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Inter-American Council for Integral Development  
(CIDI)



**PLANNING MEETING OF THE AUTHORITIES**  
**CIDI Ministerial Process - Labor**  
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PERFORMANCE REPORT AS OF FEBRUARY, 2024 OF THE  
WORK PLAN 2022- 2024  
OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)

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TABLE OF CONTENT

	<u>Page</u>
I. Introduction .....	3
II. Themes and mandates of the XXI IACML.....	4
III. Performance Report of the Work Plan .....	5
a. Priorities and technical activities .....	5
b. Political process activities .....	13
c. Funding .....	14
d. Inputs from partner organizations and intersectoral work .....	15
Annex: Calendar of the 2022-2024 Work Plan (Updated) .....	19

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WORK PLAN 2022- 2024  
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I. INTRODUCTION

The Work Plan 2022- 2024 of the Inter-American Conference of Ministers of Labor (IACML), was prepared by the authorities of the Conference at its Planning Meeting, held virtually on February 3 and 4, 2022. Subsequently, it was approved by CIDI's Committee on Partnership for Development Policies at its meeting on June 8, 2022.

The Plan establishes concrete actions to comply with the mandates and commitments set forth in the Declaration and Plan of Action of Buenos Aires, which were approved during the XXI IACML held in September, 2021. It includes priority lines, specific activities, dates and venues, as well as responsibilities, and financial and in-kind commitments.

The Planning Meeting that originated this Plan was chaired by the Ministry of Labor, Employment and Social Security of Argentina, which was represented by Gerardo Corres, Director of International Affairs, and included the participation of representatives of the Ministries of Labor and Permanent Missions of the countries that lead the IACML process:

- Troika: Argentina (Current Chair – XXI IACML), Barbados (Previous Chair - XX IACML), Colombia (Proposed host of the XXII IACML)
- Authorities from Working Group 1: Chile (Chair), Costa Rica and Trinidad and Tobago (Vice-Chairs)
- Authorities of Working Group 2: Colombia (Chair), Panama and United States (Vice-Chairs).

Representatives from the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labor Matters (CEATAL) participated in the meeting, as well as officers from the International Labour Organization (ILO), the Pan American Health Organization (PAHO), the Inter-American Commission of Women (CIM) and the Summits of the Americas Secretariat.

Before the meeting, the Technical Secretariat sent a questionnaire to all the members of the IACML regarding their priorities, expectations and suggestions within the framework of the Conference and its cooperation mechanism, the Inter-American Network for Labor Administration (RIAL), in order to ensure that in developing the Draft Work Plan all of the members' perspectives would be taken into account. The answers received, from 25 Ministries of Labor, COSATE and CEATAL, and compiled in the document "Input for the Planning Meeting 2022-2024 of the IACML" (document: CIDI/CIMT/RPA/doc.33/22 rev.1) served as a base for discussion.

The annual Meeting of the Authorities of the IACML, contemplated in the Work Plan 2022-2024, was held on January 27, 2023. The decisions taken, including the use of RIAL resources, are contained in the document "Outcomes of the virtual meeting of the authorities of the IACML" (document: CIDI/CIMT/RPA/doc.45/23) and incorporated in this report.

This document is a report on the execution of the Work Plan 2022-2024 as of February 2024, to be presented at the Planning Meeting of the Authorities of the IACML on February 22, 2024.

## II. THEMES AND MANDATES OF THE XXI IACML

The XXI Inter-American Conference of Ministers of Labor (CIMT) had the theme "Building a more resilient world of work with sustainable development, decent work, productive employment, and social inclusion". Under that umbrella, it allowed collective reflection and the definition of commitments around four central themes:

- 1) The importance of the world of work to COVID-19 recovery and to the development of more resilient, sustainable, just and inclusive societies
- 2) Better coordination of economic, education, health and labor policies to address and overcome the effects of the crisis and achieve the future of work we want.
- 3) Institutionalized social dialogue to recover from the crisis and secure a future of work with social justice and sustainable development.
- 4) Strengthening Ministries of Labor to address emerging changes in the world of work and the effects of the pandemic.

These themes guided the definition of this Work Plan and must frame all its actions.

