogue on a renewed social pact incorporates all members of society including the State, the private sector, unions, and civil society as well as regional and local authorities as part of the national policymaking process contributing to strengthen the democratic fabric.
30. Establish comprehensive open government strategies and foster cooperation across government, local governments, and branches of power to increase the institutionalisation, inclusivity and impact of open government practices.
31. Invest in building civic capacities and training for underrepresented groups to create a level playing field of participation amongst society. Ensure that mechanisms are in place to incorporate these voices regularly to build trust in the mechanisms of public engagement with these groups.
32. Implement mechanisms to track progress made towards enhancing public engagement and to underpin an inclusive response to COVID-19 and beyond.

## *Financing of a renewed inclusive social pact*

33. Improve progressivity in tax systems to tax wealth more effectively and open avenues to finance universal access to social protection from general contributions.
34. Implement mechanisms to prevent tax evasion with effective regional coordination.
35. Facilitate VAT registration for SMEs as a concrete first step to formalisation and to reaching otherwise informal employees
36. Work in partnership with multilateral institutions to provide guidance on best practices in the implementation of fiscal packages and facilitate access to external funding mechanisms by low and middle-income countries.
37. Promote international cooperation and coordination in managing public debt for those countries facing the most challenging fiscal outlook.

## *Quality government service delivery, effective and transparent public expenditure*

38. Enhance expenditure oversight by making COVID-19 support programmes and investments transparent and accountable to citizens avoiding policy loopholes that could allow for fraud, corruption, deviation of funds or the improper use of direct transfers.
39. Invest in building the capacity of public services providers to enhance the quality of service delivery.
40. Expand and increase the efficiency of the public employment services (PES) by strengthening, for example, recruitment and training programmes for caseworkers.
41. Provide the adequate resources for implementation of Open Government policies (skills and capacity building, financial and human resources) for civil servants, civil society organisations and citizens.

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## Annex 2: How the LACRP can best support the region towards a more inclusive recovery

The OECD LAC Regional Programme (LACRP) serves as a platform for whole-of-government, high-level policy dialogue and exchange of best practices in supports of reforms to increase productivity, enhance social inclusion and strengthen institutions and governance across the Latin America and the Caribbean region. The **first Ministerial Summit on Social Inclusion** held in Asunción, Paraguay in 2017 and the background publication [“Enhancing Social Inclusion in Latin America: the role of Social Protection Systems”](#) already pointed to the need to construct more inclusive social protection systems in the region.

Under the Chairmanship of Mexico and Brazil, the LACRP selected to focus its work in the social inclusion priority on the **challenge of informality/social protection**, with special attention to the issues of **gender** and **migration**. These issues have become even more relevant in the context of the COVID-19 crisis. As repeatedly noted during the **Second, Virtual Ministerial Summit on Social Inclusion “Informality and Social Inclusion in times of COVID-19”**, the crisis has exacerbated existing inequalities and social challenges.

The LACRP can effectively contribute to the call made by several delegations of building a “renewed social pact” building on OECD experiences and synergies with other international organisations. Some of the most salient potential actions anchored in the most recent update [Programmatic Document 2019-2022](#), and derived from the discussion the **10th Steering Group Meeting** held virtually after the Ministerial Summit, which effectively outline a roadmap for the “social track” (but not exclusively) of LACRP in the post-COVID period are:

### *Contributing to a renewed social pact at the national and regional level*

1. Support the region with comparative analysis, data gathering, development of ad-hoc policy indicators, and spaces of policy dialogue towards consensus building for a renewed social pact in individual countries and in the region as a whole, in cooperation with other international organisations. In this context, the initiatives taken by the countries in the region during the pandemic to address informality and social inclusion, including the impact on migrants and vulnerable groups, could be analysed in light of their challenges and results.
2. Focus the next [Latin American Economic Outlook](#) 2021 that the OECD Development Centre produces with ECLAC, the European Commission and CAF on aspects related to the new social pact/contract, where several dimensions linked to formalisation, social protection systems, productive transformation strategies and fiscal policies will be included. Relevant inputs from other OECD directorates and International Organisations will be taking into consideration.
3. Contribute to increase the use of [“Well-being Metrics for Policymaking and Sustainable Development in LAC”](#). Through this project, the EU, the OECD Development Centre and OECD the Statistics Department will create a dialogue platform aiming to identify key well-being indicators for the region and the best practices in their usage for informing policymaking and international cooperation strategies. Key outputs will include a series of high-level events, an expert dialogue platform, and a final publication.

