



**ORGANIZATION OF AMERICAN STATES**  
Inter-American Council for Integral Development  
(CIDI)



**FIRST MEETING OF THE WORKING GROUPS  
OF THE XIX INTER-AMERICAN CONFERENCE  
OF MINISTERS OF LABOR (IACML)**

June 28 and 29, 2016  
Washington D.C.

OEA/Ser.L/XIX.VI.1  
CIMT-19/GT1-GT2/doc.3/16 Corr.1  
13 July 2016  
Original: Spanish

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CALENDAR OF ACTIVITIES 2016-2017  
OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)

(Approved during the Planning Meeting in February 2016 and  
Updated as of April 2016)



**2016 – 2017 CALENDAR OF ACTIVITIES  
OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)**

*(Conclusions and Results of the 2016 – 2017 Planning Meeting)*

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**I. INTRODUCTION**

The 2016 - 2017 Planning Meeting of the Inter-American Conference of Ministers of Labor (IACML) took place on February 25 and 26, 2016 at the headquarters of the OAS in Washington, D.C. with the following objectives: Establish the IACML Calendar of Activities for 2016-2017 to implement the Declaration and Plan of Action of Cancun (XIX IACML); ensure coordination among the main actors of the IACML and define their financial or in-kind contributions; and review the financial situation of the RIAL and decide on the use of contributions received to date. All objectives were fully accomplished.

The meeting was chaired by the Secretariat of Labor and Social Welfare of Mexico, as Chair of the XIX IACML, which was represented by Alejandra Medina, Sub coordinator of Hemispheric Labor Policy, and included the participation of representatives of the Ministries of Labor that lead the IACML process:

- Troika: Mexico (Current Chair - XIX IACML), Colombia (Previous Chair - XVIII IACML), Barbados (Future Chair - XX IACML)
- Authorities from Working Group 1: Brazil (Chair), Chile and Panama (Vice-Chairs)
- Authorities of Working Group 2: Paraguay (Chair), Canada and Costa Rica (Vice-Chairs).

In addition, representatives of United States, Uruguay, El Salvador and Honduras participated as observers.

The Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labor Matters (CEATAL), as consultative bodies of the IACML, participated in the meeting, as well as authorities of the International Labour Organization (ILO), the Pan American Health Organization (PAHO),

the Inter-American Conference on Social Security (CISS), the Inter-American Development Bank (IDB), and the Economic Commission for Latin America and the Caribbean (ECLAC).

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), and to guarantee that in developing the Calendar of Activities all of the members' perspectives would be taken into account. The answers received, from 22 Ministries of Labor, COSATE and CEATAL, and compiled in the document "Input for the Planning Meeting 2016-2017 of the IACML" served as a base for discussion.

This document presents the conclusions and results of the Planning Meeting. Other relevant information, including the list of participants and supporting documents, can be found on the Web page: [http://www.oas.org/en/sedi/dhdee/labor\\_and\\_employment/pages/cpo\\_trab\\_planningmeeting2016-2017.asp](http://www.oas.org/en/sedi/dhdee/labor_and_employment/pages/cpo_trab_planningmeeting2016-2017.asp)

## **II. 2016 – 2017 CALENDAR OF THE IACML**

The activities of the Calendar of the IACML, which were approved by the participants of the meeting for the next two years, are presented below. The activities include political meetings and RIAL events, which are of a technical nature. Appendix 1 displays the Calendar in chart format.

### **1. 1<sup>st</sup> Meeting of Working Groups (2016)**

**Place and date:** End of June, 2016. Washington. D.C.

The agenda of the Meeting of the Working Groups will be defined by the authorities of each WG (Chair and Vice-Chairs) in coordination with the Technical Secretariat and will include the topics identified in the Planning Meeting.

