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FINANCIAL STATUS OF THE INTER-AMERICAN NETWORK FOR LABOR
ADMINISTRATION (RIAL) AS OF FEBRUARY 2024

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(Updated: February 12th, 2024—All monetary figures are in US dollars)

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I. Summary

The RIAL is currently financed through a Voluntary Contribution Fund, created by a decision of the Inter-American Conference of Ministers of Labor (IACML) and constituted within the OAS since 2011. The Fund receives contributions from the Ministries of Labor, according to their availability and financial capacities, at any time of the year; the minimum contribution is US \$5,000.

Between 2006 and 2010, before the creation of the Fund, the RIAL was financed with an important financial contribution from the Labour Program of ESDC/Canada, as detailed in Appendix 1.

The Voluntary Contribution Fund has received US **\$1,136,037** to date; 22 countries provided \$783,037 and the Government of Canada provided \$353,000. Among the contributions to the Fund, a contribution of \$100,000 from the United States in 2023 and the sum of \$105,000 from Trinidad and Tobago over time are highlighted. Added to these Fund resources is co-funding of approximately **\$422,000**, for a total budget of **\$1,558,037**.

Decisions on the use of the Fund, in accordance with its Guidelines, are made at the Planning Meetings of the IACML, which are held immediately after each conference and include the participation of the Ministries that lead the Conference: the troika (past, present and future Chairs) and the Chairs and Vice Chairs of the Working Groups. Additionally, there are annual Meetings of the Authorities held with the objective of assessing the completion of the IACML Work Plan, review the RIAL financial status, and decide on the use of available resources. The last virtual annual Meeting of Authorities of the XXI IACML was held in January 2023, and the next one will take place on February 22, 2024.

The resources of the RIAL are divided into two areas: RIAL Activities (Workshops, Bilateral Cooperation, etc.) and operating costs, which partially cover the human-resources component of the RIAL and include administration, follow-up and communications.

Spent resources to date, amount to **\$1,444,484** coming from the Voluntary Contribution Fund (\$1,022,484, including Canada's contribution) and other in-kind contributions valued at \$422,000. In addition, in accordance with the decisions of the Meetings of Authorities of 2022 and 2023, there are

currently budgeted resources of **\$35,000** for activities in 2023 and 2024 of the IACML Work Plan 2022-2024. This leaves a balance of **\$78,552**.

II. Contributions

To date, 23 Ministries of Labor have contributed to the Fund. As shown in **Chart No. 1**, some countries have made more than one contribution, and others have contributed much more than the established minimum. Canada has made two important contributions: \$200,000 between 2012-2014 and \$153,000 for 2018-2020. Given the large amount of the contributions, two separate projects were established for accounting purposes, but its use was also decided upon by IACML authorities. The total sum of contributions from Trinidad and Tobago for \$105,000 and the recent contribution from the United States for \$100,000 are highlighted, the latter is intended to cover the activities of the RIAL within the 2022-2024 Work Plan of the IACML.

Chart No. 1
Contributions received by country
(In US dollars)

Country	Amount	Year
1. Argentina	29,700	2011
2. Bahamas	60,000	2011, 2012, 2016, 2017, 2019-2022
3. Barbados	55,000	2011 to 2020, 2022
4. Belize	7,492	2011, 2013
5. Bolivia	39,995	2013 to 2018, 2020-2021
6. Brazil	43,129	2013
7. Colombia	7,669	2015
8. Chile	15,000	2016, 2017, 2022
9. Ecuador	10,000	2011, 2013
10. El Salvador	5,000	2015
11. Grenada	30,000	2016-2021
12. Guyana	31,800	2016, 2017, 2022, 2023
13. Jamaica	22,469	2012-2015, 2022
14. Mexico	19,194	2011, 2013, 2014, 2015
15. Panama	50,000	2011, 2013, 2015-2018, 2020-2023
16. Paraguay	33,922	2015-2019, 2022
17. Peru	59,624	2012-2023
18. Dominican Republic	29,776	2012, 2013, 2018 – 2020-2021
19. S. Kitts and Nevis	23,285	2017, 2019-2023
20. Suriname	4,980	2011
21. Trinidad & Tobago	105,000	2011 to 2018, 2020-2021, 2023
22. United States	100,000	2023

