

Potential Discussion Items for DOL Presentation
On employment strategies targeted towards vulnerable populations

November 30, 2010
OAS Seminar in Rio de Janeiro, Brazil

General:

- We would like to extend our appreciation to the Organization of American States (OAS), Brazil's Ministry of Labor and Employment, and the Ministry of Social Development for organizing this very important event.
- As you all know, employment and social protection issues are a priority of our Administration.
- This was made evident during the commitments to exchange best practices in this area during the Summit of Americas in Trinidad and Tobago in April 2009, followed by the launch of the Inter-American Social Protection Network last September in New York, the OAS Social Development Ministerial in Cali, Colombia in July 2010, and the Inter-American Conference of Ministers of Labor (IACML) Declaration and Plan of Action adopted by Secretary Solis and other Ministers of Labor in October 2009 in Buenos Aires.
- In April 2010, U.S. Secretary of Labor, Hilda Solis, hosted the first G20 Labor Ministerial at the U.S. Department of Labor at the request of President Obama as a follow-up to the G20 in Pittsburgh. This was the first time Ministers of Labor from the G20 countries met. Following the meeting, the Ministers of Labor submitted recommendations to President Obama and the G20 leaders. The recommendations include specific language on strengthening social protection systems and promoting inclusive active labor market policies.
- The recommendations also encourage increased support by multilateral development banks for extension of social protection systems and invite the ILO to assist countries in designing and building such systems.
- The IACML Declaration and Plan of Action were shared with G20 Labor Ministers as agreed to in Argentina.
- These recommendations are available to the public and on our website.

Summit of Americas talking points from State:

- At the Summit of the Americas in 2009, President Obama committed to support the IASPN.] The United States is eager to continue supporting the Inter-American Social Protection Network through our grant to the OAS and separately through funds contributed to OAS Development programs. We are encouraged to see the success of such partnerships like Puente in the Caribbean. We hope to play a constructive role in facilitating more partnerships for sharing best practices among our governments and civil society.
- The United States is eager to continue supporting the Inter-American Social Protection Network through our grant to the OAS and contribution to FEMCIDI. We are encouraged to see the success of such partnerships like Puente in the Caribbean. We hope to play a constructive role in facilitating more partnerships for sharing best practices among our governments and civil society.
- For example, the United States is pleased to announce that with an exploratory meeting taking place in Asuncion this week, we plan to play a constructive role in facilitating the exchange of experiences and technical assistance between Chile and Paraguay to strengthen the social protection system in Paraguay. The basis and our motivation for supporting this project is the promise of the IASPN framework.

Current labor scene in the United States and other important data:

- According to our Bureau of Labor Statistics at the Department of Labor, in the United States, the current unemployment rate is 9.6 percent, or 14.8 million (our current population is 310,775,973). The unemployment rate has been essentially unchanged since May.
- The unemployment rate for African-Americans in the United States is currently 15.7 percent and it was 15.3 percent (in October 2009). Some report the number is above 16 percent.
- According to BLS, higher unemployment rates for blacks and Hispanics occur across all major age and sex groups. In 2008, the rates for black adult men and women (age 20 and older) were 10.2 and 8.1 percent, respectively, compared with 6.8 and 6.9 percent for Hispanic adult men and women, respectively. The unemployment rates were 4.9 percent for white adult men and 4.4 percent for white adult women. The jobless rates for Asian adult men and women were 3.9 and 3.5 percent, respectively.
- A recent report from BLS highlights that unemployed blacks have been jobless for longer periods than unemployed workers in other groups. In 2008, the median duration of unemployment for blacks was 12.1 weeks, compared with 10.2 weeks for Asians, 8.8 weeks for whites, and 8.4 weeks for Hispanics.
- Black men are more likely than other men to be out of the labor force. (BLS)

Poverty increase in the United States:

- In September, the US Census Bureau reported that 44 million Americans – one in seven – are now living in poverty, the largest number since the Census Bureau began tracking poverty 51 years ago.
- According to the National Urban League, data from the U.S. Census Bureau and Brookings reveal that the economic downturn of the past three years has resulted in a dramatic rise in suburban poverty as a result of the foreclosure crisis and job losses.
- According to Brookings, 45 percent of suburban social service providers report an increase in the number of clients coming from households where one or more adults is working but still don't earn enough to make ends meet. Three-quarters report an increase in the number of families requesting safety-net services for the first time.
- This further proves the importance of this event today and why funding and programs need to continue focused on job creation, employment programs, and safety net services.