### *Supporting transition to formality and universalisation of social protection and healthcare*

4. Offer, in coordination with partner organisations a **new space for policy dialogue/observatory**, following the experience of other [Regional Policy Networks](#), linked to the **Policy Dialogue on Social Protection and Development** of the Development Centre; bringing OECD experience and gathering good practices on formalisation, universalisation of social protection coverage and facilitating job opportunities for youth, women, migrants and indigenous populations. Among others, this new space will explore the organisation of webinars and other spaces for exchange of experiences on policy and technical aspects of the implementation of expanded social protection policies in the region. It also includes the analysis of initiatives taken by the countries in the region during the pandemic to address informality and social inclusion, including the impact on migrants and vulnerable groups.
4. Improve information on the informal sector, through the development of the **Key Indicators of Informality based on Individuals and their Households (KIIBIH) database**, which builds upon household surveys from 40 countries (14 of them in the LAC region) to provide comparable indicators and harmonised data on informal

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employment at individual and household levels across countries. **LAC regional paper** is being produced by the OECD Development Centre.

5. Organise ad hoc seminar **on the financing challenges universal social protection**, in the framework of the preparations of the LEO 2021 and in coordination with the [OECD LAC Fiscal Initiative](#).
6. Leverage the recently launched [Health at a Glance: Latin America and the Caribbean 2020](#) supporting the region in the strengthening of the capacity and resilience of health systems, and continue engaging with the region in the framework of the [OECD Joint Network of Health and Budget Officials on the Fiscal Sustainability of Health Systems](#).

## *Supporting the region's efforts in the inclusion of youth and women*

7. Offer to LAC countries the [OECD Action Plan for Youth](#) (2013) and facilitate its adaptation to the LAC context and adoption by specific countries through advice on specific youth policies, short policy notes or Country Reviews, such as the ones recently carried out for [Peru](#) (2019) and [Brazil](#) (2014).
8. Continue offering support to LAC countries' efforts to increase women's opportunities in education, employment and entrepreneurship in line with 'the [OECD Gender Initiative](#)'; efforts to eliminate discrimination in their legal frameworks, social norms and practices, in line with the recently launched [SIGI 2020 Regional Report for Latin America and the Caribbean](#); and through dedicated projects in these areas, such as the one currently undertaken in coordination with ECLAC in the framework of the EU Facility for Development in Transition.

## *Facilitating open, participative policy making to rebuild trust*

9. Continue offering a space for policy dialogue in the context of the [Network on Open and Innovative Government in Latin America and the Caribbean](#), and policy advices through reviews on Open Government such as the recently undertaken by [Argentina](#) (2019), [Colombia](#) (2019), [Chile's Scan Report on Citizen Participation in the Constitutional Process](#) (2017), [Costa Rica](#) (2016) and leveraging the regional publication [Open Government in Latin America](#) (available in [Spanish](#), 2014).
10. Leverage the analysis and work of the newly created OECD Centre on Well-being, Inclusion, Sustainability and Equal Opportunities (WISE) on political economy of reform, public perceptions and attitudes as well as tools such as the Compare Your Income webtool, to allow for benchmarking of the LAC region and systematically incorporate information from these sources into LACRP work.

## *Linking to work in the productivity and the governance tracks*

11. In light with the discussion of the Ministerial Summit, the LACRP will address the issues of access to digital skills and infrastructures, in follow up to the [Third LACRP Ministerial Summit on Productivity "Harnessing the Digital Transformation to boost productivity in LAC"](#) held in Bogota in October 2019.
12. The [Latin American Economic Outlook](#) 2020 addresses the current macro-structural challenges and policies to respond to the Covid-19 crisis, and studies the role of digital transformation to face this crisis and to foster development in the region. It also emphasises that international partnerships are essential to reap the best out of the digital transformation.
13. In particular, following the call to close the digital gap and to improve adoption of digital technologies in SMEs, specific workshops will be held in this domain, in partnership with other international organisations in the framework of the EU Facility for Development in Transition.
14. Likewise, the LACRP will follow up on the discussions on the need to rebuild trust. The establishment of **oversight and accountability mechanisms to ensure the effectiveness of the emergency measures and necessary investments for the recovery** will be considered among the topics to address in the forthcoming **Ministerial Summit on Integrity and Good Governance** to take place in El Salvador in 2021, building on the [Integrity for Good Governance Action Plan](#) that emerged at the **Ministerial Summit** held in 2018 in Peru, Lima.

## *Enhancing international cooperation and synergies with partner international organisations*

15. The LACRP is ready to support initiatives from its partner international organisations referred during the Steering Group meeting in particular:
  - New approaches to international cooperation in the framework of the **EU Facility for Development in Transition** and facilitating international cooperation to the region by enhancing synergies with the OECD LAC-DAC dialogue to take place in 2021, where a relevant discussion will be held in the context of the post-COVID crisis.
  - The initiative of **CAF** to launch a Fund for Regional Integration and Digital Infrastructure projects to finance LAC countries under very favourable conditions.

