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**MANDATES AND BACKGROUND INFORMATION TO PREPARE THE 2018-2020 WORK PLAN**

**OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)**

**INTRODUCTION**

This document presents a chart of the IACML’s priority topics, its most recent background information, and the mandates received from the Conference and the Summit of the Americas. Its main purpose is to contribute to the planning of activities to be implemented by the IACML in 2018 - 2020 and support IACML authorities, COSATE, CEATAL and international organizations to answer 2 basic questions:

1. Taking into consideration the background information and the mandates from the IACML and the Summit, how do you wish to further advance each topic?
2. Which concrete activities (exchange workshops, analysis, research, etc) would you like to propose for each topic? This question makes reference to the activities of the Inter-American Network for Labor Administration (RIAL) and of the Working Groups.

**NOTE ON THE TOPICS**

The topics rise from the responsibilities assigned by the Plan of Action of Bridgetown (XX IACML) to each Working Group of the Conference. Nonetheless, they should not be understood as separate, but are rather articulated from within the great themes of the Ministerial of Bridgetown:

* Towards better inter-sectorial coordination between education, training and labour, crucial to unleash youth potential and address the future of work
* Making the 2030 agenda for sustainable development a reality: implementation of goal 8 of the SDGs; decent work, sustainable enterprises and social dialogue
* Gender equality, ensuring labour rights and opportunities for vulnerable populations

**CONTENT OF THE CHART**

**Topics of Working Group 1:**

1. The future of work
2. Equality in the labor market, elimination of employment discrimination, and labor inclusion for vulnerable populations
3. Promotion of decent work and full and productive employment in the context of the ILO Decent Work Agenda and the 2030 Agenda for Sustainable Development
4. Integration of labor, education, and training policies
5. Youth employment and school-to-work transition
6. Technical and professional training and public employment services to respond to the needs of the labor market
7. Labor market information systems
8. Sustainable enterprises, including micro, small, and medium-sized enterprises and other production units
9. Transition from the informal to the formal economy
10. Gender equality and gender mainstreaming in labor and employment policies

**Topics of Working Group 2:**

1. Promoting awareness of the rights of all workers, including migrant workers
2. Strengthening enforcement of labor legislation and regulations, and effective exercise of fundamental principles and rights at work
3. Strengthening of social dialogue
4. Freedom of association and collective bargaining
5. Regular, safe, and orderly labor mobility
6. Prevention and eradication of child labor
7. Social protection
8. Occupational health and safety
9. Hemispheric cooperation on labor matters
10. Strengthening the Inter-American Network for Labor Administration (RIAL)