DOL employment strategies targeted towards vulnerable populations:

- Secretary of Labor Hilda Solis's vision for the U.S. Department of Labor is *Good Jobs for Everyone*. To make this vision a reality, individuals—both students and workers, including those who are unemployed, low-wage, returning veterans or disabled, among others— must have the skills necessary to compete for the good jobs of the future and employers must have ready access to a pool of skilled workers to increase productivity and better compete in the world economy.
- The Department of Labor has a number of employment and training initiatives targeting members of disadvantaged and vulnerable population groups, and has been able to increase efforts as a result of the American Recovery and Reinvestment Act of 2009 (Recovery Act). Through the Recovery Act, DOL has provided approximately \$4.5 billion in funding for employment and training, including \$3.95 billion for Workforce Investment Act programs (including summer employment activities for youth), \$120 million for Community Service Employment for Older Americans, \$400 million in employment service grants to states, and \$250 million to modernize Job Corps centers and provide training to disconnected youth. The Recovery Act also strengthened the social safety net in the U.S., by extending and expanding unemployment insurance, and providing subsidies for health insurance and food.
- ***Green Jobs Innovation Fund*** - President Obama and Secretary Solis' both see green jobs as a key driver of America's economic revitalization and sustained economic stability. ETA is a key resource for the Administration's Green Jobs initiative. The energy industries offer workers new opportunities that will require additional training and certification.
- The Green Jobs Innovation Fund builds on the lessons learned from the significant investments in green jobs training funded through the American Recovery and Reinvestment Act (Recovery Act). Through competitive grant opportunities, the fund is helping address workforce needs associated with green

- The ***Pathways Out of Poverty Grants***, part of the American Recovery and Reinvestment Act of 2009 (Recovery Act), works to integrate training and supportive services into cohesive programs that will help target populations find pathways out of poverty and into economic self sufficiency, through employment in the energy efficiency and renewable energy industries. Populations eligible to be served through these grants include unemployed individuals, high school dropouts, individuals with a criminal record, and disadvantaged individuals living in areas of high poverty. Additional details are below.
 - In January 2010, the Department of Labor announced \$150 million in “Pathways Out of Poverty” training grants for green jobs.
 - In order to serve the specific populations targeted by these grants effectively, the Department of Labor encouraged applicants to focus project efforts in communities located within one or more contiguous Public Micro Data Areas (PUMAs) where poverty rates were 15 percent or higher. PUMAs are geographic areas designated by the U.S. Census Bureau. All applicants were required to have experience serving economically disadvantaged populations.
 - There are two types of award recipients for these grants: 1) national nonprofit entities with networks of local affiliates, coalition members or other established partners; and 2) local entities including nonprofit organizations, such as community and faith-based organizations, the public workforce investment system, the education and training community, labor organizations, and employer and industry-related organizations.
 - The Pathways out of poverty grant in Oklahoma (Grantee: It’s My Community Initiative) was highlighted during the presentation. The \$4,000,000 grant targets the underemployed and ex-offenders and has partners such as: the Oklahoma City Community College, International Brotherhood of Electrical Workers union, the Oklahoma Department of Health and Human Services, the Oklahoma Department of Corrections, and other local organizations. The grantee is providing access to workshops and addressing communication, anger and stress management; makes referrals to assist with mental/physical health challenges, housing, and financial literacy; and provides support services for child care. Training partners will move participants through industry-developed wind energy and recycling technician certification programs and other on the job training. Expected outcomes include: placement of more than 200 residents in good green jobs, additional education training for those who did not complete school, and other relevant training.