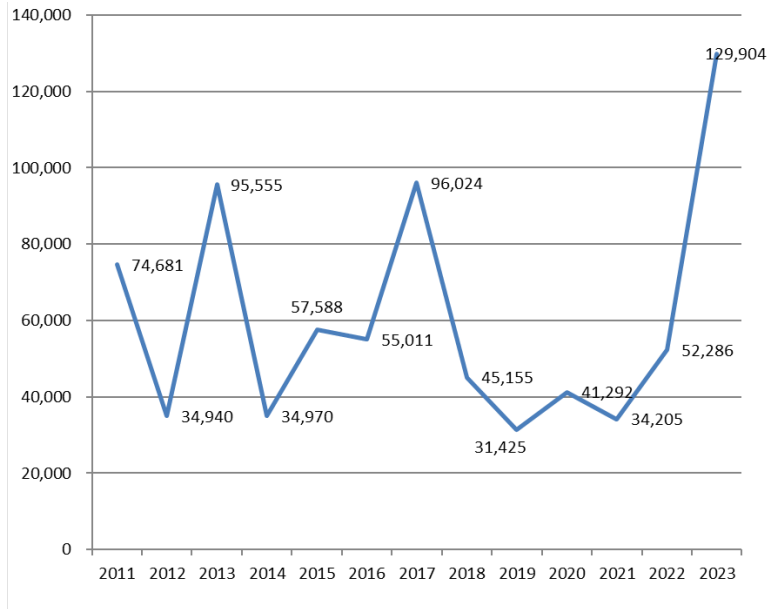
TOTAL -Contributions to Voluntary Fund	\$ 783,037	
23. Canada	\$353,000	2012-2014, 2018-2020
TOTAL	\$1,136,037	

Annual contributions vary considerably, as shown in **Chart No. 2 and Graph No.1**. Over the past years, contributions have been low, but have been compensated by Canada's contribution for 2018-2020 and, in 2023, for the contribution of \$100,000 from the United States. It is noteworthy that in 2020, a very difficult year for all Ministries, contributions of more than \$40,000 were received. The Ministries of Labor of Trinidad & Tobago, Barbados and Peru have informed the Technical Secretariat that this item is already included in their annual budgets. The almost uninterrupted contributions of these countries are highlighted, as well as the Bahamas, Bolivia, Panama, and Grenada. It is expected that others may follow in making contributions on a consistent basis.

Chart No. 2
Contributions received by year to the Voluntary Contribution Fund

Year	Amount	Canada's contribution
2011	74,680.5	
2012	34,940.0	200,000.0
2013	95,555.4	
2014	34,970.0	
2015	57,588.1	
2016	55,011.0	
2017	96,023.6	
2018	45,155.0	153,000.0
2019	31,425.0	
2020	41,292.5	
2021	34,205.5	
2022	52,285.9	
2023	129,904.0	
Total contributions	783,037	353,000.0

Graph No. 1
Contributions received by year to the Voluntary Contribution Fund
(In US dollars)



In-kind or financial contributions which have not entered the OAS accounting –valued at **\$422,000-**, have allowed for the development of RIAL activities and should be accounted for as part of total contributions.

III. Expenditures

The authorities of the IACML, in accordance with the Guidelines of the Voluntary Contribution Fund, determine the allocation of the Fund’s resources during all the Planning Meetings, which follow the Ministerial Conferences, since 2012, dividing them among Hemispheric Workshops, bilateral cooperation activities, studies, communications and operation costs, the last of which partially cover RIAL’s human resources. In addition, during the annual virtual meetings, the IACML authorities have reviewed the financial status of the RIAL and also made decisions on its allocation.

RIAL’s expenditures between 2011 and January 2024 total **\$1,444,484**, which come from the Voluntary Contribution Fund (\$1,022,484, including Canada’s contribution) and from other in-kind contributions made by OAS, governments, or partner international organizations, calculated at \$422,000 as specified in **Chart No. 3**.

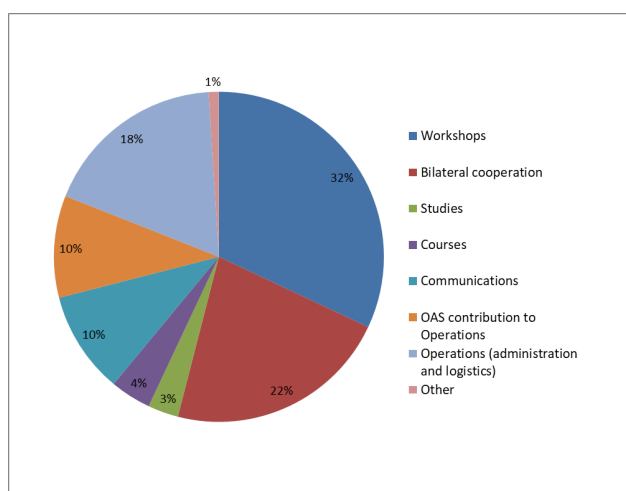
Chart No. 3
Total costs by category and funding source
(In US dollars)