**Funding sources:** To be defined. The Chair and the Technical Secretariat will explore possible sources of funding.

### **2. RIAL workshop on Youth Employment, certification of Labor Skills, link between education and labor**

**Place and Date:** Brazil, December 2016

**Description:** This event will focus on youth employment, including certification of labor skills and inter-sectoral coordination efforts between the Ministries of Education and Labor, in line with the XIX IACML's priority theme of "Education and Labor: Integrated Public Policy Making to Promote Effective Inclusion Into the Labor Market". It will follow-up on mandates 12, 13 and 15 of the Declaration of Cancun and 6) f, g and i of the Plan of Action. The conceptual proposal for the Workshop (objectives, thematic sessions, products), following RIAL process, will be jointly developed by the Chair and Vice-Chairs of the WG1, the Chair of the XIX IACML with support of the Technical Secretariat of the IACML and the Technical Secretariat of the Inter-American Committee on Education (CIE). It will be presented at the CIE meeting.

**Key partners:** ILO and other organizations – to be defined.

**Funding sources:** The Government of Brazil will cover the logistics and simultaneous interpretation costs. RIAL will allocate \$25,000 to support travel for participants from smaller economies, COSATE and CEATAL.

### **3. 2<sup>nd</sup> Meeting of Working Groups (2017) and First Preparatory Meeting of the XX IACML**

**Place and date:** Paraguay, April, 2017

**Description:** As in past years, this Meeting of the Working Groups will be held jointly with the First Preparatory Meeting of the XX IACML.

- The WG Meeting (2 days) will focus on the priority topics of each group, identified in the Planning Meeting.
- The First Preparatory Meeting of the IACML will be a half-day session in which the topics of the IACML will be determined, based on a proposal that will be presented by Barbados, host of the XX IACML.

**Funding sources:** The Government of Paraguay will cover the cost of logistics and simultaneous interpretation, and will explore the possibility of covering some travel expenses for representatives of smaller economies, COSATE and CEATAL.

### **4. RIAL Workshop on Labor Migration**

**Place and date:** Costa Rica, July, 2017

**Description:** Considering the priority given by the XIX IACML to achieving greater inclusion of vulnerable groups, as well Migration being another priority theme of the XIX IACML, this event will focus on the exchange of experiences on protection and dissemination of migrant workers' rights, including topics connected to social security and fair recruitment. It will serve as a follow-up to mandates 6, 18, 25, 27 and 28 of the Declaration of Cancun and 6, h of the Plan of Action. The conceptual proposal (objectives, thematic sessions and products), following RIAL process, will be jointly developed by the Chair and Vice-Chair of the WG2, the Chair of the XIX IACML with support of the Technical Secretariat of the IACML.

**Key partners:** ILO, CISS and other organizations-to be defined

**Funding sources:** RIAL will contribute up to \$25,000 that could cover costs of logistics and simultaneous interpretation, and some travel expenses for representatives of small economies, COSATE and CEATAL. It is expected that some of these costs might be covered by the Government of Costa Rica or other partners.

### **5. Second Preparatory Meeting of the XX IACML**

**Place and date:** Washington D.C, September, 2017

**Description:** This is a three-day meeting to negotiate the draft Declaration and Plan of Action of the XX IACML.

**Funding sources:** Barbados and OAS

## **6. XX IACML**

**Place and date:** Barbados, early November, 2017

**Description:** The Conference will gather Ministries of Labor, employers' and workers' representatives, accompanied by relevant international organizations to discuss and reach consensus around key issues related to labor and employment in the Hemisphere. The approval of a Declaration and Plan of Action is expected, which will be negotiated beginning in April 2017, during the First Preparatory Meeting. During the XX IACML, biennial meetings of COTPAL, COSATE and CEATAL will also be held.

**Funding sources:** Barbados and OAS

## **7. Dialogue with Workers and Employers at the OAS General Assembly**

**Place and date:** Santo Domingo, Dominican Republic, June 13-15, 2016 and to be determined for 2017

**Description:** The Heads of Delegation of the Member States of the OAS hold dialogues with civil society, workers, the private sector and other groups during the OAS General Assemblies. The Technical Secretariat coordinates the participation of COSATE and CEATAL in these dialogues, with the support of the Trade Union Confederation of the Americas (TUCA) and the International Organization of Employers (IOE).