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- The interest of **ECLAC** to promote a new more inclusive growth model in the region, and explore the feasibility of initiatives such as the Basic Income.
  - The initiatives of the IDB for the strengthening of the healthcare system with telemedicine, of the education system through the training of teachers, and the restructuring of the social security system with a basic package financed by general taxes.
  - The leading role of the **OAS** in the coordination with the Joint Summit Working Group of the Summit of the Americas, looking forward to working together on the agenda on good governance and transparency towards the **Ministerial on Integrity and Good Governance** of the LACRP and the **Summit of the Americas**, both of them happening in 2021, along with the **Special UN General Assembly on Anti-corruption**.
  - **SEGIB**'s organisation of the **Ibero-American Summit** scheduled for this 2020, as well as their initiatives on the Digital Transformation of SMEs through the second edition of the OECD SME Policy Index for LAC, to be started next year.
  - **SELA**'s support and disposition to play an active role in the facilitation of a renewed Social Pact in the region.
16. The LACRP welcomes the participation in the Ministerial Summit of **ILO, OISS** and **CABEI**, and looks forward to engaging with these organisations in potential synergies derived from the discussion.

## *Partnering with civil society*

17. Continue a fruitful dialogue with the representatives of social partners and civil society that participated in the ministerial meeting in the effort of the facilitation of a renewed social pact. In particular with **BIAC** and **TUAC** as representatives of the business and trade unions, as well as with organisations such as **Oxfam Intermon**, **Fundación Faro** and **HIVOS**, thanking them for their relevant contributions to the debate.

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## Annex 3: List of Participants

### Virtual Ministerial Summit on Social Inclusion

### “Informality and Social Inclusion in Times of COVID-19”

13/07/2020-17/07/2020

#### Argentina

**Marcelo Bellotti** *Secretary of Labour*  
**Gabriel Taboada** *Head of Section OECD- Embassy of Argentina in France*

#### Brazil

**Paulo Guedes** *Minister of Economy*  
**Onyx Lorenzoni** *Minister for Citizenship*  
**Cristiane Rodrigues Britto** *Deputy Minister for Policies for Women*  
**Carlos Cozende** *Delegate of Brazil to International Economic Organisations based in Paris; Co-chair of the OECD LAC Regional Programme*

#### Canada

**Shauna Hemingway** *Ambassador of Canada to the Dominican Republic*  
**Michael Grant** *Assistant Deputy Minister - Americas at Global Affairs Canada*  
**Nuala Lawlor** *Head of Political Section, Embassy of Canada in Costa Rica*

#### Colombia

**Marta Lucía Ramírez** *Vice President of Colombia*  
**Luis Alberto Rodríguez** *Director of the National Planning Department*  
**Ángel Custodio Cabrera** *Minister of Labour*  
**Jaime Castro** *Ambassador of Colombia to the OECD*

#### Costa Rica

**Carlos Alvarado** *President of Costa Rica*  
**Román Macaya** *Executive President, Costa Rican Social Security Fund*  
**Juan Luis Bermúdez** *Minister of Human Development and Social Inclusion*  
**Natalia Álvarez** *Deputy Minister of Labour*  
**Francisco Delgado Jiménez** *Deputy Minister of Human Development and Social Inclusion*  
**Luis Diego Calderón Villalobos** *Financial Manager, Costa Rican Social Security Fund*

#### Dominican Republic

**Miguel Vargas** *Minister of Foreign Affairs*  
**Gustavo Montalvo** *Minister of the Presidency*  
**Juan Ariel Jiménez** *Minister of Economy and Development*  
**Janet Camilo** *Minister for Women*  
**Nelson Toca** *Minister of Industry, Trade and SMEs*  
**Michelle Cohen** *Ambassador, Legal advisor to the Minister in charge of OECD matters*

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## Ecuador

**Sharian Moreno**  
**Diana Jácome**

*Deputy Minister of Labour*  
*Undersecretary of Employment and Wages*

## El Salvador

**María Luisa Hayem**  
**Oscar Rolando Castro**  
**Michelle Sol**  
**Miguel Kattan**  
**Paul Steiner**

*Minister of Economy*  
*Minister of Labour*  
*Minister of Housing*  
*Secretary of Trade and Investment and in charge of OECD*  
*President of the National Commission for SMEs*

## Spain

**Mayte Velasco** *Deputy Director General of International Relations, Ministry of Inclusion, Social Security and Migration*

## Guatemala

**Antonio Malouf**  
**Edith Flores de Molina**

*Minister of Economy*  
*Deputy Minister of Integration and Foreign Trade*

## Haiti

**Nicole Yolette Altidor** *Minister of Social Affairs and Labor*

## Honduras

**Doris Mendoza** *Undersecretary of Development and Social Inclusion*

## Mexico

**Luisa Maria Alcalde**  
**Martha Delgado**  
**Zoé Robledo**  
**Sybel Galvan**

*Secretary of Labour and Social Security*  
*Undersecretary for Multilateral Affairs and Human Rights*  
*General Director of the Mexican Social Security Institute*  
*Ambassador of Mexico to the OECD*