CATEGORY OF COST	SOURCE			Total
	Voluntary Fund (excluding Canada)	Contribution from Canada	Other support (in-kind or direct)	
Workshops	223,546	74,180	160,000	457,726
Bilateral cooperation	184,500	112,758	20,000	317,258
Studies	20,000	19,400	10,000	49,400
Courses	5,000	33,600	20,000	58,600
Communications	30,000	42,150	72,000	144,150
Operations (administration)	191,974	70,913	140,000	402,887
Others	14,464			14,464
TOTAL COSTS	\$669,484	\$353,000	\$422,000	\$1,444,484

Appendix 2 expands on this Chart and provides details about past costs according to their funding source, including resources that have been leveraged for each activity.

Figure No. 2 shows the distribution of expenses according to their component. The operation component is divided in 2: 1) the part that the OAS has covered in salaries of a consultant that supports the administration, logistics, and development of new RIAL products, and 2) the part that the RIAL Fund has covered for the same purpose. The time of the Coordinator of the RIAL is not counted.

Figure No. 2
Distribution of RIAL expenditures



Some important facts about costs:

- In 2021, a new expense category was created, Courses, opening a new field of action for the RIAL. In that year the Virtual Course on Gender-Based Violence at Work was launched, developed by the OAS/RIAL with the Inter-American Commission of Women (CIM) and delivered on the Educational Portal of the Americas.
- Average cost of a 2-day RIAL in-person Workshop: \$31,000. Includes the costs of simultaneous interpretation, equipment, materials and travel expenses covered by RIAL (this item has been reduced in relation to the first RIAL workshops and consists of co-financing for accommodation costs, and, in a small number of cases, airfare); the host country and/or partner institution cover other associated costs (Human resources not included).
- The cost of a virtual activity of approximately 4 hours is \$3,000, including platform and simultaneous interpretation. During 2020, the first virtual hemispheric activities (Working Group Meetings and Gender Dialogue) and bilateral activities were carried out with very good results. It is worth mentioning that the decision to transfer face-to-face cooperation to the virtual space must consider the objectives and expected results.
- Average cost of an in-person bilateral cooperation activity: \$6,500. Includes travel expenses in terms of airfare ticket, accommodation, and meals (Human resources not included).
- Operating costs, which as shown in Figure 2 are 28% of the total (distributed between the OAS with 10% and the RIAL Fund with 18%), refer to administration and follow-up on activities. That is, they concentrate the human-resource component of the RIAL and are essential for its development. This item also includes expenses associated with the development of new RIAL products. Within the Covid-19 pandemic, the RIAL designed two new products: The Portfolio of Responses from Ministries of Labor to the Covid-19 pandemic, and the Repository of Guidelines and Protocols for reopening and Return to Work; subsequently, in 2022 it launched the Portfolio of Telework Laws and Regulations and in 2023, the Repository of Actions on Paid Domestic Work, all of them human-capital intensive and which were covered by this item. In terms of the Guidelines of the Fund, 15% of contributions are designated for operating expenses, up to a maximum of \$50,000 annually. The current level of contributions continues to be insufficient to cover RIAL's operating costs, which is why the OAS has provided an important amount of resources and the RIAL authorities decided, at their 2020 and 2021 meetings, to allocate additional resources for it. The OAS' contribution cannot be guaranteed in the future.
- The OAS supports the RIAL's coordination in kind, which is calculated at approximately \$80,000 annually and is not included in the amounts reported in this report.
- RIAL's component of communications includes updating the website and the Portfolio of Programs, the elaboration of newsletter and social media managing. It is a component with increasing relevance, currently representing 10% of the RIAL's expenses. As for the operations component, the OAS has provided important resources to the communications component. This contribution represents half of total communications costs.
- The Fund's expenses have been consistently lower than the budgeted amounts, especially for Hemispheric Workshops, given important leveraging of resources.

IV. Budgeted resources

The IACML Work Plan 2022-2024 includes a budget for the different activities, as approved by the authorities at the February 2022 Planning Meeting, in addition, the Meeting of Authorities in January 2023 also decided on the use of available resources. The budgeted resources for 2022 and 2023, except for resources for the December 2023 Labor Law Compliance Workshop, were fully spent, as it can be corroborated in this document and in the Work Plan Performance Report (document: CIDI/CIMT/RPA/doc.47/24). Below are the resources that are yet to be utilized.