**Other General Topics:**

* + Rural sector
  + Related to the environment

**MANDATES AND BACKGROUND INFORMATION TO PREPARE THE IACML 2018-2020 WORK PLAN**

**Keys:**

**PA:** Plan of Action

**Dec:** Declaration

**WG**: Working Group

**Relevant information:**

XX CMIT - 2017 en Bridgetown

XIX CMIT - 2015 in Cancún

VII Summit - 2015 in Panamá

XVIII CIMT - 2013 in Medellín

VII Summit - 2012 in Medellín

V Summit - 2009 in Puerto España

IV Summit - 2005 in Mar del Plata, Argentina

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| **TOPIC** | **MANDATES** |
| **TOPICS FOR WORKING GROUP 1** | |
| 1. **The future of work** | **Background:**   * This topic was first addressed in the IACML at the WG1 meeting in 2016 with presentations from Ministries, COSATE, CEATAL, OAS, IDB, OECD and ILO. * In the Inter-Sector Workshop on Youth Employment: Articulation between Education and Work, held in 2016 in Brazil (mentioned below under topic b.), much emphasis was placed on the need to improve articulation between the world of education and the world of work to face the challenges of the future of work.   **Mandates:**  **Dec-XX IACML:** We will place special emphasis on meeting the new challenges of the future of work in the face of the fourth industrial revolution, and on addressing them with multiple actions, such as incorporating them into the design of modern and relevant curricula and training trajectories in education and training systems. We also assume the need to approach the business world with this new conception of work, in order to ensure for youth a successful entrance into the labor market. We acknowledge the trends and developments in this digital age where traditional approaches to work are being reshaped. We recognize that these developments give rise to new challenges and we shall strive to equip our workforce, particularly our youth, our less-skilled workers, and those workers displaced by new developments, with the technical and socio-emotional skills needed to meet the new and emerging realities of the world of work. These changes require social dialogue and proactive policies to guarantee benefits for all. (10) *Also a mandate in topic “e”*  **PA-XX IACML:** Further the study and analysis of the impact on the world of work of the sharing economy and the progress of the fourth industrial revolution. In particular, facilitate spaces for social dialogue to consider those issues and develop policy recommendations. To that end, the current global discussions on the future of work held in diverse international forums, such as the ILO, will be taken into consideration, with particular emphasis on the following components: work and society, decent jobs for all, the organization of work and production, and the governance of work. (7.a) *Also a mandate in topic “m”* |
| 1. **Equality in the labor market, elimination of employment discrimination, and labor inclusion for vulnerable populations**   **(In previous IACML reports, this theme was also treated as “Protect populations that are confronted by greater challenges in the labor market”)** | **Background:**   * The meeting of WG1 in 2017 dealt with this topic with the panel "Labor equality, elimination of discrimination in employment and labor inclusion of groups in vulnerable situations - emphasis on youth and people with disabilities", which continued the discussions of the WG meeting in 2014 and the Bahamas Workshop (2013) with presentations from the Inter-American Commission on Human Rights (IACHR), OAS, World Bank, Chile, Paraguay, Guatemala and St. Kitts and Nevis. * The RIAL Workshop “Towards fairer labor conditions: promoting labor inclusion with equity” was held in April 2013 in the Bahamas, in which various institutional arrangements were analyzed that the Ministries of Labor have implemented to improve labor inclusion and fight discrimination, and best practices were identified and discussed for promoting the labor inclusion of the most vulnerable populations, placing emphasis on social protection initiatives. The participation of the Inter-American Commission on Human Rights (IACHR) and the ILO should be highlighted.   **Mandates:**  **Dec-XX IACML:**   * We recognize the contribution and potential contribution of persons with disabilities to sustainable development. We will, therefore, promote policies and programs that will provide greater access to decent work for persons with disabilities. We commit to working with public- and private-sectors organizations and civil society to ensure equitable access to opportunities for decent work. (27) * We will redouble efforts to develop, implement, and evaluate policies and programs for greater inclusion of rural populations in labor market activities and their economic advancement, in collaboration with relevant institutions, recognizing the job instability and high level of informality in rural areas. We recognize that those involved in the production of traditional and indigenous goods and services can make significant contributions to meet the objectives of integral and sustainable development. Special attention should be paid, in conjunction with the relevant national authorities, to the education and training needs, and other social and economic needs of these populations, and to supporting their traditional industries. (31) *Also a mandate of “Other topic / Rural Sector”*   **PA-XX IACML:**   * Design, implement, and evaluate comprehensive public policies for inclusion and nondiscrimination in the labor market, including the strengthening of inclusive enterprises, development of awareness-raising actions, and improved access to training systems by groups that face the greatest challenges in the world of work, such as youth, women, people with disabilities, Afro-descendants, indigenous peoples, and migrants. (7.f) * Exchange experiences and continue technical cooperation through RIAL on innovative approaches to ensure compliance with labor laws and effective observance of fundamental principles and rights at work, with particular emphasis on strategies that aim to protect the rights of groups that face the greatest challenges at work. (9.h) *Also a mandate in topics “k” and “l”*   **Dec-XIX IACML:**   * In particular, we commit to promote on an ongoing bases equitable and inclusive job conditions and opportunities for vulnerable populations and all groups that face the most significant challenges in the labor market, preventing and eliminating all forms of discrimination in labor relations, including those on the grounds of race, color, sex, sexual orientation, language, religion, political or other opinions, national or social origin, property, birth, and cultural identity, for which reason we will promote respect for their labor rights (18) * We will strengthen policies and programs that ensure substantive equality between men and women in the world of work. We reiterate our commitment to gender mainstreaming in labor and employment policies, eradicating discrimination, harassment and violence based on gender or sexual orientation, and striking a balance between family and professional responsibilities (19) *Also a mandate in topic “j”*   **PA-XIX IACML:**   * Strengthen efforts to prevent and eliminate all forms of discrimination and achieve full equality in the workplace. These efforts include working with other government institutions such as the ministries of social development, education and mechanisms and programs for the advancement of women; strengthening labor inspection; supporting and training enterprises to develop inclusive practices; and developing recruitment incentives and special programs for populations that face greater challenges in the labor market. (6,a) * Study, in further detail, how inequality is generated and reproduced in labor markets, and the policies that could be implemented to improve this situation, taking into account recent studies by international agencies showing the negative impact of inequality on economic growth. (6,b) * Develop initiatives to effectively enforce the rights of all workers, with special emphasis on vulnerable populations. (6,c)   **Dec-XVIII IACML:**   * We undertake to promote the right to work in decent and fair conditions as an inherent value of a democratic society, promoting the elimination of all forms of discrimination in labor relations and recognizing the need to strengthen enforcement and exchange of best practices. We will strengthen policies, programs, and projects to prevent and eliminate all forms of discrimination, harassment (sexual, psychological or otherwise) in the workplace, violence and wage gaps, paying special attention to the indigenous and Afro-descendants and all groups in situations of vulnerability. (23) * We intend to design, implement and strengthen public policies aimed at enhancing access to dignified, decent, productive and quality employment, paying particular attention to the groups that face the most significant challenges in the labor market. In that endeavor, we will strengthen our cooperation on programs to provide education and job training to foster employment, and to promote entrepreneurship in attention to vulnerable groups. We will seek to identify those programs and best practices in helping to achieve employment; at the same time, we will push for social protection systems that narrow the gap in access to basic social services. (25)   **PA-XVIII IACML:** Promote future exchanges of experience and knowledge among labor inspectors, unions, employers, and appropriate agencies to strengthen our efforts related to the eradication of forced labor, human trafficking, the fight against discrimination and inequality, and the reduction of informality. (8i) *– Also a mandate in topic “I”*  **Dec-V Summit**: Recognizing the diversity and the traditional and ancestral nature of the cultures, histories and demographic, socio-economic and political circumstances of indigenous peoples, we reaffirm our commitment to respect their rights and we will promote the successful conclusion of negotiations on the American Declaration on the Rights of Indigenous Peoples. Recognition of the rights of indigenous peoples is essential for their existence, welfare and integral development. In accordance with the domestic laws of each State, we will promote the exercise of their rights, their full participation in national activities and the creation of the conditions that allow them to overcome poverty, social exclusion and inequality. (86)  **Dec-IV Summit:** We commit to strive to ensure equal opportunities to employment for all as well as to work to eliminate discrimination in the workplace, in access to education, training, and remuneration. In this context, we will pay special attention to gender-differentiated needs, the needs of indigenous peoples, Afro-descendents, and other groups in vulnerable situations. (30) |
| 1. **Promotion of decent work and full and productive employment in the context of the ILO Decent Work Agenda and the 2030 Agenda for Sustainable Development** | **Background:** This topic is considered cross-cutting to all the other topics of the IACML. The promotion of decent work has been a constant theme in the IACML since this term was coined in the ILO. The 2030 Agenda, since its approval in 2015, has been incorporated into documents and debates of the IACML.  **Mandates:**  **Dec-XX IACML:**   * We underscore our commitment to the United Nations 2030 Agenda for Sustainable Development as a framework for action, and recognize that the eradication of poverty in all its forms and dimensions is indispensable in efforts towards sustainable development. In that regard, we underscore the role of ministries of labor in advancing that agenda, particularly Sustainable Development Goal (SDG) 8 on promoting sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all. (3) * We uphold our commitment, established in Target 8.5 of the 2030 Agenda for Sustainable Development, to “achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value,” by 2030. Further, we recognize that these considerations are central to sustainable social and economic development and should be at the forefront in the processes of policy formulation and planning for development. As such, we propose to work for public policies that integrate labor and employment with educational, social, economic, productive, trade, and investment policies. We will encourage our governments, international organizations, and other relevant agencies and institutions to value social dialogue and to give due consideration to the impact of their policy options on employment and decent work. (16) * We underscore that work is the means through which human beings realize their potential and we recognize that the dignity of all people is expressed at its fullest when their human and labor rights are respected. Therefore, we will work towards universal access to decent work and we recommit to pursuing action in support of the ILO Decent Work Agenda and the 2030 Agenda. (19)   **Dec-XIX IACML:** We express our commitment to the 2030 Development Agenda and to the promotion of the Sustainable Development Goals, particularly Goal 8 on promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all, and Goal 10 on reducing inequality within and among countries. Further, we recognize that people are at the center of sustainable development and, in this regard, we commit to working together to promote sustained and inclusive growth, social development and environmental protection to the benefit of all (5) *Also a mandate for “Other topics / related to the environments”.*  **PA-XIX IACML:** Analyze the 2030 Sustainable Development Agenda and identify areas which could impact on the work of Ministries of Labor relating to the promotion of decent work and full and productive employment. (6,e) |
| 1. **Integration of labor, education, and training policies**   **(In previous IACML reports this theme was treated like “Good Practices in the Generation of Integrated Public Policies”)** | **Background:**   * Priority topic of the XIX IACML and XX IACML, which included dialogues with Ministers of Education. The President of the Inter-American Committee on Education (CIE) attended the XX IACML. These dialogues have reaffirmed the commitment of both sectors to strengthen their collaboration. * As a first result of the commitment to higher inter-sectoral coordination, the "Inter-Sectoral Workshop on Youth Employment: Articulation between Education and Work" was held in 2016 in Brazil. The workshop brought together officials from Ministries of Labor and Ministries of Education to analyze the strategies developed to improve youth employment, including actions to improve education and training systems, school-to-work transition, employment services and labor market information systems. The Workshop also included the participation of ILO, OECD, OAS, World Bank, MANPOWER, COSATE, CEATAL, the Inter-American Organization for Higher Education (IOHE) and youth representatives. * The OAS elaborated the publication "The Coordination between Education and Labor in the Americas," which contains articles from international organizations, country experiences, and perspectives of key social actors, as well as a list of the lessons learned and policy recommendations identified in the above-mentioned Workshop. The publication was distributed in the XX IACML.   **Mandates:**  **Dec-XX IACML:**   * We further recognize the vital role our respective ministries of labor play in articulating and integrating economic and social policies that place full, productive employment and decent work at the center of their objectives. We encourage our respective ministries throughout the Hemisphere to enhance cooperation and coordination among labor authorities and institutions and among our counterparts in finance, economics, education, health, environment, and trade in promoting development that is sustainable and inclusive (4) * We recognize the relationship that exists between decent work, productive employment, and education, and we celebrate the dialogue and cooperation that we have sustained since the XIX IACML with the ministries of education through the Inter-American Committee on Education (CIE). Therefore, we will promote greater interministerial coordination to provide quality, inclusive, and equitable education, training, and learning that better respond to the new challenges and opportunities of the world of work, technological changes, and the demands of the various productive sectors. (7) * We encourage integrated policies and programs and we will work to deepen intersectoral collaboration between ministries of labor, ministries of education, training institutions, and social partners to strengthen our education and training systems, in particular technical and vocational education; generate and preserve full and productive employment and decent work; and promote sustained, inclusive economic growth. (8) *Also a mandate in topic “f”*   **PA-XX IACML:** Continue furthering dialogue and cooperation between labor and education ministries under the aegis of the IACML and the Inter-American Committee on Education, in order to ensure greater coordination between education, labor, and employment policies and to improve labor insertion for youth and other vulnerable groups in each country, as well as their development in the world of work. (7.d)  **Dec-XIX IACML:** We are concerned with the levels of inequality, despite some advances in the region, and how these affect economic growth and social cohesion. We will continue to promote a wide range of labor, social and productive measures that address this problem for their integration with economic and financial measures (7)  **PA-XIX IACML:** Deepen intersectoral collaboration between Ministries of Labor and Ministries of Education in order to strengthen education and continuing training systems to better prepare the workforce, particularly young people, in accordance with the sustained, sustainable and inclusive development needs of our countries and the demand of the productive sectors, paying special attention to vulnerable populations. (6,f) *Also a mandate in topic “e”*  **Dec-XVIII IACML:**   * We reaffirm our conviction that decent work, productive employment and social inclusion must be cross-cutting objectives of economic, social, education and labor