The Declaration and Plan of Action of Buenos Aires contain specific mandates for each of these themes. In addition, two Working Groups were created in order to promote compliance with said mandates:

- Working Group 1: Integrated public policies to address the COVID-19 crisis and achieve a human-centered, inclusive, sustainable and resilient recovery for a future of work with equity, social justice, and decent work.
- Working Group 2: Institutional strengthening of Ministries of Labor and promoting institutionalized social dialogue to recover from the COVID-19 crisis and address emerging changes in the world of work.

The Conference also has the Inter-American Network for Labor Administration (RIAL) as a cooperation mechanism that allows the ministerial commitments to land in concrete actions. The XXI IACML gave orientations to the RIAL to continue strengthening the cooperation among the Ministries of Labor of the region and, through it, to strengthen their human and institutional capacities, and contribute to fulfilling the mandates of the Declaration and Plan of Action of Buenos Aires.

### III. PERFORMANCE REPORT OF THE WORK PLAN 2022 – 2024

#### a) Priorities and Technical Activities

The technical activities are carried out within the framework of the RIAL, through its tools: hemispheric workshops, portfolio of programs, webpage, bilateral cooperation, among others. In this regard, they are organized per the RIAL's established and proven methodologies, and under the guidance of the IACML authorities.

The Work Plan consists of 8 priority lines, with their corresponding actions.

#### 1. **Future of work and new forms of employment**

##### Actions:

- **(Fulfilled and on-going activity)** - Repository on the RIAL webpage for legislation and regulations on telework, acknowledging that, during the pandemic, the member states have approved multiple laws, decrees and regulations on this matter.

The “**Portfolio of Telework Laws and Regulations**” was launched in July 2022 and is available on the RIAL website: [www.rialnet.org](http://www.rialnet.org). It brings together more than 90 instruments that the governments of the region have adopted, with the aim of making them a useful tool for those countries that are in the process of creating, designing or modifying their own legislation or regulations on telework.

This Portfolio took as its base the “Portfolio of Responses from Ministries of Labor to COVID-19”, updated by the Secretariat of the Organization of American States (OAS) since April 1, 2020, up until June, 2022. The Technical Secretariat designed, researched, consulted the Ministries and systematized the information to launch the Portfolio on Telework regulations and will continue to update it.

- **(Future and on-going activity) - RIAL Hemispheric Workshop on the future of work and new forms of employment:** The Technical Secretariat, the Ministry of Labor and Social Security of Costa Rica and the ILO are preparing this Workshop which will bring together Ministries of Labor, workers, employers and international organizations to address the dynamics and trends of the future of work, particularly those related to new forms of employment. Additionally, the Workshop will address the environmental dimension or the green transition in the region, as a phenomenon that is also transforming employment and posing both challenges and opportunities to the world of work.

- Date: May 16 and 17, 2024
- Host: Costa Rica
- Financing: Support from the RIAL and the host country.

Mandates to which these activities respond: Articles 15, 23 and 25 of the Declaration and 7b and 7c of the Plan of Action of Buenos Aires.

## 2. Coordination between education and employment

### Actions:

- **(Fulfilled and on-going activity)** - Continue linking the ministerial processes within CIDI/OAS on education and labor.

The Minister of Labor, Employment, and Social Security of Argentina, Hon. Raquel Kisper de Olmos, in her capacity as Chair of the IACML, participated in the OAS Eleventh Meeting of Ministers of Education, held virtually from November 10 to 11, 2022. In the sessions of “Ministerial Dialogue on the Intersectoral Agenda”, the Minister shared the mandates of the IACML, and the actions carried out within the RIAL regarding achieving a greater articulation between education and employment, including two hemispheric workshops. In addition, she raised some specific issues to continue this intersectoral collaboration, including:

- coordination between professional training and formal education systems, emphasizing technical and professional training;
- lifelong learning and reskilling;
- trends and methodologies for the development of skills for the future (technical and socio-emotional);
- the analysis of experiences of joint work and/or coordination between the Ministries, as well as with other public and private actors, in the identification and development of skills for the future;
- the development of a regional qualifications framework;
- the management and development of information that reflects and is relevant to the different national realities in terms of education and employment;
- strengthening, updating and expanding skills certification systems and employment services;
- among others.