- **Youth employment** - President Obama is committed to addressing the challenges facing youth, both in school and out of school. To reach his goal of being first in the world in college completion by 2020, students need to be kept on track to graduation, raise graduation rates, and ensure students who have disengaged have opportunities to re-connect to education and jobs. Department of Labor initiatives that address **youth employment** include:
 - Funding for state and local programs that provide help to low-income youth facing barriers to employment. These programs serve both in- and out-of-school youth.
 - **YouthBuild**, which helps disadvantaged youth gain high school credentials and skills training that lead to employment. This program provides job training and educational opportunities for at-risk, and out-of-school youth ages 16 through 24 while they also work on projects that construct or rehabilitate affordable housing for low-income or homeless families in poor neighborhoods.
 - **Job Corps** assists economically at-risk youth at 122 residential and non-residential centers, combining classroom, practical and work-based learning to help prepare youth for long-term employment. Thanks to funding received through the Recovery Act, Job Corps now offers student training programs on “green” activities and has undertaken construction and rehabilitation projects on Job Corps centers, helping create and retain jobs.
 - The **Work Opportunity Tax Credit**, which reduces the tax liability of businesses that hire disadvantaged workers, was expanded under the Recovery Act to include disadvantaged youth as a target group.
- The **Senior Community Service Employment Program** (SCSEP) promotes self-sufficiency through the provision of subsidized, service-based training and part-time employment opportunities for low-income, unemployed seniors (persons 55 years and older) who have poor employment prospects. Program participants work an average of 20 hours a week upon placement in a wide variety of community service activities at non-profit and public facilities, with the goal of transitioning to unsubsidized employment opportunities.
- **Career Pathways Innovation Fund (Source: ETA)**- Underscoring the crucial role of community colleges in the road to recovery, the Career Pathways Innovation Fund is a competitive grant program that focuses on existing career pathway programs at community colleges. Career pathway programs are clear sequences

- Grants will be awarded to community colleges and consortia of community colleges that are developing or expanding career pathway programs in partnership with education and training providers, employers, and the public workforce system. In awarding the grants, ETA will give priority to programs that can clearly demonstrate positive academic and employment outcomes and give a priority to programs with specific strategies for serving individuals who may not otherwise participate fully in job training programs, such as English Language Learners, for example, by integrating basic education with occupational training.

- ***Office of Disability Employment Policy (ODEP) Initiatives:***
 - **Workforce Recruitment Program (WRP)** is a recruitment and referral program that connects federal and private sector employers with highly motivated postsecondary students with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs. Annually, trained recruiters from WRP's federal agency partners conduct personal interviews with more than 2,100 students with disabilities at college and university campuses across the nation, and develop a database listing the qualifications of each student. This searchable database is available to federal Human Resource Specialists, Equal Opportunity Employment Specialists, and other hiring officials in federal agencies at the [WRP federal website](#).

 - **Project SEARCH** is a one year, high school transition program which provides skills training and work experience for young adults with disabilities ages 18 to 21. Project SEARCH was launched in the private sector in 1996 and currently has over 140 sites in 42 states with both private and public employers as well as the UK and Australia. The Project DOL was the first Federal job site model. To date, the program has expanded and is also being hosted by the U.S. Department of Education and U.S. Department of Health and Human Services. The students will be on-site at the national offices during the entire school year and will do three 10-12 week rotations in a variety of offices. The ultimate goal upon program completion is competitive employment utilizing the skills learned on the internships.

 - **America's Heroes at Work** is an initiative that addresses the employment challenges that address the employment challenges of returning service members living with traumatic brain injury (TBI) and/or post traumatic stress disorder (PTSD).

- **Disability.Gov** provides easy access to comprehensive disability-related information and resources on disability laws, housing, employment, benefits, starting a small business, education, and finding federal government grants.
 - ***DOL programs/initiatives targeted toward Native American Communities:***
 - Over the past year, we have awarded \$67 million to 256 Native American tribes and organizations through the Workforce Investment Act's Indian & Native American Program for adult and youth services.
 - DOL has also provided a \$3 million Emergency Grant for workers affected by fishing industry layoffs in the Lummi Nation.
 - We have ensured that Pathways Out of Poverty, Green Capacity Building and Community Based Job Training grants included organizations that serve Native communities.
 - We have also helped tribes connect to the public workforce system and DOL agencies in unprecedented ways.
 - ***Initiatives for victims of domestic violence and the labor link:***
 - In the United States, domestic violence is responsible for \$5.8 billion in medical costs and lost productivity. Victims lose nearly 8 million days of work — equal to 32,000 full-time jobs.
 - Domestic violence, whether it is toward a woman or man, is a workplace issue as a result of its impacts.
 - The Department of Labor is combating domestic violence.
 - Through DOL's Employment & Training Administration's efforts, 16 states have changed their Unemployment insurance law to provide unemployment benefits to victims who are separated from their jobs due to domestic violence.
 - Initiatives from the Women's Bureau — including Green Jobs, Non-Traditional Occupations, Financial Literacy, Equal Pay and Workplace Flexibility — are supporting economic security and providing a path to escape domestic violence.
 - ***National Emergency Grants:*** (Examples of the important role of States when workers experience layoffs are below)
- Massachusetts:*
- Just last week, the U.S. Department of Labor announced a \$2,073,235 grant to assist about 330 workers who reside in Massachusetts affected by layoffs and closings at 12 companies, 11 in Massachusetts and one in Connecticut.