policies. We will continue to strive for greater articulation of these policies, aware that this is essential for achieving strong, sustainable, and balanced economic growth, generating and preserving quality employment, reducing poverty and increasing social cohesion. In this endeavor, we will promote the integration of policies that recognize inter-dependence among employment, labor mobility, social protection, demographic and technological changes, regional disparities, the environment, and economic growth. (9) * We will promote an ongoing dialogue on policies that facilitate the promotion of decent work and social inclusion, with relevant local, national, regional and international institutions in order to achieve those objectives, paying special attention to those pursuing a coordinated approach to labor formalization in all of its forms, the eradication of child labor and the promotion of gender equality and equal opportunities. (13)   **PA-XVIII IACML:**   * Promote dialogue and cooperation among relevant agencies responsible for macroeconomic and financial policies and those responsible for labor, employment promotion, and social protection policies. Discussions could focus on initiatives to promote policy coherence and strengthen sustainable growth, create quality productive employment and decent work, as well as addressing different forms of productive economies. (6a) * Review cases of joint work with other institutions, particularly with sectoral ministries (intersectoral dialogue), on policies and strategies for decent work, productive employment and social inclusion that may serve as an example in the exchange of experiences and strengthening of internal practices. (6b)   **Mandate-VI Summit:** To combat poverty, extreme poverty, hunger, inequality, inequity, and social exclusion through public policies that promote decent, dignified, and productive work; sustained economic growth; income growth; and access to comprehensive and quality education, health care, and housing, in order to achieve sustainable development with social justice in the Americas. (2, Chapter: Poverty, Inequality and Inequity)  **Dec-V Summit:** We will also continue to strengthen the mechanisms to build strategic alliances within our countries among relevant ministries with responsibility for implementing commitments and mandates contained in this Declaration. (92)  **Dec-IV Summit:** We are committed to building a more solid and inclusive institutional framework, based on the coordination of economic, labor, and social public policies to contribute to the generation of decent work…(55)  **PA-IV Summit**: To promote increased communication between ministries responsible for economic, social, and labor policies at the national level with the objective of coordinating policies centered on job creation and poverty reduction. (27) |
| 1. **Youth employment and school-to-work transition** | **Background**   * The meetings of the WG1 have given increasing emphasis to this topic. At the 2017 meeting, a panel was held on the subject with presentations by the OAS and the World Bank, and in the 2016 meeting, there was a field visit to a center of the JobCorps program, one of the most recognized youth employment programs in the United States. * The Inter-Sector Workshop on Youth Employment: Coordination between Education and Labor, held in 2016 in Brazil (mentioned in topic d. above) allowed analyzing and exchanging youth employment strategies and identifying lessons and policy recommendations, which are included in the OAS publication mentioned also in topic d. * WG1 meeting in 2015 was centered on the analysis and identification of lessons learned on “Integrated Strategies for Improving Entrance into the Labor Market” with presentations by CINTERFOR / ILO, OECD, IDB, COSATE, CEATAL, and an exchange between Ministries. It included a visit to Colombia’s SENA. * A RIAL Workshop on “Youth Employment” took place in May 2008 in Rio de Janeiro, and it was jointly organized by the Ministry of Labor and Employment of Brazil, USDOL and OAS. During the Seminar, best practices were exchanged and the most relevant subjects for youth employment of the Americas were analyzed. The planning of this Workshop was discussed during the GW1 meeting in 2008, and its conclusions were presented in the GW1 meeting in 2009.   **Mandates:**  **Dec-XX IACML:**   * We will place special emphasis on meeting the new challenges of the future of work in the face of the fourth industrial revolution, and on addressing them with multiple actions, such as incorporating them into the design of modern and relevant curricula and training trajectories in education and training systems. We also assume the need to approach the business world with this new conception of work, in order to ensure for youth a successful entrance into the labor market. We acknowledge the trends and developments in this digital age where traditional approaches to work are being reshaped. We recognize that these developments give rise to new challenges and we shall strive to equip our workforce, particularly our youth, our less-skilled workers, and those workers displaced by new developments, with the technical and socio-emotional skills needed to meet the new and emerging realities of the world of work. These changes require social dialogue and proactive policies to guarantee benefits for all. (10) *Also a mandate in topic “a”* * We affirm our responsibility to create an enabling environment in which young persons can find or create decent and productive jobs. Conscious of the call for action on youth employment adopted by member states at the International Labour Conference in 2012 and SDG 8, we are resolute in our commitment to take effective action in reducing youth unemployment through the development and strengthening of specific policies geared towards this objective. We recognize that this can contribute to preventing social problems associated with the lack of social mobility and the perpetuation of intergenerational inequities. (15)   **PA-XIX IACML:** Design, execute, and evaluate youth employment programs and strategies within a broad, coordinated framework of policies, covering training, professional guidance, advice, promotion adult workers of entrepreneurship, labor practices, and hiring incentives, in accordance with the specific demands of each country. (7.e)  **Dec-XIX IACML:** We reiterate our commitment to the strengthening of education and continuing training systems to better prepare the workforce, particularly young people, in accordance with the sustained, sustainable and inclusive development needs of our countries, and the demand of the productive sectors. Toward that end, in order to facilitate the transition from school to work, we will encourage the development and implementation of integrated public policies that promote collaboration between the economic sectors and institutions of training and education, as well as cooperation with the ministries involved, primarily by strengthening our coordinated work with the Ministries of Education, and with employers’ and workers’ organizations. We will continue developing policies to promote access for young people and other vulnerable people to the labor market with full respect for their labor rights (12)  **PA-XIX IACML:** Deepen intersectoral collaboration between Ministries of Labor and Ministries of Education in order to strengthen education and continuing training systems to better prepare the workforce, particularly young people, in accordance with the sustained, sustainable and inclusive development needs of our countries and the demand of the productive sectors, paying special attention to vulnerable populations. (6,f) *Also a mandate in topic “d”*  **Dec- VII Summit***:* To strengthen specific public policies and programs for young people with a view to striving to halve by 2025 the number of young people neither studying nor working, through ongoing technical and vocational education and training, promotion of scholarships and academic mobility, and by fostering human talent through new pedagogies influenced by the arts, innovation and entrepreneurship to help enable them to successfully transition from school to the work place (2)  **Dec-XVIII IACML:** We will promote the formulation of proactive policies to help young people secure access to the labor market respecting their labor rights. This includes addressing the school-to-work transition, and fighting precarious employment and informality. We will encourage the establishment of educational and vocational platforms aimed at formulating and implementing national policies and strategies favoring the generation of dignified, decent and productive work for young people. (22)  **PA-XVIII IACML:** Exchange information on good practices, policies, strategies and programs that have had a positive impact in generating and promoting employment for young people, with special emphasis on innovative initiatives and on those carried out under inter-sectoral coordination models and in partnership with the private sector. (6i)  **Mandate-VI Summit:** To develop and strengthen, as appropriate, strategies and policies on youth employment, as well as to promote technical and vocational education and training opportunities in order to improve and increase the entry of young people into the labor market, the quality and stability of their jobs, as well as their social protection. (16, Chapter: Poverty, Inequality and Inequity)  **Dec-V Summit**: Considering that young people are integral to development in our societies, we commit to continue investing in our young people by implementing policies and programmes aimed at: expanding their economic opportunities; providing access to comprehensive education and training for in-demand skills; opening avenues for leadership; and promoting healthy lifestyles. We therefore reaffirm our commitment to the 2008 Declaration of Medellin on Youth and Democratic Values. (39)  **Dec-IV Summit**: We recognize the importance of facilitating the integration of youth into the labor market, expanding coverage and improving the quality of information services and career counseling. (41)  **PA-IV Summit:** To reduce youth unemployment and significantly lower the percentage of young people that neither study nor work. We shall strengthen our efforts in the development of specific policies for training, vocational training, reinsertion into the educational system and promotion of access of young people of either gender to their first job. (3) |
| 1. **Technical and professional training and public employment services to respond to the needs of the labor market** | **Background**   * This issue has been dealt with explicitly and also within broader discussions on youth employment. As an example, it was covered in the Intersectoral Workshop on Youth Employment: Coordination between Education and Labor, held in 2016 in Brazil (mentioned in the topic d above). * WG1 meeting in 2015 was centered on the analysis and identification of lessons learned on “Integrated Strategies for Improving Entrance into the Labor Market” with presentations from CINTERFOR / ILO, OCDE, IDB, COSATE, CEATAL, and exchange between Ministries. It included a visit to Colombia’s SENA, and strongly emphasized training and employment services. * The WG2 meeting in 2012 included a session entitled “The demand for talent and the role of Public Employment Services,” which notably included the presentation of the report “Global Talent 2021 – How the New Geography of Talent Will Transform Human Resources Strategies,” by Oxford Economics. Presentations were also made by the IDB, ILO, Peru and the United States which emphasized the contribution of Public Employment Services, their relation to the private sector, effective school-work transition, the importance of Labor Observatories in better identifying talent and insertion into the labor market and how new technologies can be of use. * The RIAL have realized two specific workshops on the topic: The **Americas - Europe Interregional Workshop on “Decentralized Public Employment Services and their linkage with the business world” held in March 16-18, 2010, in Mexico City. It was** jointly organized by the Ministry of Labor and Social Welfare of Mexico, the Ministry of Labor, Employment and Social Protection of Argentina, WAPES, and RIAL/OAS, and the RIAL workshop on Public Employment Services held in Panama City in December 2008.   **Mandates:**  **Dec-XX IACML:**   * We encourage integrated policies and programs and we will work to deepen intersectoral collaboration between ministries of labor, ministries of education, training institutions, and social partners to strengthen our education and training systems, in particular technical and vocational education; generate and preserve full and productive employment and decent work; and promote sustained, inclusive economic growth. (8) *Also a mandate on topic “d”.* * We will strengthen our technical and vocational education and training (TVET) systems, as we recognize the vital role they play in facilitating access to decent, dignified, and quality employment opportunities, particularly among youth and adult job seekers, as well as in diversifying the workforce, especially in areas where there may be significant opportunity for growth and development. Recognizing that social dialogue is the fundamental instrument for carrying out strategic and permanent partnerships, we call on relevant stakeholders, particularly our private sector, to engage in mutually beneficial, smart partnerships with our training institutions and employment promotion programs. (11) *Also a mandate on topic “m”.* * We call for long-term, multi-faceted approaches to strengthen our public employment services, as we agree that modernized, well-equipped employment services resourced with appropriately trained personnel are a critical element in our labor market strategies. We will continue to promote a range of available services and will strive to ensure that the best orientation and employment programs, coaching, counseling and employment services information are available to students, job seekers, employers, and other stakeholders seeking to enter or re-enter the world of work, in particular those social groups that are most vulnerable in the labor market. We will ensure that information and career guidance are tailored to today’s modern and dynamic work environment and growing economic sectors. (14)   **PA-XX IACML**   * Strengthen labor market information systems and better equip them to produce labor market forecasts and anticipate changes in the skills and competencies required by the productive sectors in each country. In addition, make effective use of those information systems to collaborate in the definition of national strategies and policies on education and technical and vocational training, and align labor supply and demand with the skills and qualifications needed to face the challenges of the fourth industrial revolution. (7.b) *Also a mandate on topic “g”.* * Strengthen and update technical and vocational education and training (TVET) systems, skills certification systems, and public employment services. Improve the responsiveness of training institutions and employment services to changes in prevailing conditions; this includes strengthening and updating the training supply, serving the needs of who need retraining, increasing the flexibility of teaching methods, expanding online and modular training, and improving training in socioemotional skills, favoring social dialogue and tripartite participation. (7.c)   **Dec-XIX IACML:**   * We will continue to promote ongoing technical vocational education and training, with particular emphasis on the current and projected productive development needs of each country and with the participation of social actors. Particular attention will be given to the development of those skills related to technological advances and the use of innovative tools, in order to improve access of our workforce to the labor market. These actions will contribute to improving the productivity and competitiveness of our economies (13) * We will strengthen public employment services, given their fundamental role in bringing together job-seekers and those offering employment and their function of equipping jobseekers with tools, providing guidance on training opportunities, and promoting the acquisition of the new skills required by the labor market (15)   **PA-XIX IACML:**   * Strengthen public employment services and training systems. This implies: integrating services and programs they offer and adapting them to the needs of beneficiaries, achieving greater coverage and greater linkages with the productive sector, establishing performance-based management and providing them with greater autonomy, decentralization and institutional capacity. (6.g) * Propose solutions and develop greater efforts to achieve a better match between, on the one hand, the contents of the training and skills of the workforce, and on the other, the needs of the productive sector. These efforts should include tools that anticipate demands for training, such as labor market observatories and prospective sector studies, as well as social dialogue platforms such as sectoral councils and spaces for tripartite discussions and decisions. (6.i) *Also a mandate on topic “g”.*   **Dec-XVIII IACML:**   * We recognize the need to provide a comprehensive response to labor market problems. To that end, we will try to develop systems that coordinate and modernize various policies (active and passive) and instruments for the creation and maintenance of employment, and the improvement of productivity and sustainability, particularly those integrated into public employment services. We will encourage efforts to develop national qualification and certification systems based on skills standards consistent with national law and practices, trying to make them equivalent among Member States of the OAS; we will seek effective mechanisms that will help address gaps between training supply and labor demand; develop labor market information systems to identify and predict the needs of the labor market in terms of qualifications; we will strengthen our public employment services; and promote a policy of lifelong training and learning. (20) – *Also a mandate of topics “g and o.”* * We will promote a policy of training and lifelong learning that takes into account a greater synchronization between the world of work, formal education, and training systems as essential elements to enhance the labor skills of our workers, as well as the complementarity, productivity and competitiveness of our countries. We understand that training and lifelong learning are important tools to advance equality of opportunity and access to the labor market. (21)   **PA-XVIII IACML:** Develop proposals to strengthen labor market information and job training systems and public employment services, emphasizing the necessary link between education and business to address labor-market challenges and, in particular, analyze the measures that have been or could be adopted to better connect employment supply with demand. In this regard, particular emphasis is to be placed on the use of Information and Communication Technology and mechanisms to reach the most vulnerable groups. (6c) *– Also a mandate of topic “f”*  **Dec- V Summit**: We will promote continuous training programmes in collaboration with workers’ representatives and the private sector as appropriate, with the goal of generating the necessary technical skills to enable workers to respond to the demands of the labour market. (15)  **Dec-IV Summit:**   * We will develop and implement policies and programs that help labor markets to function efficiently and transparently and that help workers respond to the opportunities created by economic growth and new technologies.(22) * We recognize the essential role of life-long learning opportunities, especially technical and professional training of our population. Investing in knowledge, skills, capacities, and abilities facilitates access and re-entry to the labor force, supports personal and professional development, and maximizes economic productivity and institutional strengthening. (40) * We call upon our respective Ministers of Labor, working with employers and workers, to promote professional training and lifelong learning activities so that workers may adequately insert themselves into labor markets (…) (56)   **PA-IV Summit:** To increase the proportion of the active population, both employed and unemployed, that participates in occupational training activities to acquire or update their skills, including those required in the knowledge-based economy, making use of the good practices developed by CINTERFOR/ILO in various countries in the region. In addition to public efforts in this area, to promote the development of business services that support occupational training that facilitates the entry into the formal labor market and the upgrading of the skills of the labor force. (14,15) |