Additionally, the 2022-2025 Work Plan of the Inter-American Commission on Education (CIE) contemplates, under its intersectoral agenda, an *Inter-American Program for the development of skills in changing contexts. An intersectoral approach to skills for the future and professional training*. This Program proposes to deepen the collaboration with the Inter-American Conference of Ministers of Labor (IACML) “by strengthening interaction and coordination in job training through active public policies on priority issues such as life-long learning, technical and vocational training, and professional qualification frameworks, especially for the most vulnerable members of society such as women, young people, people with disabilities, migrants, indigenous people, and those not studying or working through no choice of their own”.

- **(Fulfilled activity)** - **RIAL Hemispheric Workshop** with the participation of officials from the Ministries of Education and Labor: This event followed up on

intersectoral collaboration actions already undertaken by the RIAL, including the Workshop “Youth Employment: Articulation between education and work” held in Brasilia in December 2016, and the Workshop on “Skills for the Future” held in Santiago, Chile in May 2019. The specific topics addressed were defined by the Chairs of the IACML and the Inter-American Commission on Education (CIE), and authorities of the WG1.

- Date: May 4 and 5, 2023
- Host: Buenos Aires, Argentina
- Financing: The Ministries of Education and Labor of Argentina covered the costs of logistics, equipment, and simultaneous interpretation. The RIAL's approved contribution covered accommodation expenses of some participants, thus, facilitating their presence in Buenos Aires.

The Workshop “Towards a Stronger Coordination between Education and Labor in the Americas” was held in a hybrid format from Buenos Aires, Argentina, with the participation of 27 countries of the region through delegations from Ministries of Labor and/or Ministries of Education, representatives of workers and employers, ILO-CINTERFOR and other international organizations, and under the auspices of the Ministries of Education and Labor of Argentina -Chairs of the CIE and IACML respectively-. As an output of the Workshop, a document of results was prepared (classified as CIDI/CIMT/RPA/doc.48/24), which contains lessons learned and recommendations to strengthen the education-labor coordination, including the need to have robust policy frameworks that guide coordination and intersectoral mechanisms that make it operational and that are based on social dialogue; generate gateways between educational systems and job training systems so that people can move between them and obtain recognition for their learning; improve and give greater emphasis to teacher training; strengthen labor market information systems that make it possible to anticipate training needs; revalue technical and vocational education; guide education and training towards skills development, and adopt a proactive approach in updating and improving skills, among others.

The results document also includes recommendations to develop national qualifications frameworks (NQFs) and move towards a regional qualifications framework. The government delegations expressed interest in the possibilities offered by a Regional Framework and recognized that it makes it possible to meet the challenges of growing intra-regional migration, the demands of the productive sector, and the needs for re-skilling and development of skills for the future. Having a Regional Framework can bring benefits both to countries that have a NQF, as it requires them to identify points for improvement and establish correlation with the Regional Framework, and to countries that still do not have a national framework because it allows them to move forward in this process in a more agile way. All the information on this Workshop is available on the RIAL website.

Mandates to which these activities respond: Articles 16, 18, 19 and 20 of the Declaration and 7a, 7c and 7d of the Plan of Action of Buenos Aires.

**3. Gender equality and mainstreaming of the gender perspective in labor and employment policies.**

Actions:

- **(Fulfilled activity)** - Establish a **network of gender focal points** within the Ministries of Labor, as a specialized network of the RIAL.

The Network of Gender Focal Points in the Ministries of Labor (RIAL/GENDER) was established on March 15, 2022, during the 4<sup>th</sup> RIAL Gender Dialogue. On that occasion, the gender focal points collectively prepared the founding document of the Network that defines its objectives, tools, areas of action, composition and operation. Subsequently, the Coordinating Committee of the RIAL/GENDER met on June 24 to define the first annual work plan, which contemplates the Dialogues indicated in the IACML Work Plan 2022-2024 (mentioned below) and other additional activities, such as the portfolio, documentation center, and a designated communication channel.