- Secretary Solis stated that, "No worker should ever have to face a layoff, but we can help when jobs are lost. This funding means that workers will have access to the training and employment services they need to get good jobs in promising industries." DOL awarded the grant to the **Massachusetts Department of Workforce Development**, this grant will be **operated by the Regional Employment Board** of Hampden County. The grant will provide these dislocated workers, many of whom are also certified as eligible for Trade Adjustment Assistance (TAA), with access to wrap-around and supportive services that are not available through the TAA program. Workers not eligible for TAA will have access to the full array of training and employment-related services under this grant. These services include adult basic education, [English for speakers of other languages](#), and *General Educational Development* assistance.

Puerto Rico:

- The issue of emergency preparedness and responses to natural disasters is an area that was discussed during the Social Protection Ministerial in Cali, Colombia and is an area closely linked to labor as well, and is an area we are beginning to explore more in the region as a Ministry of Labor, especially with the Caribbean countries.
 - Just last week, the U.S. Department of Labor also announced a \$4 million National Emergency Grant award to assist cleanup and recovery efforts in the wake of Tropical Storm Otto that struck Puerto Rico in October.
 - The DOL funds will be awarded to the Puerto Rico Department of Labor and Human Resources. Funds will be **used to create temporary jobs** to assist in the recovery from the severe storm's devastation, which included flooding and landslides.
 - Secretary Solis is pleased that this grant will support **the creation of jobs** while fostering recovery in local communities and the economy as a whole.
 - National Emergency Grants are awarded at the discretion of the secretary of labor based on a state's ability to meet specific guidelines. For more information, visit <http://www.doleta.gov/NEG>
- ***White House Council on Auto Workers and Communities:*** In June 2009, President Obama signed an Executive Order creating the White House Council on Automotive Communities and Workers to help coordinate a federal response to the workers and communities affected by dislocation in the auto industry.
 - ***Supporting Small and Medium Enterprises and Entrepreneurship:*** The Department of Labor is providing self-employment training and assistance to support unemployed and underemployed workers and create jobs: 1) Project GATE – a demonstration program training new entrepreneurs; and 2) Self Employment Assistance (SEA) Unemployment Insurance recipients' receive

weekly allowances while they are getting their businesses off the ground. 3)The Women's Bureau also has initiatives underway to assist unemployed women with starting their own business.

- ***My Skills My Future Initiative for the unemployed:*** In September 2010, Secretary Solis and DOL launched the new **my skills my future** website where individuals can find new career options to explore based on current skills and experience gained during past jobs. This is a skills matching process and will show other occupations and careers that match an individuals background. The website will also provide individuals with local training options to help them find a job in their area, and other resources. It's a career one-stop website: <http://www.myskillsmyfuture.org/>.

Long term-unemployed and vulnerable populations (Source: ETA):

- In October 2010, according to BLS, the number of long-term unemployed (those jobless for 27 weeks and over) in the United States was unchanged over the month at 6.2 million.
- In October 2010, 41.8 percent of unemployed persons had been jobless for 27 weeks or more. As a result, almost half, or 42 percent of all the unemployed are long-term.
- In the US long-term unemployment is applicable to just about every industry, and occurs in occupations where the unemployment rates are low. Even those with a university education are only spared slightly from a bout of long term unemployment. According to a recent Pew Research Study, 21 percent of unemployed workers with a bachelor's degree have been without work for a year or longer, compared to 27 percent of unemployed high school graduates and 23 percent of unemployed high school drop-outs.
- The US is witnessing high unemployment rates, especially for minorities and other at risk populations. In particular, blacks and Hispanics are facing the highest unemployment rates at 15.6 percent and 12.1 percent, respectively. US veterans of Afghanistan and Iraq, another at-risk group, have experienced high unemployment rates, as high as 14 percent during the year, but recently are down to levels matching the overall unemployment rates.
- Older workers are much more likely to become discouraged and fall out of the workforce. They are also likely to be in the long-term unemployed, making it more difficult for them to find gainful employment. As late as February, about half of the unemployed older workers (55+) were out of work for 27 or more weeks.