| 1. **Labor market information systems** | **Background:**   * This topic has been addressed at RIAL events (Workshops on occupational safety and health, employment services and labor migration). The Workshops on Labor Migration held in Costa Rica in 2017 and in Canada in 2006 (described in topic k) should be highlighted. * The WG2 meeting in 2012 included a session with presentations from the IDB, ILO, Peru and the United States (Occupational Information Network – O\*NET) where the importance of observatories and labor market information systems was underscored. Also, in 2006, in the origins of the RIAL, the workshop "Labor intermediation and labor market observatories" was held in Mexico.   **Mandates:**  **Dec-XX IACML:** We reaffirm our commitment to further developing modern labor market information systems that provide vital information for policy makers, the business sector, the education and professional training sector, and job-seekers and employers. We recognize that with quality, accurate, and timely information, we will be better placed to monitor labor-related trends and developments, in order to design and evaluate public policies that promote the creation and preservation of full and productive employment and decent work. (13)  **PA-XX IACML:** Strengthen labor market information systems and better equip them to produce labor market forecasts and anticipate changes in the skills and competencies required by the productive sectors in each country. In addition, make effective use of those information systems to collaborate in the definition of national strategies and policies on education and technical and vocational training, and align labor supply and demand with the skills and qualifications needed to face the challenges of the fourth industrial revolution. (7.b) *Also a mandate of topic “f”*  **Dec-XIX IACML:** We underscore the importance of career guidance to facilitate education and training choices and improve access to the labor market. Accordingly, we will collaborate with relevant institutions, especially the Ministries of Education. To that end, we will strengthen labor market observatories and labor market information systems, so they can provide up-to-date information on labor supply and demand, on education and training programs at all levels, as well as on the needs of the productive sectors (16)  **PA-XIX IACML:** Propose solutions and develop greater efforts to achieve a better match between, on the one hand, the contents of the training and skills of the workforce, and on the other, the needs of the productive sector. These efforts should include tools that anticipate demands for training, such as labor market observatories and prospective sector studies, as well as social dialogue platforms such as sectoral councils and spaces for tripartite discussions and decisions. (6,i) *Also a mandate on topic “f”.*  **Dec-XVIII IACML:**   * We will strive to promote and coordinate efforts to develop more effective and consistent systems to measure progress toward the creation of decent work, reducing inequality and informality in our countries. We regard these systems as tools for guiding decision making and the development and implementation of policies. Furthermore, we will continue making advances in the development and harmonization of statistics and indicators on employment, unemployment, informality and job training. (14) * We recognize the need to provide a comprehensive response to labor market problems. To that end, we will try to develop systems that coordinate and modernize various policies (active and passive) and instruments for the creation and maintenance of employment, and the improvement of productivity and sustainability, particularly those integrated into public employment services. We will encourage efforts to develop national qualification and certification systems based on skills standards consistent with national law and practices, trying to make them equivalent among Member States of the OAS; we will seek effective mechanisms that will help address gaps between training supply and labor demand; develop labor market information systems to identify and predict the needs of the labor market in terms of qualifications; we will strengthen our public employment services; and promote a policy of lifelong training and learning. (20) – *Also a mandate of topics “f” and “o.”*   **PA-XVIII IACML:**   * Develop proposals to strengthen labor market information and job training systems and public employment services, emphasizing the necessary link between education and business to address labor-market challenges and, in particular, analyze the measures that have been or could be adopted to better connect employment supply with demand. In this regard, particular emphasis is to be placed on the use of Information and Communication Technology and mechanisms to reach the most vulnerable groups. (6c) – *Also a mandate of topic “f.”* * Advance, with the support of the ILO, the harmonization of labor statistics taking into consideration the conclusions and recommendations of the last International Conference on Labour Statisticians. (8b) |
| 1. **Sustainable enterprises, including micro, small, and medium-sized enterprises and other production units** | **Background:** This issue has gained relevance in recent years within the framework of the IACML and dealt with in conjunction with other topics, especially social dialogue.  **Mandates:**  **DEC-XX IACML:** We are committed to policies that promote and facilitate the development of productive, competitive, and sustainable enterprises, including micro, small, and medium-sized enterprises and other production units, as we recognize their contribution to employment generation, economic growth, and social inclusion. We agree to work towards the creation and maintenance of an enabling environment for the establishment and growth of sustainable enterprises, and we commit to strengthening programs aimed at reducing informality and providing technical assistance in the financial, social, and environmental aspects of business. (17)  **PA-XX IACML:** Strengthen programs aimed at the provision of technical assistance in the financial, social, and environmental aspects of business to promote the creation and development of sustainable enterprises, including micro, small, and medium-sized enterprises and other production units. (7.i)  **Dec-XIX IACML:** We recognize that sustainable enterprises, as defined in resolution on the Promotion of Sustainable Enterprises, adopted at the 96th International Labor Conference, and particularly micro, small and medium-sized enterprises constitute a strategic force to facilitate entrance into the labor-market and the creation of formal jobs, ensuring compliance with workers’ labor rights. We will therefore continue to pursue, in collaboration with other relevant institutions, initiatives and strategies to encourage entrepreneurship, particularly among young people, together with integrated public policies to foster the creation of sustainable enterprises, such as micro, small and medium-sized enterprises, and other of production units, including self-managed enterprises (17).  **Dec-XVIII IACML**:   * Accordingly, we are guided by the fundamental principles and rights of the ILO Declaration on Social Justice for a Fair Globalization adopted in 2008, and the resolution concerning the promotion of sustainable enterprises adopted at the 96th Session of the International Labor Conference. (28) * We will encourage proactive initiatives by all parties that build trust between workers and employers, strengthen the exercise of trade union rights and help build sustainable enterprises, quality jobs and decent work. We will support efforts made by trade union and employers’ organizations to consolidate both sustainable enterprises and full guarantees for workers’ rights. (34) *– Also a mandate of topic “n”* |
| 1. **Transition from the informal to the formal economy** | **Background:**   * This topic has been a priority of the IACML in recent years. It has been a cross-cutting issue that has been addressed in WG meetings and RIAL workshops as a part of the discussions on policy coordination, employment creation, and social protection, among others. * The most recent discussion in the IACML on the subject was at the WG1 meeting in 2017, with presentations by the OAS, ILO, the Ministries of Labor of Colombia, Mexico, and Guyana, and COSATE and CEATAL. * The first RIAL Workshop dedicated to this subject was held in Barbados in 2014, titled “Social Dialogue for Formalization”, with the objective of exchanging information and identifying actions to take at the national and hemispheric level to promote formalization. It included presentations by ILO/FORLAC, OAS, experiences from the United States, Colombia, Paraguay, Brazil, Barbados and Argentina, and perspectives from COSATE and CEATAL. It concluded with a document of lessons and recommendations.   **Mandates:**  **DEC-XX IACML:** We are committed to the promotion of policies, programs, and approaches that protect the rights of workers in formal and informal economies, recognizing that the informal economy is heterogeneous and must be addressed with multifaceted, intersectoral, and tripartite approaches, taking into account ILO Recommendation No. 204 concerning the Transition from the Informal to the Formal Economy. Further, we highlight the continuing emergence of various nonstandard forms of employment that may present challenges to decent work, and the need for building normative frameworks and good practices that are compatible with respect for and promotion of the labor rights of workers in the Hemisphere. (32)  **Dec-XIX IACML:** We highlight the need to address precarious work and will pay special attention to reducing the levels of unregistered work and to the gradual formalization of the informal economy in compliance with labor standards, recognizing that it is a heterogeneous phenomenon among the countries of the Hemisphere and within each one of them, while taking into consideration Recommendation 204 of the ILO concerning the Transition from the Informal to the Formal Economy, adopted at the 104th session of the International Labor Conference of the ILO (20).*Also a mandate of topic “i”*  **PA-XIX IACML:** Define and promote new and innovative methods to address the phenomenon of informality and follow up on the various recommendations found in Recommendation 204 of the ILO on the Transition from the Informal to the Formal Economy as well as in the Inter-American Network for Labor Administration (RIAL) Workshop "Social Dialogue for Formalization". We highlight the continuous need to address the situations of workers engaged in precarious work. (6.j)  **Dec-XVIII IACML:**   * We regard social protection and strategies for employment formalization as tools for boosting employment and social equity. Accordingly, we will encourage the implementation of social protection floors commensurate with the situation in each country; promote solid, comprehensive, and sustainable social protection systems; and foster measures conducive to the gradual formalization of informality, while recognizing it as a heterogeneous and multidimensional phenomenon. We will consider policies and strategies that address the situation of terminated workers for whom unemployment insurance, severance pay, or other protections are unavailable. (18) *– Also a mandate of topic “q”* * We highlight the need to address the situations of workers engaged in precarious work including those in the informal sector and migrant, part time, domestic and temporary workers, workers hired through third-party contractors in precarious conditions and others employed outside the wage contract system. (27)   **PA-XVIII IACML:**   * In cooperation with the ILO, discuss efforts to transition workers from informal to formal jobs and, in the framework of the Regional Programme for the Promotion of Formalization in Latin America and the Caribbean (FORLAC), consider strategies to achieve this goal and to contribute to the reduction of poverty, considering the outcome of the discussion on the subject of the 103rd Session of the International Labour Conference to be held in June 2014. (6.f) * Develop initiatives to address precarious and other forms of insecure employment, particularly with respect to low-wage, part-time, temporary, and domestic workers; those hired directly through agencies and indirectly through contractors, subcontractors, or other third-party employers; and others who are unable to obtain job security, retirement, and other employment and social protection benefits. Consideration should also be given to legislation, regulation, initiatives, and partnerships to address the misclassification of workers as independent contractors. (6.g) * Promote future exchanges of experience and knowledge among labor inspectors, unions, employers, and appropriate agencies to strengthen our efforts related to the eradication of forced labor, human trafficking, the fight against discrimination and inequality, and the reduction of informality. (8i) *– Also a mandate of topic “b”*   **Mandate-VI Summit:** To promote the gradual formalization of the informal economy, recognizing its heterogeneous and multidimensional nature, through policies such as registration and information systems to facilitate formalization and access to credit, social protection mechanisms, improvement of occupational health and safety, strengthening of labor inspection, and effective enforcement of labor laws. (13, Chapter: Poverty, Inequality and Inequity)  **Dec-V Summit**: We will adopt the necessary policies and regulations with the support of the ILO, IDB, World Bank and other regional bodies as appropriate to facilitate and promote the movement of enterprises and workers from the informal to the formal sector, without adversely affecting the rights of workers. (16)  **Dec-IV Summit:** We are committed to building a more solid and inclusive institutional framework…which must comprise: A regulatory framework that seeks to incorporate the informal sector and unregistered work into the formal sector, recognizing the heterogeneous nature of the informal sector, in order to expand social protection and to enhance the quality and productivity of work. (55.f)  **PA-IV Summit:**   * To significantly reduce the levels of unregistered work by implementing or strengthening mechanisms that ensure enforcement of national labor laws in the workplace. To promote goals for the gradual registration of workers who are wage earners but not covered by social protection, especially domestic workers (8,9). * To make efforts aimed at facilitating the incorporation and/or enlargement, as appropriate, to our national statistics systems, of the information on the contribution to the generation of added value, reduction of poverty, fostering of social welfare by productive cooperatives and other independent labor categories (26). |