- **(Fulfilled and future activities) - Virtual hemispheric dialogues of the network of focal points:** These dialogues continued the fruitful exchanges of 2020 and 2021 in which, among others, telework policies with a gender perspective and co-responsibility for caregiving were analyzed, and a “Manual for Gender Units”, to support their creation and operation, was developed. These dialogues are organized in partnership with the Inter-American Commission of Women (CIM).
  - Dialogues held during 2022: 4th Dialogue, focused on creating the RIAL/GENDER (March 15, 2022) and 5th Dialogue, where specific recommendations were made to mainstream the gender approach in labor inspection (September 20, 2022). The Dialogues had a very high level of participation, with representatives from 27 and 28 Ministries of Labor in the Americas, respectively; in addition to guests such as the Ministry of Labor of Spain, the ILO, EuroSocial, among others.
  - Dialogues held during 2023: 6<sup>th</sup> Dialogue on Paid Domestic Work (March 15, 2023) and 7<sup>th</sup> Dialogue on mainstreaming gender in training and employment strategies and closing occupational gaps (July 26<sup>th</sup>, 2023). Like previous ones, these dialogues had a very high level of participation with representatives of 27 Member States and made it possible to identify good practices and propose policy recommendations to improve the conditions of paid domestic workers and achieve greater and better labor participation of women in the labor market.
  - Future Dialogues: Originally scheduled for March and July 2024. Given other RIAL and IACML activities in the first semester of 2024, the Secretariat proposes to hold the Dialogues in July and December 2024. Topics to be defined by the focal points of the RIAL/GENDER.



- Financing: RIAL Support
- **(On-going activity)** - Continue the dissemination of the "Manual for Gender Units" and explore providing technical advice to Ministries that request it.
- **(Fulfilled activity)** - Launch the **Course on Gender-Based Violence at Work** in English, with contents developed in partnership with the CIM and the Educational Portal of the Americas.

The Course has a duration of 10 weeks, participants can count on the permanent support of a tutor, and it has synchronous and asynchronous activities. Contents are divided into 4 modules: 1) Conceptual framework of gender-based violence at work; 2) The role of the Ministries of Labor in the identification, prevention, attention and sanction of gender-based violence; 3) Good practices to prevent and address violence against women at work; 4) Conclusions, evaluation and survey. This Course is the first-ever virtual course of the RIAL and has generated a lot of interest. It has the potential to train many people of the Americas, beyond the Ministries of Labor, on how to identify, prevent, address, investigate and sanction gender-based violence at work.

The Course was fully translated to English and the opening call for English-speaking Ministries was launched in March 2022. As a result, 25 Ministry of Labor officials from 10 Caribbean countries and Brazil received this training between April and July 2022, for a total of 75 trained officials from 27 Ministries of Labor in the Americas, including the Ministries from Spanish-speaking countries that engaged in the Course launched in 2021.

Mandates to which these activities respond: Article 12 of the Declaration and 7i and 7j of the Plan of Action of Buenos Aires.

#### **4. Compliance with labor laws and regulations and effective application of fundamental principles and rights at work**

Actions:

- Central theme of the Working Group 2 meeting
- **(Fulfilled activity) - RIAL Workshop on Compliance:** The Hemispheric Workshop “Enhancing Labor Law Compliance in the Americas” was held in Washington D.C. on December 5 and 6, 2023 under a hybrid format, with the participation of representatives from Ministries of Labor, workers (COSATE) and employers (CEATAL) from 29 countries in the region, the representation of Spain as a Permanent Observer to the OAS, and representatives of the ILO. It was organized by the United States Department of Labor and the OAS Secretariat, with the objective of strengthening the capacities and increasing the knowledge of the Ministries of Labor to enhance labor law by improving innovative labor inspection practices and a

preventative approach to law enforcement. The document of outcomes and recommendations of the Workshop is currently being prepared, which will reflect the richness of the exchange around two central topics: “Innovative technologies in labor inspection” and “Complementing labor inspection: a preventive approach to law enforcement.”