- Equally concerning is the youth employment rate of nearly 20 percent in June 2010.
- The U.S. Administration has worked aggressively to minimize job losses, stimulate the economy and address the special needs of persons who have been out work for extended periods of time. Vulnerable populations and unemployed workers need not only financial support during periods of joblessness, but access to training that helps them get back onto sustainable career pathways and remain in the middle class.

Effective Engagement of Partners (Source: ETA)

- As part of industrial and economic restructuring efforts, governments need to more effectively engage the education and training continuum into the job-search and employment service delivery systems to help position those unemployed individuals, many of them among the long-term unemployed, into promising career pathways. One way to engage local economies in training and education efforts is through collaboration with community based organizations that can address specific community workforce needs. (Potential questions for counterparts: *What are some of the barriers faced or pitfalls to avoid when working with local institutions that serve the long-term unemployed? Are the long-term unemployed willing to retrain for new job, despite the need for an immediate pay check?*)

Service Delivery Models (Source: ETA):

- Serving vulnerable populations are not one-size fits all models that bring about high-performing services and successful job seekers. Employment services must meet the client's training needs or current employment situation in order to be effective. For example, Canada has been able to keep its long-term unemployment numbers low by, in part, ramping up its 25 year old work-sharing program through its stimulus package. We look forward to learning about what other countries are doing in this area (Potential questions for counterparts: *How were you able to get "buy-in" from industry to provide for the work-sharing program? Is this a low-cost model that can continue into the foreseeable future?*).
- Decentralized service delivery systems in times of extraordinary pressure to serve more customers faster and more efficiently might pose several challenges, (i.e., accountability and name recognition). In the U.S., the One-Stop Career Center system is not well known across the country as it is not easily identifiable to job seeker and employer customers. Many states brand their One-Stop Career Centers, but these names vary from state to state, and occasionally from local area to local area. (Potential Questions for counterparts: *How are your governments providing information to your customers about employment services and training opportunities? During the recession, has a decentralized employment service provided*

Budgets (Source: ETA)

- Ministries of Labor already face budget challenges even without an economic crisis present. We understand that some programs in the region that target low-income and laid-off workers, may now face cuts in government spending. There is a concern among countries about the “wind-down” after the economic stimulus packages run out of funds and the array of employment and training services extended to vulnerable populations would diminish considerably. (Potential questions for counterparts: *How will potential service cuts affect at-risk populations? How will your Ministry ensure continuity of services and maintain economic momentum? What is your Ministry doing to monitor the wind-down of services after the economic stimulus package?*)

Discrimination and inequality link to employment and social protection

When jobs and employment opportunities do exist, what are the priorities of the current administration when vulnerable groups are excluded from the labor market as a result of race, gender, or other factors? Discrimination and inequality continues to exist in our workplaces which has an impact on our vulnerable populations trying to enter the workplace, and those who are currently in the workplace who seek promotions and other employment opportunities.

- Our U.S. Equal Employment Opportunity Commission reports that more than 90,000 employment discrimination complaints were filed last year alone (the majority race based and filed by African-Americans).
- We know that the first bill President Obama signed when he entered office was the Lily Ledbetter Fair Pay Restoration Act. The bill is named after a woman who for nearly two decades worked in the same company as her male colleagues who learned from a friend that she was paid less for the very same work. Over the course of her career, she lost more than 200,000 in salary and even more in pension and social security benefits. Her case made it all the way to the Supreme court.
- Women in the United States still earn 78 cents for every dollar men earn, and women of color even less.
- As our President has stated, equal pay is not just a women’s issue but it impacts families. When the President signed the bill in January 2009 he stated, “making our economy work means making sure it works for everyone. That there are no second class citizens in our workplaces, and that it’s not just unfair and illegal- but bad for business- to pay someone less because of their gender, race, age, ethnicity, religion, or disability.”
- To implement President Obama’s pledge in the State of the Union address to crack down on violations of equal pay laws, the Administration created the National Equal Pay Enforcement Task Force, bringing together the Equal Employment Opportunity