| 1. **Gender equality and gender mainstreaming in labor and employment policies** | **Background:**  The IACML, through the RIAL, worked very intensely on this issue between 2007 and 2013 but it later lost priority in the discussions and actions of the Conference. The XX IACML has placed the issue once again as a priority.  Among the actions carried out between 2007 and 2013 the following stand out:   * Within the RIAL framework, there have been two studies: “Institutionalization of a gender approach in the Ministries of Labor of the Americas,” distributed at the XVI IACML in 2009, and “Gender Equality for Decent Work,” which was presented at the XV IACML in 2007 and laid the foundations of the “Strategic guidelines of the XV IACML for advancing gender equality and non-discrimination within a decent work framework.” * The Participatory Gender Audits project was designed and developed as a fruit of the joint efforts of the OAS and ILO, with financing from Canada. These audits concluded in 2013 and their principal results were the development of Diagnostics and Work Plans with concrete actions to strengthen the incorporation of a gender perspective in the policies and operations of the Ministries of Labor of Barbados, El Salvador and Peru. * The First Hemispheric Dialogue on gender equality in the world of work took place within the XVII IACML held in San Salvador in 2011 between Ministers of Labor and Ministers of Women’s Affairs. * During 2010 four Sub-Regional Workshops on Strategic Planning with a Gender Perspective were organized jointly by ILO, the Inter-American Commission of Women (CIM), and OAS. * All the IACML Meetings held between 2010 and 2013 included this topic and counted with presentations of experts from the Inter-American Commission of Women (CIM. * A RIAL Workshop on “Gender Mainstreaming in the Ministries of Labor of the Americas” was carried out in 2009 in Buenos Aires.   **Mandates:**  **Dec-XX CIMT:**   * We pledge to reinforce policies and programs, as well as to promote the updating of our legal frameworks to allow for an effective reduction in the disparities that exist between men and women in the world of work, eradicate discrimination, harassment, and violence based on gender or sexual orientation, and lead to a better balance between family and work responsibilities. We will continue to work towards mainstreaming a gender perspective into employment and labor policies, as well as into our ministries’ operations and structures. (23) * We recall the “Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-discrimination within a Decent Work Framework,” presented at the XV IACML in Port of Spain in 2007, which spearheaded the work of RIAL on gender equality in the world of work, with the support of the Inter-American Commission of Women (CIM). We agree to review those guidelines and update them, as needed. (24)   **PA-XX CIMT:** Continue to promote gender mainstreaming in labor and employment policies and programs, as well as in the operation of the ministries of labor and the actions of the IACML. In that context, review and update the “Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-discrimination within a Decent Work Framework,” presented at the XV IACML in Port of Spain in 2007, and to explore actions for strengthening the work of the IACML in that area with the support of the Inter-American Commission of Women (CIM). (7.h)  **Dec-XIX IACML:** We will strengthen policies and programs that ensure substantive equality between men and women in the world of work. We reiterate our commitment to gender mainstreaming in labor and employment policies, eradicating discrimination, harassment and violence based on gender or sexual orientation, and striking a balance between family and professional responsibilities (19)**.** *Also a topic for mandate “b”*  **Dec-XVIII IACML:** We reaffirm our commitment to continue striving toward equality between men and women in the world of work. We celebrate the hemispheric dialogue we engaged in with the authorities of the National Mechanisms for the Advancement of Women grouped within the Inter-American Commission of Women (CIM), and we reiterate our commitment to gender mainstreaming in labor and employment policies, eradicating discrimination, harassment and violence based on gender or sexual orientation, and striking a balance between family and professional responsibilities. (24).  **PA-XVIII IACML:** Continue to promote the mainstreaming of a gender perspective and nondiscrimination in the design of policies, strategies and programs of Ministries of Labor and call on the Technical Secretariat, the ILO and the Inter-American Commission of Women (CIM) to continue to support our Ministries’ capacities in that direction. (6,j).  **Dec-IV Summit:** We will combat gender-based discrimination in the work place, promoting equal opportunities to eliminate existing disparities between men and women in the working world through an integrated approach that incorporates gender perspective in labor policies, including by promoting more opportunities for ownership of businesses by women. (23)  **PA-IV Summit:** To eliminate discrimination against women at work through, among other measures, the implementation of a range of policies that will increase women’s access to decent, dignified, and productive work, including policies addressing training and education and protection of the rights of women, as well as proactive policies to ensure that men and women enjoy equality in the workplace. To ensure equal access for men and women to the benefits of social protection and ensure attention to gender issues in labor and social policies. (4,5) |
| **TOPICS FOR WORKING GROUP 2** | |
| 1. **Promoting awareness of the rights of all workers, including migrant workers** | **Background:**  Labor migration and the rights of migrant workers have been a topic of discussion in the Working Groups´ meetings ; also, the RIAL has held two workshops:   * The RIAL Workshop "Labor Migration: Contributions from the Ministries of Labor of the Americas," held in 2017 in Costa Rica and co-organized by the OAS, ILO, and IOM. The workshop brought together directors or managers of migration in the Ministries of Labor to analyze experiences in two areas in which they have a direct responsibility: 1) labor market information systems and their contribution to achieving comprehensive migration policies, and 2) protection of the labor rights of migrant workers. Policy recommendations were identified during the workshop. * The Workshop "Migrant workers: Protection of their labor rights and labor market programs," held in Ottawa, Canada, in November 2006, as a RIAL activity. The Workshop made some recommendations, which were approved by the Working Groups in May 2007. These include identifying and analyzing valuable experiences in the management of migration at the national and regional levels and following up on international and regional meetings and initiatives on the topic.   **Mandates:**  **Dec-XX IACML:** We reaffirm the importance of protecting the human and labor rights of migrants, regardless of their migratory status and of the full observance of applicable labor laws and international standards. We will continue to work towards developing appropriate programs and strategies that protect the labor rights of migrant workers, inform them of their rights and responsibilities, and contribute to the effective management of labor migration and the prevention and elimination of trafficking in persons and forced labor, in order to ensure safe, orderly, and regular migration. We recognize the rights and responsibilities of States to manage and control their borders, and we will undertake to collaborate with counterpart agencies at the national and hemispheric levels, as well as with workers’ and employers’ organizations and civil society, recognizing the crosscutting dimensions of this phenomenon. (26)  **PA-XX IACML**   * Develop and implement appropriate strategies to guarantee workers the effective exercise of their labor rights, for example through timely access to justice, prompt investigations, and restitution of their rights. (9.d) *Also a mandate of topic “l”* * Continue developing strategies for education, awareness-raising, and cooperation regarding labor rights and obligations, including through the use of social media and the promotion of those subjects in school study programs. (9.e) * Exchange experiences and continue technical cooperation through RIAL on innovative approaches to ensure compliance with labor laws and effective observance of fundamental principles and rights at work, with particular emphasis on strategies that aim to protect the rights of groups that face the greatest challenges at work. (9.h) *Also a mandate of topics “b” and “l”* * Continue working toward comprehensive approaches to labor migration, involving actions by ministries of labor, immigration authorities, social security institutions, and workers’ and employers’ organizations. Continue involving workers, employers, and migrants themselves in the governance of migration; overseeing the protection of migrant workers’ rights at all stages in the migration cycle; improving labor market information systems that can feed into the definition of migration policy; and bolstering the ability of labor inspection to address migrant workers; (9.j) *Also a mandate of topic “o”*   **Dec-XIX IACML:**   * We recognize the importance of fostering inclusive labor markets, of promoting the protection of human and labor rights of migrants, regardless of their immigration status, and fostering cooperation and exchanges regarding the functioning of labor markets between those countries that send migrant workers and those that receive them (6) * We will promote public policies in the Americas to eliminate all forms of worker exploitation, including sexual exploitation, human trafficking, slavery and child labor, with a comprehensive approach that ensures support to workers, children and adolescents, including migrant workers (25) * We recognize the important contributions made by migrant workers to the economic, social and cultural development of both the countries of origin as well as the countries of destination. We will therefore continue to promote the adoption of labor migration policies and the implementation of campaigns and programs that inform such workers of fundamental rights at work and applicable labor laws, as well as of the mechanisms available to them for asserting those rights, regardless of their immigration status, as well as on the rights they have at their places of origin during the recruitment process. For this, we will continue to request the assistance of international organizations, especially that of the ILO (27) * Aware that some migrant workers are accompanied by their families, we will promote the development of joint mechanisms with other institutions, and in accordance with national legislation of each state, for safe, regular and orderly labor mobility, previously agreed on by our countries, based on existing successful models and good practices, in accordance with the realities of our nations. We also encourage the development of data and information on labor migration to further enhance evidence-based policy making (28).   **PA-XIX IACML:** Promote the exchange of information on policies and programs aimed at promoting fair recruitment and improving coherence among migration, employment and labor policies in areas such as skills recognition, job matching, portability of social security and social protection and labor law administration and inspection. (6.h) *Also a mandate of topics “o” and “q”* .  **Dec VII Summit:** To strengthen dialogue processes at the national, subregional, and hemispheric levels to discuss comprehensive migration policies. In that framework, to recognize the pivotal role of work, decent employment, and fair remuneration, as well as the importance of adopting measures, policies, and programs to facilitate orderly and regular labor migration flows and the regularization of migrants, and to promote labor mobility programs, in accordance with each country’s laws and in a framework of unfettered respect for the human rights of migrant workers and their families, especially underscoring the importance of family reunification and promoting conditions for decent and dignified work (2)  **PA-XVIII IACML:** Analyze experiences with bilateral and multilateral social security agreements in order to identify alternatives for designing and proposing a hemispheric mechanism that could facilitate the recognition of nominal pension contributions and pension rights of migrant workers in OAS Member States, according to national legislation and as appropriate. (6e) *Also a mandate of topic “q”*.  **Dec-V Summit:** We reaffirm the importance of fully protecting the human rights of migrants, regardless of their immigration status, and observance of the labour laws applicable to them, including the principles and labour rights embodied in the ILO Declaration on Fundamental Principles and Rights at Work. (17)  **Dec-IV Summit:** Par. 26-28  **PA-IV Summit:**   * To adopt measures to encourage the full and effective exercise of the rights of all workers, including migrant workers, as well as application of core labor standards, such as those contained in the ILO Declaration on Fundamental Principles and Rights at Work and its follow-up, adopted in 1998. Explore ways for the ILO to provide technical advisory services to member states to help them accomplish that objective. (18) * To strengthen constructive dialogue on international migration, with a view to full recognition of human rights of migrant workers, reduce their vulnerable conditions at work, as well as advocate effective compliance of the principle of equality and non-discrimination at work in accordance with international instruments in this area and, thereby, ensure that migration is an orderly process that benefits all parties and boosts productivity at the global level. (20) * To strengthen and establish collaboration mechanisms among countries of transit, origin and reception of migrant workers in the Hemisphere so as to disseminate information on labor rights of migrant workers. (21) * To request that the Organization of American States (OAS) continue its technical support in the implementation of the Inter-American program adopted by resolution AG/RES. 2141 (XXXV-O/05) of the thirty-fifth period of regular sessions of the General Assembly. (23) |
| 1. **Strengthening enforcement of labor legislation and regulations, and effective exercise of fundamental principles and rights at work;** | **Background:**   * In almost all the meetings of WG2, this topic has been discussed with presentations from Ministries, COSATE, CEATAL, and ILO. The emphasis has been on sharing experiences in labor inspection, although experiences of dissemination of information and awareness have also been considered. The most recent WG2 meetings in 2016 and 2017 analyzed this topic through presentations from ILO, Argentina, Mexico, Barbados, Bahamas, Costa Rica, COSATE, and CEATAL. * A RIAL Workshop on “Successful Labor Inspection Models” took place on May 19, 2009 in Washington D.C.   **Mandates:**  **Dec-XX IACML:** We are committed to strengthening our systems of labor inspection and administration, ensuring independence and professionalism in their operations as we strive towards the effective enforcement of our national labor laws and the promotion of international labor standards. We recognize that effective enforcement must go beyond labor inspection, and therefore we will reinforce strategies to promote a culture of compliance through cooperation and collaboration, as well as programs of sensitization, education and promotion of labor rights. At the same time, it is necessary to maintain and strengthen processes for sanctions in cases of noncompliance with existing laws (25)  **PA-XX CIMT**   * Strengthen labor inspection in both urban and rural areas, incorporating innovative approaches to expand the scope of inspections carried out on an ex officio basis or following the presentation of a complaint, such as by using technology to conduct inspections remotely or to identify workplaces according to their potential risk of noncompliance in order to target preventive inspections; and providing labor inspectors with the training and resources needed for them to perform their duties effectively, along with the modernization of process management systems. (9.a) * Ensure that sanctions or fines imposed for labor rights violations are effectively and efficiently enforced to guarantee their deterrent effect. (9.b) * Develop and implement appropriate strategies to guarantee workers the effective exercise of their labor rights, for example through timely access to justice, prompt investigations, and restitution of their rights. (9.d) *Also a mandate of topic “k”.* * Combine efforts with other government bodies, such as ministries of agriculture, mining, infrastructure, and others, and work in coordination with them to achieve greater compliance with labor laws and effective protection of workers’ rights. (9.f) * Exchange experiences and continue technical cooperation through RIAL on innovative approaches to ensure compliance with labor laws and effective observance of fundamental principles and rights at work, with particular emphasis on strategies that aim to protect the rights of groups that face the greatest challenges at work. (9.h) *Also a mandate of topics “k” and “b”.*   **Dec-XIX IACML:** We will strengthen supervisory and inspection functions in our Ministries of Labor, in order to ensure enforcement of labor legislation that protect the rights of migrant workers. We will also pursue the professionalization of labor inspectors, using available resources (29).  **PA-XIX IACML:** Complement labor inspection with other mechanisms to promote the enforcement of labor laws, including raising awareness among the community so it can play an active role in generating decent and dignified work; and training workers and employers on their labor rights and responsibilities (8.a)  **Dec-XVIII IACML:** We reaffirm our commitment to ensure the effective enforcement of our national labor laws and ensure effective observance of fundamental principles and rights at work including to continue adopting policies, administrative practices and various funding initiatives designed to guarantee compliance with international labor standards and national labor laws. We intend to strengthen policies, programs and projects to prevent and eliminate harassment (sexual, psychological or otherwise) in the workplace, retaliation, violence and other means that hinder fair labor conditions and prevent the free expression of labor rights. (30)  **PA-XVIII IACML:** Continue to support the professionalization and strengthening of labor inspection systems, by giving particular attention to both preventive measures and sanctions as part of a comprehensive compliance strategy in order to ensure decent working conditions and a safe working environment and regional training programs directed toward labor inspectors and the promotion of pilot projects. (8j)  **Dec-V Summit**: We will enforce our domestic labour laws to provide for acceptable conditions of work and safe and healthy workplaces, free from violence, harassment and discrimination.(15) |