- Date: December 5 and 6, 2023
- Host: Washington D.C., United States
- Financing: The United States, through a contribution to the RIAL, covered the costs of logistics, equipment, and simultaneous interpretation, in addition to travel costs (plane ticket and accommodation) of representatives from Ministries of Labor, COSATE and CEATAL. A \$10,000 support from the RIAL was authorized but not used.

Mandates to which these activities respond: Article 24 of the Declaration and 9c, 9d and 9e of the Plan of Action of Buenos Aires.

## **5. Strengthening and modernization of Ministries of Labor**

### Actions:

- Ongoing effort within the RIAL—emphasis on bilateral cooperation
- Topic of emphasis of the Working Group 2 meeting

Mandates to which these activities respond: Articles 23 and 24 of the Declaration and 9i of the Plan of Action of Buenos Aires.

## **6. Strengthening of institutionalized social dialogue for the achievement of more just, equitable and resilient societies**

### Actions:

- **(Fulfilled activity)** - RIAL Workshop: In-person or hybrid event with the participation of Ministries of Labor, COSATE, CEATAL and partner organizations. Planned in conjunction with COSATE and CEATAL authorities.
  - Date: July 12 and 13, 2022
  - Host: Bogota, Colombia
  - Financing: The Ministry of Labor of Colombia covered the costs of logistics, equipment, and simultaneous interpretation. RIAL's approved contribution covered participants' lodging expenses and facilitated their presence in Bogota.

The RIAL Workshop "Social Dialogue for a Sustainable, Just and Equitable Recovery", held in a hybrid format from Bogota and sponsored by the Ministry of Labor of Colombia, brought together representatives of Ministries of Labor, workers' and employers' organizations from 29 OAS Member States to exchange and analyze experiences on the functioning of social dialogue bodies during the pandemic, to identify elements or characteristics within social dialogue bodies that facilitate the achievement of agreements, and to develop recommendations to strengthen and institutionalize social dialogue bodies at the national level, as well as to consolidate the full exercise of freedom of association and collective bargaining.

As a result of the Workshop, a document entitled "Recommendations and Results" was prepared (document: CIDI/CIMT/RPA/doc.40/23) which contains, among others, the most important elements or characteristics of social dialogue mechanisms; mention of the multiple purposes of social dialogue and its centrality in democracy, social justice and development; recommendations for strengthening institutionalized social dialogue, including the regulatory framework, training and culture of dialogue; as well as specific recommendations for the functioning of social dialogue bodies. All the information on the Workshop is available on the RIAL web page.

Mandates to which these activities respond: Articles 11, 21, 22 and 25 of the Declaration and 7b, 9a and 9b of the Plan of Action of Buenos Aires.

## **7. Occupational Safety and Health**

### Actions:

- Topic of emphasis of the Working Group 2 meeting – Approach from psychosocial risks and mental health.
- **(On-going activity)** - Continue alliance with the Pan-American Health Organization to advance activities in this subject matter.

Mandates to which these activities respond: Article 7 of the Declaration and 9b and 9c of the Plan of Action of Buenos Aires.

## **8. Transition from informal to formal economy**

### Actions:

- Topic of emphasis of the Working Group 1 meeting
- It should be a cross-cutting topic in the discussion within all other priority lines
- **(Fulfilled activity)** - RIAL Workshop on transition from informal to formal economy and the role of social actors.

- Date: October 20 and 21, 2022
- Host: Buenos Aires, Argentina
- Financing: The Ministry of Labor, Employment and Social Security (MTEySS) of Argentina covered logistics, equipment and simultaneous interpretation costs. RIAL's approved contribution covered participants' lodging expenses and facilitated their presence in Buenos Aires.

The Workshop "Social Dialogue for a rights-based transition from informal to formal employment", held in a hybrid format from Buenos Aires and sponsored by the MTEySS of Argentina, was attended by 25 countries of the region through delegations of Ministries of Labor, representatives of workers and employers, the representation of Spain as an observer country of the OAS, and representatives of the ILO and PAHO. The general objective of the Workshop was to increase knowledge and strengthen the capacities of the Ministries of Labor with respect to strategies and policies related to social protection and the promotion of productivity that facilitate the transition to labor formalization through mechanisms based on social dialogue.