**Funding sources:** OAS, workers' and employers' organizations. ILO support will be explored.

## **8. RIAL Calls for Bilateral Cooperation (9<sup>th</sup> Call – 2016 and 10<sup>th</sup> Call – 2017)**

**Description:** Each year the RIAL opens Calls for proposals on bilateral cooperation with the objective of supporting institutional strengthening of Ministries of Labor through cooperation and direct technical assistance among them. After a careful selection process, the RIAL coordinates, finances and follows up on the selected activities. The RIAL covers travel expenses for the representatives of the Ministries of Labor participating in these activities, consisting of economy-class airfare and a stipend (for lodging and meals). These calls are supported in chapter E of the Plan of Action of Cancun.

**Funding sources:** Voluntary Contribution Fund of the RIAL - \$30,000 for activities in 2016, and an amount to be determined according to contributions received for 2017.

## **9. Complementary event – Joint Celebration PAHO-IACML-OAS and ILO for the World Day for Safety and Health at Work - April 28, 2016**

## **10. On-going Efforts from the Technical Secretariat: RIAL Call for proposals for bilateral cooperation, follow-up, web and Portfolio update, development of database on bilateral and multilateral social security agreements with CISS.**

### **III. PRIORITY TOPICS FOR THE WORKING GROUPS:**

The IACML Working Groups provide follow up to the Declaration and Plan of Action of Cancun. In this sense, they should have the four central themes of the XIX IACML as a guide: 1) Education and labor: integrated public policy making to promote effective inclusion to the labor market; 2) Equity and labor inclusion: Inclusive labor policies and the generation of quality jobs and enterprises; 3) Labor Migration: Advancing the protection of migrant workers' rights; 4) Hemispheric cooperation for the strengthening of the Ministries of Labor: The Inter-American Network for Labor Administration (RIAL) ten years after its creation.

Furthermore, they will have the following priority topics during 2016-2017, which were decided during the meeting.

#### **Priority Topics for Working Group 1:**

- 1) Labor equality, elimination of employment discrimination and labor inclusion of vulnerable groups;
- 2) Promotion of decent work and full and productive employment in line with the 2030 Agenda for Sustainable Development - Discussion on indicators;
- 3) Transition from the informal to the formal economy;
- 4) Reflections on the new world of work / 4th industrial revolution

Note: Topics related to youth employment, integration of education and labor policies, professional training and certification of labor skills will be addressed in a RIAL workshop.

WG1 will also be tasked with analyzing the possibility of requesting national reports on compliance with IACML commitments, and define its contents and requirements.

#### **Priority Topics for Working Group 2:**

- 1) Strengthen labor legislation and regulation compliance and effective exercise of fundamental principles and rights at work;
- 2) Social protection;
- 3) Occupational Health and Safety;
- 4) Strengthening the Inter-American Network for Labor Administration (RIAL) – It was decided that 1 day during WG2 meetings will be devoted to talking about the operation of the RIAL, its tools, lessons, follow-up mechanisms, etc.

Note: The issues of dissemination of the rights of migrant workers and safe and orderly labor mobility will be addressed in a RIAL Workshop.

### **IV. RESOURCES OF THE INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)**

The Technical Secretariat presented a report on the state of the Voluntary Contribution Fund which, to date, has received contributions of US\$497,734 from 18 countries including the \$200,000 contribution from Canada. Chart No. 1 shows the total contributions as of February 2016.