| 1. **Strengthening of social dialogue** | **Background:**   * This issue has been a priority and a cross-cutting issue in the activities of the IACML and the RIAL. In addition, the OAS has strengthened social dialogue by opening a dialogue space for workers and employers with governments in the framework of the OAS General Assemblies and the Summits of the Americas.   The RIAL has carried out two specific workshops on the subject:   * The RIAL Workshop “Social Dialogue for Formalization” held in Barbados in 2014, which emphasized the importance of social dialogue in achieving the transition from the informal economy to the formal economy and; * The Workshop on “Social Dialogue and Social Cohesion” held in April 2008 in Montevideo, where the characteristics and challenges of different social dialogue mechanisms in the region were discussed, such as Advisory Committees, Employment Councils, Economic and Social Forums, among others. The conclusions of the Workshop were presented at the WG2 meeting in 2009.   **Mandates:**  **Dec-XX IACML:**   * We will strengthen our technical and vocational education and training (TVET) systems, as we recognize the vital role they play in facilitating access to decent, dignified, and quality employment opportunities, particularly among youth and adult job seekers, as well as in diversifying the workforce, especially in areas where there may be significant opportunity for growth and development. Recognizing that social dialogue is the fundamental instrument for carrying out strategic and permanent partnerships, we call on relevant stakeholders, particularly our private sector, to engage in mutually beneficial, smart partnerships with our training institutions and employment promotion programs. (11) *Also a mandate of topic “f”.* * We recognize social dialogue as a fundamental mechanism for preventing and resolving labor issues and reaching agreements among social partners at the enterprise, sectorial, and national levels. We commit to fostering open and inclusive institutional mechanisms and forums for social dialogue, with the purpose of building just and equitable societies. (21)   **PA-XX CIMT:**   * Further the study and analysis of the impact on the world of work of the sharing economy and the progress of the fourth industrial revolution. In particular, facilitate spaces for social dialogue to consider those issues and develop policy recommendations. (7.a) *Also a mandate of topic “a”.*   **Dec-XIX IACML:**   * With the utmost conviction, we will continue to promote social dialogue, which we recognize as a preminent tool for forging more just and equitable societies. We intend to strengthen inclusive, open, and transparent institutional fora for social dialogue at all levels and that have an effective leadership role in the process of formulating public policies. We will promote the implementation of the conclusions on the Recurrent Discussion on Social Dialogue, adopted at the 102nd Session of the International Labor Conference (9)   **PA-XIX IACML:**   * Establish institutionalized social dialogue and collective bargaining spaces that enable ongoing interaction of governments, workers and employers with a view to formulating policies, settling disputes and making joint decisions on key issues of national, regional and hemispheric agendas (8.b) *Also a mandate of topic “n”.* * Support and expand mechanisms for social dialogue at the national, regional and hemispheric levels, and promote efforts for the effective recognition of the right to collective bargaining and freedom of association. (8.c) *Also a mandate of topic “n”.*   **Dec-XVIII IACML:**   * We highlight the importance of dialogue among government agencies and tripartite social dialogue in the development of relevant policies, including but not limited to the areas of economic, labor, social, education and health policy. To that end, we intend to promote policy coherence on the design, implementation, monitoring, and evaluation of domestic economic and employment policies. (10) * With the utmost conviction, we intend to continue to promote social dialogue, which we recognize as a preeminent tool for reaching agreements, preventing and resolving labor conflicts, and forging more just and equitable societies. We intend to strengthen inclusive, open, and transparent institutional fora for social dialogue that have an effective leadership role in the process of formulating and monitoring public policies. We intend to promote the Conclusions on the Recurrent Discussion on Social Dialogue, adopted at the 102nd Session of the International Labor Conference. (31) * We agree that effectively strengthening freedom of association, social dialogue and collective bargaining, and achieving full respect for workers’ and employers’ rights requires robust Ministries of Labor endowed with sufficient resources and capacities given that labor remains a central pillar of development. As such, we will continue working to strengthen our Ministries so that they will be capable of building bridges between workers and employers, improving labor relations, and safeguarding fundamental rights at work. We will strengthen labor administration and labor inspection and pursue coordination among relevant institutions in the promotion of policy coherence. (33) *– Also a mandate of topics “n”* * We will encourage proactive initiatives by all parties that build trust between workers and employers, strengthen the exercise of trade union rights and help build sustainable enterprises, quality jobs and decent work. We will support efforts made by trade union and employers’ organizations to consolidate both sustainable enterprises and full guarantees for workers’ rights. (34) *– Also a mandate of the topics “h” and “n”*   **PA-XVIII IACML:**   * Support the institutional strengthening of workers’ and employers’ organizations, and of their channels for dialogue, at the hemispheric level. Instruct the Technical Secretariat to continue supporting the participation of those organizations at the OAS General Assembly and in the Summits of the Americas process through COSATE and CEATAL, and to report back to the IACML thereon. (8d) * Promote initiatives by the Ministries of Labor in strengthening social dialogue to raise awareness and increase employers’ and workers’ commitment, as key factors in promoting respect for labor rights in the context of a culture of compliance. (8e) * Promote the identification and exchanging of successful experiences with strengthening mechanisms for dialogue at the national, regional and hemispheric levels, and continue incorporating tripartite social dialogue as a crosscutting aspect in the Working Groups’ discussions. (8g)   **Dec-IV Summit:**   * We consider it essential to strengthen broad, transparent, and inclusive social dialogue with all concerned sectors of society, at the local, national, regional, and hemispheric levels. Social dialogue is an important and basic instrument to promote and consolidate democracy and to build societies with inclusion and social justice. (36) * We recognize the fundamental and unique consultative role of employers’ and workers’ organizations in shaping employment and labor policies. We undertake to promote and facilitate tripartite dialogue in national, sub-regional, and hemispheric frameworks. (37)   **PA-IV Summit:**   * To promote tripartite and inclusive social dialogue and cooperation among social partners and governments and call on the ILO for support as needed. (11) * To promote an inclusive social tripartite and transparent dialogue as an instrument for the proposition of policies and resolution of labor conflicts in order to strengthen the representation and stimulate the participation of unions and of employer organizations in the formulation and implementation of national policies for the promotion of decent work. (24) *Also a mandate of topic “n”.* |
| 1. **Freedom of association and collective bargaining** | **Background:**   * The panel “Social dialogue for labor stability through freedom of association, collective bargaining and sustainable enterprises with decent work” was held during the WG1 Meeting in 2014, which included presentations by COSATE, CEATAL, Bolivia and Costa Rica. * The RIAL Seminar “Freedom of Association, collective bargaining and sustainable development in a context of economic crisis: Preservation of citizenship” was held in Washington, D.C. in 2012, where relevant aspects related to the topic were identified, initiatives and positive experiences were exchanged by governments, workers and employers to make more effective public policies and programs designed to promote freedom of association and collective bargaining, and more consistent knowledge with respect to challenges, possibilities and promotion strategies was obtained.   **Mandates:**  **Dec-XX IACML:** We recognize the universal principles and rights of freedom of association and collective bargaining for both workers and employers as key to addressing, *inter alia*, the challenges of decent working conditions, including fair wages, reasonable working hours, and safe working conditions. We reaffirm our commitment to promoting and protecting the functioning of appropriate and effective mechanisms through which respect for these principles and rights are guaranteed, taking into consideration the ILO fundamental conventions and the 1998 ILO Declaration on Fundamental Principles and Rights at Work. (20)  **PA-XX IACML:** Protect workers’ and employers’ fundamental rights to freedom of association and collective bargaining, for example by establishing measures to eliminate unfair and improper practices that affect trade-union autonomy and independence that may cause imbalances in labor relations. (9.c)  **Dec-XIX IACML:** We recognize collective bargaining as an essential tool for advancing agreements between workers and employers on issues of importance in the world of work, and we reaffirm the importance of promoting freedom of association of workers and employers, as well as the rights that guarantee its application (10)  **PA-XIX IACML:**   * Develop initiatives so that employers and workers may effectively exercise the right to freedom of association in accordance with the ILO Declaration on Fundamental Principles and Rights at Work (6,d) * Establish institutionalized social dialogue and collective bargaining spaces that enable ongoing interaction of governments, workers and employers with a view to formulating policies, settling disputes and making joint decisions on key issues of national, regional and hemispheric agendas (8,b) *Also a mandate of topic “m”.* * Support and expand mechanisms for social dialogue at the national, regional and hemispheric levels, and promote efforts for the effective recognition of the right to collective bargaining and freedom of association. (8,c) *Also a mandate of topic “m”.*   **Dec-XVIII IACML:**   * We recognize the importance of collective bargaining for advancing agreements between workers and employers on issues of importance in the world of work, and the importance of promoting freedom of association and trade union rights conducive to its practice. Collective bargaining should be conducted in conditions in which the autonomy of all parties is recognized. (32) * We agree that effectively strengthening freedom of association, social dialogue and collective bargaining, and achieving full respect for workers’ and employers’ rights requires robust Ministries of Labor endowed with sufficient resources and capacities given that labor remains a central pillar of development. As such, we will continue working to strengthen our Ministries so that they will be capable of building bridges between workers and employers, improving labor relations, and safeguarding fundamental rights at work. We will strengthen labor administration and labor inspection and pursue coordination among relevant institutions in the promotion of policy coherence. (33) *– Also a mandate of topic “m”* * We will encourage proactive initiatives by all parties that build trust between workers and employers, strengthen the exercise of trade union rights and help build sustainable enterprises, quality jobs and decent work. We will support efforts made by trade union and employers’ organizations to consolidate both sustainable enterprises and full guarantees for workers’ rights. (34) *– Also a mandate of the topics “h” and “m”*   **PA-XVIII IACML:** Analyze and offer recommendations to overcome the region’s challenges in the areas of freedom of association and collective bargaining, and identify initiatives for trust-building between employers and workers. (8.f)  **PA-IV Summit:** To promote an inclusive social tripartite and transparent dialogue as an instrument for the proposition of policies and resolution of labor conflicts in order to strengthen the representation and stimulate the participation of unions and of employer organizations in the formulation and implementation of national policies for the promotion of decent work. (24) *Also a mandate of topic “m”.* |
| 1. **Regular, safe, and orderly labor mobility** | **Background:** This issue has gained relevance in the IACML in recent years. Proof of this is the RIAL Workshop "Labor Migration: Contributions from the Ministries of Labor of the Americas", held in 2017 in Costa Rica and co-organized by the OAS, ILO and IOM (described in topic k).  **Mandates:**  **Dec-XX IACML**: We believe that in an increasingly competitive environment and in the face of growing labor mobility, there is a vital need for workers to attain certification that can be recognized locally, regionally, and internationally. Therefore, we will continue to strengthen our local and national skills certification systems and empower workers who have acquired their skill sets through their education, job training, and experience with every opportunity to demonstrate them and obtain their appropriate certification. We will also promote more regional and international cooperation so that skills certifications are accepted across national borders. (12) *Also a mandate of the topic “s”*  **PA-XX IACML:** Continue working toward comprehensive approaches to labor migration, involving actions by ministries of labor, immigration authorities, social security institutions, and workers’ and employers’ organizations. Continue involving workers, employers, and migrants themselves in the governance of migration; overseeing the protection of migrant workers’ rights at all stages in the migration cycle; improving labor market information systems that can feed into the definition of migration policy; and bolstering the ability of labor inspection to address migrant workers. (9,j) *Also a mandate of the topic “k”*  **Dec-XIX IACML:** We reiterate our commitment to encourage efforts to develop, in a tripartite manner, national qualification and certification systems based on skills standards, consistent with national law and practices, trying to make them equivalent among Member States of the OAS; in order to also facilitate labor mobility (14)  **PA-XIX IACML:** Promote the exchange of information on policies and programs aimed at promoting fair recruitment and improving coherence among migration, employment and labor policies in areas such as skills recognition, job matching, portability of social security and social protection and labor law administration and inspection. (6,h) *Also a mandate of topics “k” and “p”*  **Dec-XVIII IACML:** We recognize the need to provide a comprehensive response to labor market problems. To that end, we will try to develop systems that coordinate and modernize various policies (active and passive) and instruments for the creation and maintenance of employment, and the improvement of productivity and sustainability, particularly those integrated into public employment services. We will encourage efforts to develop national qualification and certification systems based on skills standards consistent with national law and practices, trying to make them equivalent\* among Member States of the OAS; we will seek effective mechanisms that will help address gaps between training supply and labor demand; develop labor market information systems to identify and predict the needs of the labor market in terms of qualifications; we will strengthen our public employment services; and promote a policy of lifelong training and learning. (20) *–\**It was agreed that the terms in Spanish “homologables entre los Estados Miembros de la OEA” would correspond in English “equivalent among Member States of the OAS”. *Also a topic of mandates “e” and “f”*  **PA-XVIII IACML:** Request that the relevant international and academic organizations carry out studies that analyze labor mobility among countries and provide recommendations onrecognizing labor skills across countries of the Americas and in other regions. (6,d) |