Based on the discussions during the Workshop, a "Results and Recommendations" document was prepared (document: CIDI/CIMT/RPA/doc.41/23), containing valuable elements of consensus on the relationship between informality, inequality, poverty and exclusion; the importance of social dialogue in the design and implementation of strategies for transition to formality, understanding it as a privileged tool to achieve coherent and articulated formalization efforts; the causal relationship between informality and productivity; the need to address sectors with a high prevalence of informal employment in a differentiated manner (e.g. domestic work, self-employment); among others. The document also includes recommendations to improve the contribution of social protection and productivity promotion policies and strategies to the formalization of employment, including: Design comprehensive policies for transition to labor formality that have a multisectoral approach; incorporate the dimensions of gender, diversity and inclusion; improve education and awareness on the benefits of formalization; strengthen labor inspection and adapt it to the new work modalities; advance in national strategies to increase productivity, defined and agreed upon through social dialogue and where informality is a visible and explicit element; linking social protection with vocational training policies and incentives for labor market insertion; strengthening and institutionalizing social dialogue and making it effective; and promoting social dialogue around the discussion of productivity increases and other macroeconomic factors, not limited to labor issues.

Mandates to which these activities respond: Article 7 and 8 of the Declaration, and 7a of the Plan of Action of Buenos Aires

**Note on other actions of the RIAL:**

- The RIAL Bilateral Cooperation Activities for the period 2022-2024 were and will be selected considering these priority topics. In 2022 and 2023 the RIAL Bilateral

Cooperation activities have been held virtually and have required a RIAL expense for platform, coordination, and simultaneous interpretation, except for a cooperation between Panama and Chile in 2022, given that its objectives could only be achieved through on-site cooperation because it involved labor inspection in the mining sector.

- The RIAL Portfolio of Programs and the biweekly newsletters are being produced with the OAS contributions, a minimal contribution of the RIAL, and the percentage for operation that can be deducted from the new contributions that enter the RIAL Fund.

b) Political process activities:

The meetings of the political process include those established in the Triennial Ministerial Cycle approved by the Inter-American Council for Integral Development (CIDI) for all sectorial meetings, as well as some of the IACML process' own meetings that have proven to be useful in following up on the Work Plan and guiding the work of the Conference.

**1. Meeting of the Working Groups**

Description: The Meeting of the Working Groups of the IACML was held on September 21 and 22, 2023, under a hybrid format in Washington D.C., with the purpose of examining in greater depth the topics identified in the Plan of Action of Buenos Aires, facilitate the exchange of experiences, provide pertinent information and studies, and follow up on related hemispheric initiatives, in line with the Article 5 of the Plan of Action of Buenos Aires. The topics covered during the Meeting of Working Groups, as decided in the meeting of IACML authorities in January, 2023, were the following:

- Working Group 1: i) coordination between education and employment, ii) work on digital platforms, and; iii) gender equality and gender mainstreaming in labor and employment policies.
- Working Group 2: i) occupational health and safety, ii) social dialogue and respect for freedom of association and collective bargaining, and; iii) strengthening and modernization of the Ministries of Labor.

The Meeting was attended by 27 government delegations, 14 of them participating in person in Washington D.C., representatives of workers and employers, through COSATE and CEATAL, specialists from the World Bank, ILO, IDB, PAHO, CINTERFOR/ILO, CIM and OAS. In addition to covering topics of the greatest relevance which were highlighted previously, this Meeting began the preparatory process of the XXII IACML. The Reports of the meeting of each Group, contained in the documents: CIMT-21/GT1-GT2/doc.11/23 and CIMT-21/GT1-GT2/doc.12/23, encompass a summary of the main ideas, challenges, lessons and recommendations on the different topics addressed.

Date and place: Washington D.C., September 21 and 22, 2023.

Funding sources: OAS. During the Meeting of IACML Authorities in January, 2023, the use of RIAL resources was authorized to support travel expenses.

## **2. Preparatory Meeting of the XXII IACML**

Description: At this meeting, the draft Declaration and Draft Plan of Action to be approved at the XXII IACML are negotiated.