Chart No. 4
Budget for activities in 2023 and 2024 of the IACML Work Plan 2022-2024 according to source of financing
(In US dollars)

Activity	Budget approved by the RIAL*	In kind or to be determined in the future
RIAL Workshop– Enforcement of labor legislation	10,000**	United States
RIAL Workshop – Future of work and new forms of employment	10,000	Costa Rica, to be confirmed
Preparatory Meeting of the XXII IACML		Colombia
XXII IACML		Host Country and OAS
Activities 16th and 17th RIAL Call (2023, 2024) *	15,000	
TOTAL:	\$35,000	

**These amounts were approved by the RIAL authorities before the contribution from the United States to cover RIAL activities within the 2022-2024 Work Plan was received.*

***These resources are available, as the expenses of the RIAL Labor Law Compliance Workshop, held on December 5 and 6, 2023 in Washington D.C. were covered by a contribution from the United States.*

V. Outlook and available resources

Summarizing what has been reported, the total budget of the RIAL between 2011 and 2023 is **\$1,558,037**, consisting of **\$1,136,037** from contributions from 23 countries to RIAL’s Voluntary Fund and **\$422,000** of in-kind co-funding resources.

Spent resources to date, amount to **\$1,444,484** and the budget allocated for activities in 2023 and 2024 is \$35,000; thus, the balance of the RIAL Fund is **\$78,552**.

As noted in previous Reports, the commitment of all Member States, as well as more consistent and stable financial contributions is crucial to ensure the sustainability of the RIAL in the future. To date,

only 23 of the 34 OAS Member States have made contributions to the Fund, while all of them have participated in the RIAL.

The Fund should have a budget of no less than \$120,000 per year to guarantee continuity of actions, according to the standards that have been established. Thus, contributions should be reinforced.

The RIAL calls on Ministries of Labor to make contributions in accordance with their national capacities. In this sense, it is hoped that more developed countries with more robust economies will make contributions above the established minimum of \$5,000 per year.

APPENDIX 1

2006 – 2010 Period

The establishment of the RIAL and most of its activities in the period 2006-2010 were funded from a large contribution by the Canadian Labour Program, provided under four agreements with the OAS for a total of US\$1.35 million. This funding covered RIAL's activities and basic operating costs.¹

Contribution by the Canadian Labour Program to the RIAL
2006-2010

Agreement	Can\$	US\$
RIAL 1 (2006)	65,844.45	56,483.91
RIAL 2 (2006 - 2007)	310,800.00	265,812.91
RIAL 3 (2007 - 2008)	275,280.00	261,251.79
RIAL 4 (2008 – 2010)	890,000.00	771,851.92
TOTAL	\$1,541,924.45	\$1,355,400.53

During this period, financial contributions from the United States, Mexico, Argentina, and Brazil were also received. Additionally, the OAS has contributed financial resources for RIAL's coordination and operations.

Other financial contributions to the RIAL
May 2006- July 2010

County/organization	US\$	Description
United States	171,680.00*	Most bilateral activities in 2006, contribution to the labor dimension workshop (July 2006), and co-financing of the youth workshop (May 2008) and bilateral coop in 2010
Mexico	15,000.00	Employment services workshop (November 2006)
Argentina	12,000.00	Bilateral activities co-financing
Brazil	33,900.00	Bilateral activities and youth workshop (May 2008) co-financing
OAS	320,000.00	RIAL coordination and operation
TOTAL	\$552,580.00	

¹ Operating expenses included the hiring of a person full time as technical and administrative support and a person part-time, who administers and updates the web page.

APPENDIX 2 – DETAILS OF COSTS AND FUNDING SOURCES 2011 TO FEBRUARY 2024 (1/2)
(US dollars)