| 1. **Prevention and eradication of child labor** | **Background:**   * At the WG1 meeting in 2017, the panel "Child labor and social protection" was included with presentations from ILO, UNICEF, Argentina, and Paraguay. In WG1 in 2014 the subject was also analyzed. * The RIAL Hemispheric Workshop against Child Labor, “Moving towards better horizons for children and adolescents in the Americas,” was held in February 2013 in Costa Rica, where best practices and successful experiences were exchanged and lessons learned were identified toward preventing and eradicating child labor and its worst forms among the countries of the region. The foremost result of the event was the development of the document of Recommendations of the Americas for the III Global Conference on Child Labor held in Brazil in October 2013. The recommendations were raised at the III GCCL and guided discussions on how to overcome challenges and reinforce the accomplishment of goals proposed in the Road Map adopted at the II GCCL in The Hague in 2010.   **Mandates:**  **Dec-XX IACML:** We will continue to take and support actions and measures to fulfill our governments’ international commitment, reaffirmed in Target 8.7 of the 2030 Agenda for Sustainable Development, to end child labor in all its forms by 2025. At the same time, the fulfillment of that target will contribute to progress in different aspects addressed by other SDGs, such as poverty reduction, educational improvement, promotion of gender equity, and implementation of social protection policies. We are firm in our conviction that all children and adolescents of the Americas should have access to quality education as the foundation of their development. We reaffirm our support for the Latin America and the Caribbean Free of Child Labour Regional Initiative, its cooperative actions, and the partnerships it has generated. (28)  **PA-XX IACML:** Step up government efforts to eradicate child labor by 2025, in accordance with Target 8.7 of the 2030 Agenda for Sustainable Development, particularly through integrated and coordinated policies with different ministries, comprehensive social protection systems, and interventions that focus not only on children and adolescents, but also on their family and community environments. Support the implementation of the initiatives that resulted from the Fourth Global Conference on the Sustained Eradication of Child Labour, held in Buenos Aires in November 2017, and continue supporting the Latin America and the Caribbean Free of Child Labour Regional Initiative. (9,i)  **Dec-XIX IACML:** 26. We reiterate our commitment to eradicating child labor, which remains a grave scourge in our Hemisphere. Thus, we note the progress and exchanges made under the Regional Initiative Latin America and the Caribbean Free of Child Labour, established in the Declaration of Brasilia signed during the Third Global Conference on Child Labor, and we express our commitment to participate actively at the Fourth Global Conference on Child Labor, to be held in Argentina in 2017 (26)  **PA-XIX IACML:** Improve data collection and improve monitoring of compliance of the Regional Initiative Latin American and the Caribbean Free of Child Labor, signed in Lima, Peru, in 2014 and enforcement of laws preventing child labor. Support the development of social protection policies and support mechanisms for children and their families, strengthening institutional capacities and raising awareness among all stakeholders (8,d)  **Dec-XVIII IACML:** In accordance with the Declaration of Brasilia on Child Labor, adopted at the Third Global Conference on Child Labor, held in Brasilia in October 2013, we will continue to promote the engagement of all sectors of society in the creation of a suitable atmosphere for preventing and eliminating child labor. In this, the participation of ministries and other state agencies, of legislatures, of judicial systems, of employers’ and workers’ organizations, of regional and international organizations, and of civil society stakeholders plays a key role. We will promote social dialogue as a joint action between the public and private sectors as regards the eradication of child labor. (15)  **PA-XVIII IACML:** To take into account the recommendations of the Declaration of Brasilia on Child Labor, adopted at the Third Global Conference on Child Labor, held in Brazil on October 8 to 10, 2013, in support of the implementation of strategies for preventing and eliminating child labor in the hemisphere, taking into account the ILO Declaration on Fundamental Principles and Rights at Work (1998) and ILO Conventions 138/1973 and 182/1999. (8,h)  **Dec – VI Summit:** Protecting children from economic exploitation and from any tasks that may interfere with their education and integral development, according to the principle of the effective abolition of child labor, which is contained in the ILO Declaration on Fundamental Principles and Rights at Work (1998); as well as preventing and eradicating the worst forms of child labor according to Convention 182 of the ILO (1999) (1.b)  **Dec-V Summit**: We call on Ministers responsible for education, labor, social development, security and justice to adopt coordinated national strategies to prevent and eradicate the worst forms of child labor by 2020 at the latest, in accordance with the Plan of Action of the Fourth Summit in Mar del Plata, Argentina, and in accordance with national legislation, and to develop innovative strategies to bring children and adolescents who are victims back into healthy learning environments. We also reiterate our commitment to eliminate forced labor before 2010. (18)  **Dec-IV Summit**: We commit to protecting children from economic exploitation and from any tasks that may interfere with their education and integral development, according to the principle of the effective abolition of child labor, which is contained in the ILO Declaration on Fundamental Principles and Rights at Work (1998). In addition, we will take immediate and effective measures to prevent and eradicate the worst forms of child labor according to Convention 182 of the ILO (1999). We will strive to improve access to and the quality of basic education for all children, recognizing that providing educational opportunities is an investment in the future of our societies. (25)  **PA-IV Summit:** To eradicate by 2020, at the latest, the worst forms of child labor and reduce the number of children that work in violation of national laws. We shall continue strengthening national policies that enable achievement of these goals. In addition to providing quality basic education, we undertake to build bridges between child labor eradication programs and other support programs, such as income support programs, extracurricular activities and training. (2) |
| 1. **Social protection**   ***(Includes social security)*** | **Background:**   * The study “["Analysis of Bilateral and Multilateral Social Security Agreements as They Relate to Pensions"](https://www.oas.org/en/sedi/dsi/labor_and_employment/documentos/TRABAJO/19CIMT/Ministerial/Post-Ministerial/Analisis%20de%20convenios.pdf) was presented during the XIX IACML. It was elaborated by the OAS and the Inter American Conference on Social Security (CISS), by mandate of the IACML. The study analyzes the implementation of the agreements, the causes that influence it, and provides recommendations for the design of an Inter-American agreement of this nature, if the countries decide to do so. The study has important information not only on Social Security, but also on migration. * Between 2015 and 2017, the CISS, in partnership with the OAS, developed an information base on bilateral and multilateral social security agreements, in compliance with the mandate of the Cancun Declaration (XIX IACML in 2015). This initiative was presented at the WG1 and Preparatory meeting of the XX IACML in 2017. * The workshop "Towards an intersectoral approach to social protection in the Americas: Work, social development and social security," was held in Mexico City in 2014. It gathered authorities from Ministries of Labor, Social Development and Social Security Institutions to analyze and identify lessons on intersectoral coordination between social protection – employment. The Workshop was a follow up of the one held in Brazil in 2010, and was co-organized by the Inter American Network for Labor Administration (RIAL) and the Inter-American Network on Social Protection (RIPSO), the CISS and the Government of Mexico. It resulted in a rich document filled with lessons and recommendations. * The “Seminar on Inter-sectoral Public Policies: Social Protection, Labor and Employment” was held in November 2010 in Rio de Janeiro, organized jointly by the Ministry of Labor (MTE) of Brazil, the RIAL and the IASPN. In the Seminar, experiences were shared on achievements, challenges and national experiences in coordinating social protection, work and employment. Planning for the Seminar was done at the WG1 meeting in 2010 and its conclusions were presented at the WG1 meeting in 2011.   **Mandates**:  **Dec-XX IACML:** We strive to engage in efforts in analysis and policy design in order to ensure the sustainability and coverage of social security systems within our areas of responsibility and consistent with national laws and resources. We shall redouble our efforts to extend coverage to all sectors for which particular challenges may be presented and we undertake to encourage the development of national social security systems that are built on the principles of solidarity, sustainability, inclusiveness, universality, equality, and transparency based on national conditions. We will continue our efforts on analysis and design of mechanisms that facilitate the recognition of nominal pension contributions and pension rights across countries, in accordance with national laws, available resources, and financial viability. (22)  **PA-XX IACML:**   * Rethink social security systems, expand their coverage, and facilitate access to them for traditionally exincluded groups, for those engaged in the sharing economy, and for those who work remotely. To that end, continue working on the analysis and design of mechanisms that facilitate recognition of social security contributions, in accordance with national legislation, available resources, and financial viability. (9,l) * Strengthen the work of the IACML and Inter-American Conference on Social Security (CISS) and, in addition to updating the database on bilateral and multilateral social security agreements, bring closer together ministries of labor and social security institutions to jointly promote social security policies, and identify and promote mechanisms to facilitate the operation of those agreements, in line with the recommendations of the study “Analysis of Bilateral and Multilateral Social Security Agreements as They Relate to Pensions,” presented at the XIX IACML. (9,m)   **Dec-XIX IACML:**   * We regard social protection and strategies for employment formalization as tools for boosting employment and social equity. Accordingly, we will encourage the implementation of social protection floors, as minimum standards and commensurate with the situation in each country. We will promote solid, comprehensive, and financially sustainable social protection systems. (21) * We reiterate our conviction regarding the need to strengthen and expand the coverage of social security systems, ensuring, within our areas of responsibility and consistent with national law, their efficiency and transparency by means of effective policies that take into account the principles of universality and solidarity, enable the sustainability of those systems, and foster justice, equity and social inclusion, irrespective of the management model adopted. We will combine efforts on the analysis and design of mechanisms to facilitate the recognition of nominal pension contributions and pension rights, according to national legislation and as appropriate (22)   **PA-XIX IACML:**   * Promote the exchange of information on policies and programs aimed at promoting fair recruitment and improving coherence among migration, employment and labor policies in areas such as skills recognition, job matching, portability of social security and social protection and labor law administration and inspection. (6,h) *Also a mandate of topic “k”* * Continue the dialogue and cooperation between Ministries of Labor, Ministries of Social Development and other relevant institutions on comprehensive social protection systems and their linkages to employment, in order to achieve greater coordination between social protection strategies and productive development and job creation strategies (8,e) * Continue to combine efforts on the analysis and design of mechanisms to facilitate the recognition of nominal pension contributions and pension rights, according to national legislation and as appropriate. With that in mind and considering the study “Analysis of Bilateral and Multilateral Social Security Agreements as they relate to Pensions” presented during this Conference, we request that the Technical Secretariat and the Inter-American Conference on Social Security (CISS) develop a database with the agreements signed to date, and we will continue stimulating the discussion and identifying concrete actions on this subject with social security institutions and other relevant institutions (8.f)   **Dec-XVIII IACML:** We regard social protection and strategies for employment formalization as tools for boosting employment and social equity. Accordingly, we will encourage the implementation of social protection floors commensurate with the situation in each country; promote solid, comprehensive, and sustainable social protection systems; and foster measures conducive to the gradual formalization of informality, while recognizing it as a heterogeneous and multidimensional phenomenon. We will consider policies and strategies that address the situation of terminated workers for whom unemployment insurance, severance pay, or other protections are unavailable. (18) – *Also a mandate of topic “i”*  **PA-XVIII IACML:**   * Analyze experiences with bilateral and multilateral social security agreements in order to identify alternatives for designing and proposing a hemispheric mechanism that could facilitate the recognition of nominal pension contributions and pension rights of migrant workers in OAS Member States, according to national legislation and as appropriate. (6e) *Also a mandate of topic “k”.* * Instruct the Technical Secretariat to support the exchange of information and technical assistance cooperation on implementing social protection floors in each of our countries, through a joint effort between the Inter-American Network for Labor Administration (RIAL/IACML) and the Inter-American Social Protection Network (RIPSO-IASPN), and in coordination with initiatives underway in other international and regional forums. (6h)   **Dec-VI Summit:** To deepen inter-American cooperation in the area of development and social protection with a view to strengthening human and institutional capacity-building efforts, and generating a skilled workforce, with a gender perspective and giving attention to vulnerable groups (6)  **Dec-V Summit:** We instruct our Ministers, in particular those responsible for finance, planning and social development, to initiate or strengthen the review of national social protection, inclusion and poverty eradication programmes, if deemed necessary, in order to increase efficiency and effectiveness, reduce duplication, identify gaps at the national level and optimise the use of resources. We also instruct the Ministers to share the experiences and best practices that emanate from these reviews at the Second Meeting of Ministers and high level authorities of Social Development scheduled to take place in Colombia in 2013, with a view to identifying opportunities for increased multilateral cooperation in the area of social development. We call on the OAS, the Inter-American Development Bank (IDB) and other relevant regional and sub-regional development and financial institutions to support these efforts within the scope of their mandates. (10)  **Dec-IV Summit:** Recognizing the need for comprehensive social protection systems, we will examine the forms of unemployment protection most appropriate and possible for our respective countries. As part of a package of social safety nets for the unemployed, we also recognize the positive contribution of unemployment insurance systems in temporarily alleviating the socioeconomic suffering of individuals, reducing the need for workers to resort to subsistence activities through precarious jobs and facilitating their reentry into the work force. (35)  **PA-IV Summit:** To provide, improve or widen, as appropriate, comprehensive social protection systems so that all workers have access to relevant social safety net mechanisms. (10) |