Commission (“EEOC”), the Department of Justice (“DOJ”), the Department of Labor (“DOL”), and the Office of Personnel Management (“OPM”). (Source: White House)

- Although a number of laws exist to address equal pay enforcement, the Task Force has identified five persistent challenges in this area, made recommendations to address each challenge, and developed an action plan to implement those recommendations. The recommendations from the National Equal Pay Enforcement Task Force are as follows:
 1. Improve interagency coordination and enforcement efforts to maximize effectiveness of existing authorities.
 2. Collect data on the private workforce to better understand the scope of the pay gap and target enforcement efforts.
 3. Undertake a public education campaign to educate employers on their obligations and employees on their rights.
 4. Implement a strategy to improve the federal government’s role as a model employer.
 5. Work with Congress to pass the Paycheck Fairness Act.
- Through a collaborative effort between the Departments of Labor, Justice and the Equal Employment Opportunity Commission, the Administration will ensure strategic enforcement of pay discrimination cases. In addition to hiring nearly 200 more enforcement staff, DOL will publish an Advanced Notice of Proposed Rulemaking early next year. The ANPRM will seek input from stakeholders on how the Equal Opportunity survey can be improved. The Labor Department will also launch new public education efforts, including an Equal Pay Checklist, a revamping of the Equal Pay Employer Self-Audit tool, and hosting an Equal Pay Research Summit.
- The issue of employment discrimination is a topic that we look forward to addressing more with all of you in the region during our next IACML working group meeting this coming Spring in DC.

Other potential discussion items if time permits:

The Housing crisis link to vulnerable workers:

Many families in the United States are impacted by foreclosure crisis and high interest mortgage loans (subprime loans) which targeted mainly blacks and Hispanics. One million families in the United States are projected to loose their homes this year. You have someone with a job but they may still suddenly loose their home due to the foreclosure crisis or expensive health care costs. How are we addressing this issue?

- President Obama responded with the Home Affordable Modification Program (HAMP), which offers incentives for lenders to modify home loans.

- A financial regulatory reform law, enacted in 2010 enforces new rules holding banks accountable for risky behavior, and creates a Consumer Financial Protection Agency to ensure fair, transparent practices.
- Legal action against predatory lenders through the U.S. Department of Justice, created a new unit dedicated to lending discrimination and taken dozen of cases. Some companies have been forced to pay 6.1 million for charging blacks higher mortgages.

International Cooperation on Child Labor:

- As part of the U.S. commitment to eliminate the worst of child labor in the region, for the past 15 years, USDOL has funded 57 projects in 20 Latin American countries, totaling more than USD \$162 million. As of August 2010, our projects have benefited more than 260,000 children in the region. These initiatives have been implemented by many organizations, including the International Labor Organization (ILO)'s Program for the Elimination of Child Labor, CARE International, and Desarrollo y Autogestión (DyA), among others.
- Our child labor projects support countries' efforts to provide access and quality education to every child, offer vocational education for youth, and tackle poverty. For example, our projects in the Dominican Republic and Colombia have developed an innovative educational model for children who work or are at risk of working. This project was selected by the Inter-American Development Bank and UNESCO in 2009 as a best practice in programs for youth.
- Our projects in Ecuador and Bolivia have provided educational opportunities to indigenous children. A regional South America Project combats discrimination and social exclusion among populations more vulnerable to child labor such as Afro-descendants and indigenous groups.
- This year, we are pleased to announce that USDOL will fund two new initiatives to combat child labor: one in El Salvador and the other in Bolivia. These two projects will combat child labor by promoting educational opportunities and livelihood alternatives for parents. Both projects will include a rigorous impact evaluation component to test project interventions.
- In El Salvador, the new project will be embedded in the social protection programs, *Comunidades Solidarias* and *Apoyo Temporal al Ingreso* (PATI), support the *RoadMap to Eliminate the Worst Forms of Child Labor*. It will benefit 12,500 children and 5,000 households in rural and urban areas. It will be implemented by the

- In Bolivia, the new project will support Bolivia's National Plan to Combat Child Labor; it will be inserted in the *Mi Primer Empleo Digno* and Bono Juancito Pinto programs. It will benefit 3,800 children and households. This initiative will be carried out by Desarrollo y Autogestión (DyA), an Ecuadoran organization that is a regional leader in child labor issues.