Place and date: Washington D.C., August 28 and 29, 2024

Funding: Host country of the XXII IACML

## **3. XXII IACML**

Description: The Conference will bring together Ministers of Labor and Workers' and Employers' representatives, accompanied by relevant international organizations, to discuss and reach consensus on priority issues related to work and employment in the Hemisphere. The approval of a Declaration and Plan of Action is expected. During the XXII IACML, the meetings of COSATE and CEATAL will also be held.

Place and date: Bogotá, Colombia, October 23 and 24, 2024

Funding sources: Host Country and OAS

## **4. Annual virtual meetings of the authorities**

Description: The annual meetings of IACML authorities have the following objectives: monitor and guide the development of the IACML Work Plan and review the financial situation of the RIAL and decide on the use of available resources.

Place and dates: Virtual Meetings. January 27, 2023 and February 22, 2024.

Funding sources: To be determined.

### **c) Funding:**

The approved RIAL budget table for the different actions of the Work Plan, as decided at the Planning Meeting in February 2022 and the meeting of IACML authorities in January 2023, is presented below. The update on the amounts spent to date can be found in the document "Financial Situation of the RIAL as of February, 2024".

General budget of the Work Plan, according to funding source  
2022-2024

Activity	Budget approved by the RIAL	In kind or to be determined in the future
Activities on gender mainstreaming (Dialogues, Network of focal points)	20,000	OAS
RIAL Workshop– Social Dialogue	10,000	Colombia
RIAL Workshop – Coordination between Education and Labor	10,000	Argentina
RIAL Workshop– Enforcement of labor legislation	10,000	United States
RIAL Workshop – Future of work and new forms of employment	10,000	Costa Rica
RIAL Workshop – Transition from informal to formal economy	10,000*	Argentina
Portfolio, Telework Repository, and RIAL Newsletter	5,000	OAS
Working Groups Meeting - 2023	10,000	OAS
Preparatory Meeting of the XXII IACML		Colombia
XXII IACML		Host Country and OAS
Activities, 15th RIAL Call (2022) - Virtual	5,000	
Activities 16th and 17th RIAL Call (2023, 2024)	15,000	
<b>TOTAL:</b>	<b>\$105,000</b>	

\* This amount was approved after the Planning Meeting, via an email received in August 2022.

d) Contributions from partner organizations and intersectoral work:

The Work Plan is developed with the assistance of strategic allies to the IACML process and according to the issues to be addressed in the different activities. During the Planning Meeting of February, 2022, some of the allies shared the contributions they can make to the execution of the activities contained in this Work Plan, as included below. In addition, the labor ministerial process requires an intersectoral approach and is linked to the Summit of the Americas process, therefore, this section of the document also gathers inputs from the Inter-American Committee on Education (CIE) and the Summits of the Americas Secretariat.

**Important note:** The following are the contributions **made by partner organizations as they were presented at the February 2022 Planning Meeting.** These have not been updated.

#### **Contributions of the International Labor Organization (ILO)**

- The ILO delegate reiterated her Organization's willingness and commitment to continue supporting the IACML process, as stated by the ILO Director General during the XXI IACML.
- Highlighted the relevance of the issues included in the Draft Work Plan, considering that they align with the priorities and concerns of the ILO.
- The pandemic has presented a radiography that clearly shows the gaps to be overcome to ensure decent work for all. She called for a deepened debate and analysis from different angles on the topics included in this Draft Work Plan.
- Committed to exploring the possibility of allocating resources to support the activities of the Draft Work Plan, as they are implemented, especially to support the participation of social actors.
- Expressed interest in having the OAS form part of the actions carried out by the ILO on work on digital platforms.
- The American Regional Meeting within the framework of the ILO will be held during the second half of 2023 in the Dominican Republic.
- Called on participants to join the Global Call for a People-Centered Recovery.