| 1. **Occupational health and safety** | **Background:**   * This topic has been a constant theme in the IACML at least in the last 15 years and has been addressed in multiple meetings of the Working Groups, always with the presence and technical advice of the Pan-American Health Organization (PAHO). Recently the issues of new occupational risks, non-communicable diseases and stress at work have been incorporated into the debate, addressed at the WG2 meeting in 2016. * According to the new challenges of occupational health, in 2017, PAHO led a series of webinars on stress at work with the participation of labor and health ministries in the region, in partnership with the ILO and the OAS. * Two RIAL Workshops on the subject have been carried out: 1) In October 2008, in Cuzco, Peru, focused on OHS systems, schemes to prevent and control occupational hazards and HIV/AIDS in the workplace, 2) in May 2006, in San Salvador, where subjects on OHS management systems, Information systems on OHS and HIV in the workplace were discussed. These events were organized jointly with PAHO and ILO. Prior to the creation of the RIAL a workshop on this topic was organized by OAS and PAHO in April 2004 in San Salvador.   **Mandates:**  **Dec-XX IACML:**   * We believe that health is a fundamental element for the workforce that may significantly impact workers’ and enterprises’ productivity. We recognize the need to continue working in coordination with the ministries of health to contribute to the development of workers’ health policies that seek to promote wellbeing and healthy lifestyles and reduce absenteeism due to occupational diseases and injuries. (9) * We will continue to work towards having healthier and safer workplaces, as well as to reducing and preventing occupational injuries and illnesses. We will collaborate with employers and workers to develop strategies that promote a culture of risk prevention in the workplace and to continuously improve occupational health and safety standards and practices. We will work to strengthen our inspection systems, engage in multisectoral and interagency collaboration, and adopt integrated approaches to occupational health and safety that include environmental and health policies, among others, to protect workers’ health and wellbeing. (29) * We reaffirm our commitment to support strategies of the ministries of health and corresponding authorities that will reduce the incidence of, and discrimination related to, HIV and AIDS, substance abuse and addiction, and the growing impact of chronic non-communicable diseases such as cancer, diabetes, hypertension, and mental health disorders on workers and the workplace. We recognize the important role that workplaces can play in this regard through workplace wellness programs. We agree to promote such approaches as we work for the wellbeing of the workforce. (30)   **PA-XX IACML:** Promote cooperation on occupational health and safety and wellbeing in order to identify, address and, where possible, prevent threats to workers’ health and safety, including to their mental health, such as psychosocial risks and stress at work. For the fulfillment of this objective, social dialogue and training for workers and enterprises will be promoted. (9.g)  **Dec-XIX IACML:** We will encourage strategies, with the participation of social actors, to continuously improve occupational health and safety in order to promote a culture of risk prevention in the workplace.1 We also encourage updating health and safety regulations and strengthening labor inspection to promote compliance, and foster safe and healthy workplace environments for the protection of workers’ health and wellbeing (23)  **PA-XIX IACML:**   * Reinforce multi-sectoral and interagency collaboration in preventing occupational injuries and illnesses and complying with international and regional standards, and to strengthen legislation, education and awareness in all sectors regarding occupational health and safety. (8,g) * Promote safe workplaces as a shared responsibility of governments, employers and workers, develop comprehensive regulatory frameworks, improve information and monitoring systems, assess the magnitude and impacts of occupational injuries and illnesses on the economy and society, and collaborate with agencies in the prevention noncommunicable of to address issues of noncommunicable diseases (8,h)   **Dec-XVIII IACML:** We acknowledge the impact of the occupational diseases on the workforce in the Hemisphere and recognize that there is a need for continued research into their causes and effects. In collaboration with the health sector, we will strengthen tripartite national strategies on health and risks in the workplace to foster a culture of prevention and develop workers’ health information systems and programs that will allow countries to better respond to the phenomenon of HIV and AIDS in the workplace and the deleterious impact of substance addiction and non-communicable diseases such as cancer, diabetes, hypertension and mental health disorders on workers and the workplace. We will also strengthen inspection systems and policies that engender worker wellbeing and enhance occupational health and safety systems, as well as workers’ competencies and effective participation in the management of such systems to contribute to their success. (11)  **PA-XVIII IACML:** Support national occupational safety and health policies, with emphasis on prevention. Effective prevention requires the strengthening of labour inspection systems and the establishment of sound prevention programmes. In collaboration with the health sector, examine the development of worker wellness programs through sharing information and other appropriate actions. The collaborative efforts of governments, employers, workers, and other civil society stakeholders should continue to be consolidated, taking into account that health and safety in the workplace is a shared responsibility at various levels corresponding to different actors. (8,k)  **Dec- V Summit**: We will enforce our domestic labour laws to provide for acceptable conditions of work and safe and healthy workplaces, free from violence, harassment and discrimination. (15)  **Dec-IV Summit:** We will promote integrated frameworks of public environmental, employment, health, and social security policies to protect the health and safety of all workers and foster a culture of prevention and control of occupational hazards in the Hemisphere.(33)  **PA-IV Summit:** To promote occupational health and safety conditions and facilitate healthy work environments for all workers, and, to that end, ensure effective labor inspection systems. For this purpose, it is essential to foster strategic alliances between the labor, health, environment and education sectors. (16) |
| 1. **Hemispheric cooperation on labor matters; and** | **Background**   * All the actions of the RIAL, as a cooperation network between the Ministries, strengthen hemispheric cooperation in labor matters. * This issue has been addressed explicitly in WG2 meetings in 2015, 2013 and 2012 including sessions on the topic and its contribution to institutional strengthening with presentations from the OAS, Costa Rica, Canada, Panama, Jamaica and Trinidad and Tobago. The successful experience of the RIAL was particularly highlighted in all meetings. * The RIAL Workshop on Technical Assistance took place in San Jose, Costa Rica, in May 2007 as a RIAL activity. Priorities, tendencies and challenges of technical assistance on labor matters were analyzed and a brief training session on the principal components of a successful international cooperation proposal was provided.   **Mandates:**  **Dec-XX IACML:** We believe that in an increasingly competitive environment and in the face of growing labor mobility, there is a vital need for workers to attain certification that can be recognized locally, regionally, and internationally. Therefore, we will continue to strengthen our local and national skills certification systems and empower workers who have acquired their skill sets through their education, job training, and experience with every opportunity to demonstrate them and obtain their appropriate certification. We will also promote more regional and international cooperation so that skills certifications are accepted across national borders. (12) *Also a mandate of topic “o”*  **PA-XIX IACML:**   * Continue promoting international cooperation on labor matters as an efficient and effective tool to share knowledge and innovative ideas, and to contribute to institutional strengthening and to improvements in policies and programs. (8,i) * Strengthen cooperation on labor matters, notably by: jointly designing indicators to qualitatively measure the results of technical cooperation; effectively enhancing information and communications technologies, such as video-conferencing, webinars, etc.; aligning cooperation with national development plans or with each country and ministry’s broader agendas; relying on good practice matrices or databases; and ensuring the participation of the appropriate technical experts, in order to increase and retain capacity, and encourage a wider dissemination of knowledge.(8,j)   **Dec-XVIII IACML:** We believe that collaboration and technical assistance in all their forms (multilateral, bilateral, etc.) are important tools available to Ministries of Labor to support and promote institutional strengthening. Therefore, we value and renew our commitment to and support for the initiatives of the ILO and the OAS, in particular the Inter-American Network for Labor Administration (RIAL). We recognize that south-south and triangular cooperation are important to the global partnership for positive development within the world of work. We encourage increased international cooperation in support for the development of new policies and the strengthening of existing ones, which would greatly enhance the labor conditions among Member States. (16)  **PA-XVIII IACML:** Continue furthering cooperation on labor matters in order to attain more tangible and sustainable results, especially analyzing south-south and triangular cooperation. Instruct the Technical Secretariat to continue systematizing information on labor cooperation in the region, including its trends, sources of funding, priority areas, and mechanisms. (8,l)  **Dec-VI Summit:** To deepen inter-American cooperation in the area of development and social protection with a view to strengthening human and institutional capacity-building efforts, and generating a skilled workforce, with a gender perspective and giving attention to vulnerable groups (6)  **Dec- V Summit**: …we will continue to strengthen the capacities of our national authorities to use technical cooperation resources more effectively, with the aim of fulfilling Summit objectives. (92)  **Dec-IV Summit:** National efforts to generate decent jobs and good employment must be supported by international cooperation and solidarity. In this context, we will strengthen hemispheric cooperation mechanisms among our countries within the OAS framework and with other multilateral organizations and financial institutions, to ensure an effective use of instruments and resources needed to promote sustainable growth and development. (72) |
| 1. **Strengthening the Inter-American Network for Labor Administration (RIAL).** | **Background**   * The RIAL was created by the Ministries of Labor of the Americas after the XIV IACML in 2005 with the purpose of strengthening the institutional and human capacities of the Ministries of Labor. In celebration of the 10th Anniversary of the RIAL, a publication was released, which highlights important impacts, including the improvement of internal procedures, the development of new initiatives or programs, and development of Regulatory Framework. Until December 2017, 22 hemispheric workshops have been organized, almost 100 bilateral cooperation activities have been implemented, and technical studies have been made, among other results. RIAL has benefited more than 1000 officers of all the Ministries of Labor of the region. All IACMLs after 2005 have reinforced the RIAL and established a growing commitment from Ministries with this mechanism, as it can be seen in the “Mandates” section below. * At the WG2 meeting in 2010, the Ministries of Labor decided to create the “Voluntary Contributions Fund” to guarantee the financial sustainability of the RIAL. Between 2006 and 2010 most of the activities were funded by the Government of Canada. * The planning of RIAL activities and their outcomes are discussed in the Working Group meetings and IACML. Its priority areas and activities are decided during the IACML Planning Meeting every two or three years. * In the Planning Meetings which follow every conference, the authorities have made important decisions on the functioning of the RIAL. In the 2007 and 2009 meetings they elaborated and revised its “Operation Guide”. At the February 2012 meeting the authorities began to decide on the use of the recourses received in the Voluntary Contributions Fund.   **Mandates:**  **Since the XV IACML in 2007, the Declarations and Plans of Action have given specific mandates to the RIAL. Only those from the XX IACML in 2017 are included here.**  **Dec-XX IACML:** Mindful that Article 33 of the Social Charter of the Americas asserts that inter-American cooperation is a common and shared responsibility in the framework of democratic principles and the institutions of the inter-American system, we recognize that technical assistance and horizontal cooperation contribute to strengthening the human and institutional capacities of ministries of labor and the attainment of best practice in matters of labor and employment. As such, we value highly and renew our commitment to, and support for, the work of the Inter-American Network for Labor Administration (RIAL). (5)  **PA-XX IACML:**   * Continue cooperation and exchanges of experience and knowledge, through RIAL, on innovative strategies, policies, and best practices designed to address labor and employment challenges that deserve particular attention from our governments, including the phenomenon of informality, the future of work, and the situation of youth, women, people with disabilities, Afro-descendants, indigenous peoples, migrants, and other population groups that face greater difficulties to access a decent job in the world of work. (7,g) * Give a renewed thrust and impetus to RIAL as the IACML’s cooperation mechanism, through such measures as making financial contributions, submitting information, updating programs in the Portfolio, and abiding by the technical and political commitment to provide technical cooperation among ministries. (9,k)   **THE INTER-AMERICAN NETWORK FOR LABOR COOPERATION (RIAL)**  In relation to the Inter-American Network for Labor Administration (RIAL), the IACML decides: (14)   1. To renew its full support and commitment to RIAL, recognizing that, since it was created at the XIV IACML in 2005, it has achieved significant results in strengthening the institutional and human capacities of ministries of labor in the region; 2. To promote the financial sustainability of RIAL and encourage ministries of labor to contribute to its Voluntary Contribution Fund, in accordance with its guidelines and subject to national capacities; 3. To celebrate the development of the new RIAL virtual platform, including its new Portfolio of Programs, which was launched during the meeting of the Working Groups in April 2017. The new platform is a more agile, robust and user-friendly tool that will further improve dissemination of knowledge, dialogue, and cooperation among labor administrations; and 4. To instruct the Technical Secretariat to continue coordinating the activities of RIAL, in accordance with the priorities defined by the IACML, while working for the broader participation of its members. The Technical Secretariat will also explore possible additional sources of funding for operations of RIAL.   RIAL will pursue the following actions: (15)   1. Regularly update its web page, <http://www.rialnet.org/en>; 2. Incorporate new programs and review existing ones in the Portfolio of Programs; 3. Give precise follow up on and assess the impact of bilateral technical cooperation activities; 4. Expand the use of information and communication technologies in its cooperation activities, including webinars, on-line discussion forums and videoconferencing, in order to maximize the use of resources;   CIDTR00247E04   1. Organize, in partnership with other organizations, technical workshops that complement the meetings of the Working Groups by further analyzing specific priority areas; and 2. Continue periodically to publish the RIAL newsletter.   The ministries of labor agree to make every effort to ensure the effective operation of RIAL, including designating focal points to serve as links between each ministry and the Network, making technical contributions, and providing regular information to the Technical Secretariat on its operations, authorities, news highlights, and programs. (16) |
| **OTHER GENERAL TOPICS** | |
| **Rural Sector** | **Background:** This subject has not been explicitly addressed by the IACML  **Mandates:**  **Dec-XX IACML:** We will redouble efforts to develop, implement, and evaluate policies and programs for greater inclusion of rural populations in labor market activities and their economic advancement, in collaboration with relevant institutions, recognizing the job instability and high level of informality in rural areas. We recognize that those involved in the production of traditional and indigenous goods and services can make significant contributions to meet the objectives of integral and sustainable development. Special attention should be paid, in conjunction with the relevant national authorities, to the education and training needs, and other social and economic needs of these populations, and to supporting their traditional industries. (31) *Also a mandate of topic “b”*  **Dec-XIX IACML:** We recognize the importance of the rural sector in our economies, as well as the difficulties the workers face in that sector. To that end, we reaffirm the need to work in a coordinated way with relevant institutions to develop policies that promote decent and dignified work and allow for the productive inclusion of men and women with equal opportunities in rural areas (24) |
| **Related to the Environment** | ***Just transition framework***  **Background:** This subject has not been explicitly addressed in the recent history of the IACML.  **Mandates:**  **Dec-XVII IACML**: We will promote an equitable transition framework that provides decent work for those workers who might be affected by measures resulting from efforts to mitigate climate change. (21)  ***Green Jobs***  **Background:** The WG1 meeting in 2012 included a session on this topic with presentations from Brazil on Rio + 20, a presentation of concepts by the Brookings Institution, and comments and interventions from COSATE, the United States and Barbados.  **Dec-XVII IACML**: We will work with other ministries in our countries and region to promote the creation of decent, productive and environmentally sustainable jobs (“green” jobs). (20)  **PA-XVII IACML**: Engage in a more in-depth exchange of best practices in the region focused on green jobs (i.e., how green jobs are defined, responsible/partner agencies in each country, promotion of green jobs and training, and environmental impact). We recognize the importance that the Ministries of Labor play an active role during the upcoming Rio+20 Conference… (8.d)  ***Natural disasters***  **Background:** The WG1 meeting in 2010 included the panel “Economic Crisis and Natural Disasters: A call to action to assist Haiti,” with presentations by Haiti and the Dominican Republic. One of the discussed points was which were the best practices in the region in terms of emergency attention and what was the role of the Ministries of Labor, even though they would face budgetary restrictions.  **Mandates:**  **PA-XVIII IACML:** Promote exchange and mutual support for addressing the consequences of natural disasters in our countries, and discuss impacts on workers, the labor market, and the important role of social protection. (6k)  **PA-XVII IACML**:   * **…** Additionally, we intend to identify best practices in the region through a workshop or study on the role of Ministries of Labor with regard to natural and man-made disasters, and social protection networks in place to assist citizens. We will also discuss the impact of these disasters and emergencies on labor markets. (8.d) * Support for Haiti as a result of the devastating earthquake in January 2010. (8.i) |