**Chart No. 1**  
**YEARLY CONTRIBUTIONS RECEIVED IN THE VOLUNTARY CONTRIBUTION FUND**

Year	Amount
2011	74,681
2012	34,940
2013	95,555
2014	34,970
2015	57,588
<b>Total contributions</b>	<b>\$297,734</b>
Contribución de Canada (2012 - 2014)	200,000
<b>TOTAL</b>	<b>\$497.734</b>

Chart No. 2 shows in detail the expenses made and projected, including those covered with Canada's contribution to the Voluntary Contribution Fund (2012 – 2014)

**Chart No. 2**  
**EXPENDITURES OF THE VOLUNTARY CONTRIBUTION FUND**  
**As of February, 2016 (date of the P. Meeting).**  
***It includes Canada's 200,000 contribution***  
***(In U.S dollars)***

Area	Voluntary Contribution Fund	Contribution from Canada (2012-2014)
<b>Hemispheric Workshops</b>		
Workshop on Freedom of Association - Washington, D.C., Oct. 2012	8,718	
Workshop on Child Labor - San Jose, Costa Rica, Feb. 2013		37,695
Workshop on More Just Labor Conditions - Bahamas, Apr. 2013	24,112	
Workshop on Formalization - Barbados, Sept. 2014	16,266	
Workshop on Social Protection and Employment - Mexico, Dec. 2014	5,977	
Workshop on Inspection - 2015 (Webinar)	1,002	
Webinar - Virtual Platform		2,185
<b>Bilateral cooperation</b>		
Activities of the 5 <sup>th</sup> Call (2012) - 9 activities	15,112	30,476
Activities of the 6 <sup>th</sup> Call (2013) - 7 activities		34,639
Activities of the 7 <sup>th</sup> Call (2014) - 8 activities	25,514	14,343
Activities of the 8 <sup>th</sup> Call (2015) - 7 activities	36,328	
<b>Studies</b>		
Study on Bilateral and Multilateral Social Security Agreements	20,000	
<b>Communications</b>		
Website, Portfolio, Newsletters	20,000	29,650
Publication: 10 years of the RIAL	5,000	
<b>Operations (administration and logistics)</b>		
Support to administration and Logistics (2011-2015)	54,660	28,990
Indirect cost recovery	3,267	22,022
<b>TOTAL EXPENDITURES</b>	<b>235,955</b>	<b>200,000</b>

The RIAL thus has registered expenditures for \$435,955, which means that there is still \$61,779 in available funds. The secretariat informed that there are other contributions in process, of approximately \$20,000, which is why the authorities in the Planning Meeting authorized the use of \$80,000, which will be distributed as shown in chart No. 3.

It is important to highlight that the RIAL has received in-kind contributions for \$152,000, in addition to an important contribution from the OAS General Secretariat, valued at \$80,000 annually, for the Network's coordination and operations costs.

**Chart No. 3**  
**Distribution of resources from the Voluntary Contribution Fund of the RIAL**

Activity	Budget allocated
RIAL Workshop on Youth Employment/Link between Education and Labor	25,000
RIAL Workshop on Labor Migration	25,000
9th Call for bilateral cooperation (2016)	30,000
10th Call for bilateral cooperation (2017)	-----*
<b>TOTAL:</b>	<b>\$80,000</b>

\* To be financed with contributions received during 2016.

## **V. OTHER ACTIVITIES AND PROPOSALS RELATED TO THE IACML**

This section includes activities and initiatives that are not part of the formal Calendar of the IACML, but are relevant to its members. Further, it includes initiatives of international organizations that can contribute to the IACML process.

### **6.1 International Events Relevant to the Ministries of Labor and/or social actors**

- International Labor Conference, ILO, to be held in Geneva from May 30<sup>th</sup> to June 11<sup>th</sup>, 2016 and June 5<sup>th</sup> to 17<sup>th</sup>, 2017.
- IX Ibero-American Conference of Ministers of Labour and Social Security, to be held in Cartagena, Colombia, from May 2<sup>nd</sup> to 3<sup>rd</sup>, 2016.
- Meeting of the Ministers of Labor of G20, to be held in Beijing, China, from July 11<sup>th</sup> to 13<sup>th</sup>, 2016.