Expenditures and obligations					
Item / Activity	Voluntary Contribution Fund	Canada's contributions	Other support	Total	Sources of "other support"
Hemispheric Workshops					
Workshop on Freedom of Association - Washington, DC. Oct. 2012	8717		10000	18,717	OEA
Workshop on Child Labor - San Jose, Costa Rica, Feb. 2013		37695	4000	41,695	Costa Rica
Workshop on More Just Labor Conditions - Bahamas, Apr. 2013	24112		12000	36,112	Bahamas
Workshop on Formalization - Barbados, Sept. 2014	16266		25000	41,266	Estados Unidos y Barbados
Workshop on Social Protection and Employment - Mexico, Dec. 2014	5977		25000	30,977	México, CISS, RIPS0, GIZ
Workshop on Inspection - 2015 (substituted by Webinars)	1002			1,002	
Webinar - Virtual Platform		2185		2,185	
Intersectoral Workshop on Youth Employment - Brasilia, Dec. 2016	18617		25000	43,617	Brasil, DCF/OEA
Workshop on Labor Migration - San Jose, Costa Rica, July 2017	12638		6000	18,638	OIM y OIT
Workshop on Compliance - San Jose, Costa Rica, Dec 2018		27700	8000	35,700	OIT
Intersectoral Workshop on Skills for the future - Santiago, Chile, May 201	27021		14000	41,021	Chile y OIT
Meeting of IACML Working Groups - Quito, Ecuador, Dec.2019	13726		15000	28,726	Ecuador
Virtual Dialogue on Gender Mainstreaming - 2020 - 2021		6600	1000	7,600	OEA
Workshop on Social Dialogue - Bogota, Colombia/hybrid, July 2022	7830		5000	12,830	Colombia
Workshop on Formalization - Buenos Aires, Argentina/hybrid, Oct. 2022	13640		5000	18,640	Argentina
Virtual dialogues and activities RIAL/GENDER 2022-2024	20000			20,000	
Workshop Edu - Labor - Buenos Aires, Arg./hybrid, May 2023	10000		5000	15,000	Argentina
Workshop Labor Law Compliance - Washington, DC./hybrid, Oct 2023	44000			44,000	
Subtotal Workshops:	\$223,546	\$74,180	\$160,000	\$457,726	
Bilateral Cooperation					
Activities of the 5th Call (2012) - 9 acts.	15112	30476	6000	51,588	Argentina
Activities of the 6th Call (2013) - 7 acts.		34639	2000	36,639	Argentina
Activities of the 7th Call (2014) - 8 acts.	25514	14343	4000	43,857	Argentina
Activities of the 8th Call (2015) - 7 acts.	36328		8000	44,328	Argentina, Canadá
Activities of the 9th Call (2016) - 5 acts.	29043			29,043	
Activities of the 10th Call (2017) - 4 acts.	25320			25,320	
Activities of the 11th Call (2018) - 7 acts.	28825	5400		34,225	
Activities of the 12th Call (2019) - 7 acts.	15680	20400		36,080	
Activities of the 13th Call (2020) - Virtual	1932			1,932	
Activities of the 14th Call (2021) - Virtual	700	7500		8,200	
Activities of the 15th Call (2022)	6046			6,046	
Subtotal Bilateral Coop.:	\$184,500	\$112,758	\$20,000	\$317,258	

APPENDIX 2 – DETAILS OF COSTS AND FUNDING SOURCE 2011 TO FEBRUARY 2024 (2/2)
(US dollars)

Expenditures and obligations					
Item / Activity	Voluntary Contribution Fund	Canada's contributions	Other support	Total	Sources of "other support"
Studies					
Study on Bilateral and Multilateral Social Security Agreements	20000		10000	30,000	CISS
Study on Institutionalization of Gender Perspective		13400		13,400	
Manual on Gender Units operation		6000		6,000	
Subtotal Studies:	\$20,000	\$19,400	\$10,000	\$49,400	
Courses					
Course on Regional Qualifications Framework (2021)	5000		20000	25,000	OIT-CINTERFOR
Course on Gender-Based Violence at work (2021)		33600		33,600	
Subtotal Courses:	\$5,000	\$33,600	\$20,000	\$58,600	
Communications and Portfolio					
Website, Portfolio, Newsletter	25000	37150	66000	128,150	OEA
Publication 10th Anniversary of RIAL	5000	5000	6000	16,000	OEA
Subtotal Communications:	\$30,000	\$42,150	\$72,000	\$144,150	
Operation (management and logistics)					
Management and logistics (2011-2023)	187456	28990	140000	356,446	OEA
Indirect Cost Recovery	4518	41923		46,441	
Subtotal Operation:	\$191,974	\$70,913	\$140,000	\$402,887	
Other - Support to ministerial process					
Support to XXI IACML	6125			6,125	
Support to Working Groups meeting 2023 (co-funding participation)	8339			8,339	
Subtotal Other:	\$14,464			\$14,464	
TOTAL EXPENDITURES AND OBLIGATIONS	\$669,484	\$353,000	\$422,000	\$1,444,484	