#### **Contributions of the Pan-American Health Organization (PAHO)**

- The PAHO delegate reiterated PAHO's commitment to work and collaborate with the IACML to improve workers' health. Recalling that work has an effect on the health of workers and their families.
- Called for jointly addressing the issue of occupational health and safety, especially psychosocial aspects, one of the priority issues of the Draft Work Plan. Stressed that this problem, exacerbated by the pandemic, can only be addressed in an intersectoral manner by the Ministries of Labor and Health. Emphasized the effects that unemployment and new forms of work have on mental health, which can even affect the life expectancy of workers and their families.
- Pointed out that a great concern of PAHO is the effects that precarious work and informal work have on health, since they have a direct impact on the lack of access to services. Called for dialogue and an exchange of experiences on this topic to be expanded within the framework of the IACML.



- Emphasized the importance of building joint roads between the Ministries of Labor and Health and reiterated the commitment to strengthen the partnership between PAHO and the OAS to help build them.

#### **Contributions from the Inter-American Commission of Women (CIM)**

- The CIM delegate highlighted that the promotion of gender equality within decent work has been one of the CIM's priorities, which has been broadly addressed in partnership with the IACML and the RIAL.
- The broad collaboration between CIM and IACML has existed since, at least, 2007, and has included training and institutional strengthening activities. More recently, during the pandemic, the partnership between the RIAL and the CIM has extended to the undertaking of three virtual dialogues, which have concluded in recommendations taken to the Ministerial level, a virtual course on gender-based violence at work, and the preparation of a Manual or ABC for Gender Units in the Ministries.
- During the pandemic, the CIM has worked in disseminating knowledge and analyzing the differentiated effects of the pandemic in men and women. The work undertaken regarding caregiving co-responsibility, including public policy recommendations, was highlighted.
- The commitment of the CIM to continue strengthening the partnership with the IACML and the RIAL to address the topics of the Work Plan, especially the participation in virtual dialogues and in assisting Ministries of Labor in the creation or strengthening gender units, was reaffirmed.

#### **Intersectoral work Labor-Education**

The Technical Secretariat of the Inter-American Committee on Education (CIE), represented by the Director of the Department of Human Development, Education and Employment, shared some reflections on the intersectoral work with the IACML:

- During the IX Regular Meeting of the Inter-American Committee on Education (CIE), the Ministries of Education made the commitment of increasing the work undertaken in collaboration with Ministries of Labor.
- During the meeting, which had the participation of the IACML Chair, some lines of action to increase the education-labor collaboration were raised: reskilling, life-long learning, development of skills for the future, development of a Regional Qualifications Framework in partnership with ILO-Cinterfor and UNESCO, strengthening of competencies certification systems, and the prevention and eradication of child labor. It is expected that these lines of work will be approved within the Second Phase of the Inter-American Education Agenda during the IX Inter-American Meeting of Ministers of Education, to take place in May, 2022.

- An increased coordination between education and labor is a shared mandate within the CIE and the IACML, reaffirming the commitment to translate it into concrete actions of this Draft Work Plan.

### **Summit of the Americas Process**

The Director of the Summits of the Americas Secretariat highlighted the following aspects relevant for this Work Plan:

- The Summits of the Americas process, which began in 1994, has an important link with the sectorial ministerial meetings, including the IACML. This link allows to raise ministerial commitments to the commitments adopted by the Heads of State and Government in the summits; in addition, ministerial meetings support the implementation of the Summit's mandates.
- The Summit Implementation Review Group (SIRG), composed by the Summit's National Coordinators, is the body that prepares, negotiates and follows up on the Summit. It is important that the IACML delegates are in contact with their Summit's national coordinators.
- The Ninth Summit of the Americas will take place in June, 2022, under the Chairmanship of the Government of the United States, and will have as its theme "Building a Sustainable, Resilient, and Equitable Future". The Declaration and Plan of Action of Buenos Aires, adopted in the XXI IACML, have very substantive elements linked to the theme of the Summit, that would enrich the debates towards it.
- A space to share results and recommendations from the IACML and other Ministerial Meetings will be open within the SIRG.
- Workers and employers participate in the Summit's process. COSATE has had presence in previous events and is expected to continue contributing. The Director called for the members of COSATE to join the national Working Groups, comprised of civil society organizations and social actors, that will be convened in preparation of the Summit.

In addition, the Forum of the Private Sector within the Summit is being organized by the U.S. Chamber of Commerce. The Director called for the members of CEATAL to join this Forum.