## **6.2 Initiatives of International Organizations that Contribute to Fulfilling the Mandates of the IACML**

The international organizations partnered with the IACML process shared the following ongoing initiatives and projects, which can contribute to fulfilling the mandates of the XIX IACML. ILO, IDB, ECLAC, PAHO and CISS made presentations during the meeting.

### **International Labor Organization (ILO)**

- ILO presented its three main regional objectives at the moment: Productive Development Policies for inclusive growth for more and better jobs, which coincides with objective 8 of the 2030 Agenda for Sustainable Development; continue efforts to promote formalization; and strengthen respect and enforcement of labor regulations and legislation.
- It highlighted four ways to achieve these priorities: Knowledge generation, technical assistance, strengthening of employers and workers' organizations, and dissemination of required knowledge and experiences.
- ILO highlighted the Programme for the Promotion of Formalization in Latin America and the Caribbean (FORLAC), specially its efforts to identify the techniques and policies that have worked (and which ones have not) in order to reduce informality, especially focusing on some countries that are falling behind in this area.
- Regarding their current priorities and actions, the ILO finds that there is strong correlation with the IACML's mandates. Specifically, within the topics of Working Group 1, the ILO can contribute in: the promotion of decent work and full and productive employment within the 2030 Agenda for Sustainable Development; Integration of labor, productive, and education policies; Policies and programs related to youth employment and the school-to-work transition; technical and professional training; the role of sustainable enterprises to employment and to the protection of labor rights; and the transition from the informal to the formal economy.
- ILO underlined that, in the subject of technical and professional training; it coordinates the Inter-American Centre for Knowledge Development in Vocational Training (CINTERFOR), acting as the center of a knowledge-sharing network between institutions and organisms dedicated to this topic. It also highlighted the studies made in four countries regarding the role of sustainable enterprises in employment and the protection of labor rights.
- With regards to the topics of Working Group 2, the ILO can contribute in: Promoting awareness of the rights of all workers, including migrant workers; enforcement of labor legislation and regulations; Strengthening of social dialogue and collective bargaining mechanisms; Prevention and eradication of child labor and social security.

### **Pan-American Health Organization (PAHO):**

- PAHO highlighted the approval of the 2015-2025 Plan of Action on Worker's Health, which was presented during the XIX IACML in Cancun. The objective of the Plan of Action is to strengthen the intersectoral response to deliver integral attention to worker's health through the execution of updated policies, plans and regulations.
- Their proposals to the IACML include: Develop and update legislation and technical regulations on workers' health; identify, evaluate, prevent, and control hazardous conditions and exposures in the workplace; increase access to and coverage of health services for workers; promote health, well-being, and healthy work in the workplace; strengthen diagnostic capacity, information systems, epidemiological surveillance and research in the field of occupational diseases, injuries, and deaths.
- PAHO proposed joint activities with the IACML, such as the celebration of the World Day for Safety and Health at Work (April 28<sup>th</sup>) through a Webinar, a joint workshop IACML-OAS-RIAL-PAHO about Occupational Health and Safety, a series of Webinars on health, work and mining, as well as technical assistance from PAHO to countries that request it. The proposal of a joint celebration of the World Day for Safety and Health at Work was accepted.

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

- ECLAC highlighted the document presented during the Regional Conference on Social Development of 2015, which underscores the importance of productive employment and decent work to improve social indicators in the region. It includes policy recommendations to improve coordination between social policies and the labor market.
- Joint project with other United Nations Commissions, which will develop a toolbox on the design and implementation of public policies for equality. It will include an analysis on labor market policies and its role in promoting equality.
- Implementation of diagnostics on national training and formation systems which will highlight strengths and weaknesses, as well as programs on the subject that promotes inclusion. This project is on-going in 5 countries of the region.
- One of the biggest common characteristics between ECLAC and the IACML is the importance given to the link between education and labor. ECLAC is carrying out a project to strengthen this link and promote political dialogue on the subject, with participation of academic, employers and workers' organizations, as well as governments.
- Regarding youth employment, another IACML priority topic, ECLAC highlighted the toolbox "Social Inclusion of youth in the context of increasing violence and insecurity with a focus on Central America", for analysis and policy design; the Youth Observatory for Latin America and the Caribbean, which includes policies and programs relating to this topic; and a study on school to work transition, which highlights similarities and differences between countries.