## Panama

**Doris Zapata**  
**Issamary Sánchez Ortega**

*Minister of Labour and Labour Development*  
*Ambassador of Panama to France*

## Paraguay

**Benigno López**  
**Carlos Pereira**  
**Daniel Sánchez**

*Minister of Finance*  
*Minister Technical Secretariat for Planning and Economic Development*  
*Deputy Minister of Employment and Social Security*

## Peru

**Gustavo Meza-Cuadra**  
**Max Hernandez**

*Minister of Foreign Affairs of Peru*  
*Executive President of the National Agreement*

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**Miguel Alemán Urteaga** *Technical Secretariat of the Peru-OECD Multisectoral Commission*

## **Puerto Rico**

**Elmer Román** *Secretary of State*

## **Uruguay**

**Pablo Mieres** *Minister of Labour and Social Security*  
**Alejandra de Bellis** *Ambassador to UNESCO and OECD affairs*

## **European Commission**

**Jutta Urpilainen** *Commissioner for International Partnerships*  
**Claudia Gintersdorfer** *Head of Americas Division, Regional Affairs, EEAS*  
**Pelayo Rocas** *Coordinator of the EU Regional Development Facility*

## **Central American Bank of Economic Integration (BCIE)**

**Dante Mossi** *Executive President*

## **Inter-American Development Bank (IDB)**

**Ana María Rodríguez** *Vice President for Sectors and Knowledge*  
**Carmen Pagés** *Head of the Labour Markets Division*

## **Development Bank of Latin America (CAF)**

**Julián Suárez** *Vice President of Sustainable Development*

## **UN Economic Commission for Latin America and the Caribbean (ECLAC)**

**Alicia Bárcena** *Executive Secretary*  
**Simone Cecchini** *Officer-in-Charge of the Social Development Division*

## **Latin American and Caribbean Economic System (SELA)**

**Javier Paulinich** *Permanent Secretary*

## **Organization of American States (OAS)**

**Betilde Muñoz-Pogossian** *Director of the Department of Social Inclusion*

## **International Labour Organization (ILO)**

**Vinicius Pinheiro** *Director for Latin America*

## **Ibero-American General Secretariat (SEGIB)**

**Rebeca Grynspan** *Secretary General*  
**Esteban Campero** *SMEs Principal Advisor*

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## Ibero-American Organisation of Social Security (OISS)

**Gina Riaño** *Secretary General*

## Intermón-Oxfam

**Andrea Costafreda** *Programme Director, Latin America and the Caribbean*

## Grupo Faro

**Ana Patricia Muñoz** *Executive Director*

## HIVOS

**Ana Gabriel Zuñiga** *Project Development Manager at Transparency for Latin America*

## Institute for Liberty and Democracy

**Hernando de Soto** *President of the Institute for Liberty and Democracy*

## Business at OECD (BIAC)

**Elias Soley** *Vice President Emeritus and Coordinator of the OECD Committee, UCCAEP*

## The Trade Union Advisory Committee (TUAC)

**Pierre Habbard** *Secretary-General*  
**Blake Harwell** *Senior Policy Advisor*

## OECD

<b>Angel Gurría</b>	<i>Secretary General</i>
<b>Andreas Schaal</b>	<i>Director for Global Relations</i>
<b>Stefano Scarpetta</b>	<i>Director for Employment, Labour and Social Affairs</i>
<b>Janos Bertok</b>	<i>Acting Director for Public Governance</i>
<b>Mario Pezzini</b>	<i>Director of the OECD Development Centre</i>
<b>Federico Bonaglia</b>	<i>Deputy Director of the OECD Development Centre</i>
<b>Karim Dahou</b>	<i>Senior Counsellor, Global Relations Secretariat</i>
<b>Jose Antonio Ardavin</b>	<i>Acting Head of the Latin America and the Caribbean (LAC) Division</i>
<b>Sebastian Nieto Parra</b>	<i>Head of Latin America and the Caribbean Unit, Development Centre</i>
<b>Silvia Da Rin Pagnetto</b>	<i>Head of Management, Office of the Secretary-General</i>
<b>Alessandro Bellantoni</b>	<i>Head of Open Government and Civic Space Unit</i>
<b>Alessandro Goglio</b>	<i>Senior Policy Analyst, Directorate for Employment, Labour and Social Affairs</i>
<b>Jorge Carbonell</b>	<i>Advisor, LAC Division, Global Relations Secretariat</i>

# Informality & Social Inclusion in the Times of COVID-19

## Family Photo

### Virtual Ministerial Summit on Social Inclusion “Informality and Social Inclusion in Times of COVID-19”