### **Inter-American Conference on Social Security (CISS):**

- CISS has worked closely with the IACML recently, especially in the development of the study on social security agreements. It concurs with the IACML on the importance of continuing to work on the subject, and reaffirmed its commitment to fulfill mandate 8,f of the Plan of Action of Cancun regarding a database of bilateral and multilateral agreements on social security.
- The next step in supporting the IACML is to work with the OAS on the development of this database, allowing countries to see, transparently, the conventions and administrative agreements on social security.
- CISS is analyzing the creation of the Continuous Reporting System on Social Security in the Americas, which would be done with the OAS and will be used to share up-to-date information on social security indicators in the region.
- CISS offered the IACML its headquarters in Mexico to hold conferences and congresses.

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

- IDB shared the three main objectives of its Labor Market Unit. The first two (to Improve Access to Work and to Improve Worker's Career Paths) go hand in hand with Working Group 1 of the IACML, and the third (Improve Access to Social Security), with Working Group 2.
- Regarding Access to Work, the IDB provides technical and financial support to increase coverage of Employment Services and improve training programs. Recently, it published "Jobs for Growth" and "The World of Public Employment Services", which give policy recommendations. It coordinates the Technical Support Network to Employment Services in Latin America and the Caribbean (SEALC Network) and evaluates the impact of specific programs.
- Regarding the improvement of career paths, the IDB provides technical and financial support to improve continuous training systems and to develop instruments to anticipate skills demands.
- Regarding the improvement of access to social security, several recent investigations, the elaboration of the Longitudinal Social Protection Survey (LSPS) and the Social Security Observatory for Latin America and the Caribbean were mentioned. In addition, they highlighted the Network for Pensions in Latin America and the Caribbean (PLAC), which intends to enhance the pension systems in the region and could become a part of the IACML's agenda.
- IDB underlined the Labor and Social Security Information System (SIMS) which contains comparable statistics for 23 countries, institutional information, and academic publications.

## Calendar of Activities 2016 - 2017 of the Inter-American Conference of Ministers of Labor (IACML)

Results of the Planning Meeting of the IACML (Feb. 25 and 26, 2016, Washington D.C.)

ACTIVITIES	2016												2017											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Ag	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Ag	Sept	Oct	Nov	Dec
1. 1st Meeting of the Working Groups - Washington D.C.																								
2. RIAL Workshop on Youth employment, linkages Edu-Labor - Brazil																								
3. 2nd Meeting of WG & 1st Preparatory for XX IACML - Paraguay																								
4. RIAL Workshop on Labor migration - Costa Rica																								
5. 2nd Preparatory Meeting for the XX IACML - Washington D.C.																								
6. XX IACML - Barbados																								
7. Worker-Employer Dialogue at OAS General Assembly																								
8. 9th and 10th RIAL Calls for Bilateral Cooperation																								
9. Complementary Event - World Day for SHW (PAHO, ILO, OAS)																								
10. Ongoing update of RIAL's web page and portfolio; development of database regarding Social Security Agreements (in collaboration with CISS)																								
Meeting of the Governing Body, ILO - Geneva																								
International Labor Conference - ILO - Geneva																								
IX Ibero-American Conference of Ministers of Labour- Cartagena																								
Meetings of Ministers of Labor of G-20 - Beijing																								
Meeting of the IA Committee on Education (CIE) - Washington D.C.																								
Meeting of Ministers of Education of the OAS - Bahamas																								
Mtg of Ministers of Social Development of the OAS - Asuncion																								
XXV Ibero-American Summit of Heads of State - Cartagena																								
Holy Week																								

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