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OF MINISTERS OF LABOR (IACML)**

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**REPORT OF THE INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION
(RIAL)**

FOR THE PERIOD 2006 - 2012



Organization of American States

REPORT OF THE INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL) FOR THE PERIOD 2006 - 2012

First Meeting of the Working Groups of the XVII Inter-American Conference of Ministers of Labor (IACML) of the OAS October, 2012

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I. INTRODUCTION

The Inter-American Network for Labor Administration (RIAL) is the cooperation and technical assistance mechanism of the Inter-American Conference of Ministers of Labor (IACML). It was created by the region's Ministries of Labor, following the XV IACML in 2005, in order to strengthen their human and institutional capacities through an integrating mechanism for dissemination of knowledge and experiences.

The RIAL functions as a system made up of the following complementary and mutually reinforcing tools: Portfolio of Programs, Hemispheric Workshops, technical studies, bilateral cooperation activities, newsletters, web pages, and virtual forums.

The OAS Department of Social Development and Employment (DDSE/SEDI) is responsible for the coordination and operation of the RIAL, in its capacity as the Technical Secretariat of the IACML, while its priorities and actions are set by the IACML itself. It is now funded through a Fund for voluntary contributions from all its members. In the period 2006-2010, it was funded primarily by the Canadian Labour Program, whose contributions made it possible to establish the Fund and to carry out most of the activities described in this document. It has also received financial contributions from the Ministries of Labor of the United States, Argentina, Bahamas, Barbados, Belize, Brazil, Canada, Ecuador, Jamaica, Mexico, Panama, Peru, Dominican Republic, Suriname and Trinidad and Tobago to this date.

II. OUTPUTS AND OUTCOMES

From its formal creation in May 2006 to October 2012, RIAL's efforts have yielded the following outcomes:

- 15 hemispheric exchange workshops held on priority labor administration topics. Twenty-five Ministries of Labor were represented in each workshop on average, along with workers, employers, and officers of international organizations.
- The Portfolio of Programs of Ministries of Labor has been updated and is currently online, with more than 120 programs.
- The RIAL web page has been designed and placed online at www.rialnet.org and subsequently improved to include additional interactive elements.
- 2 technical studies: "Gender equality for Decent Work: Proposals for mainstreaming gender into labor and employment policies within the framework of the IACML" (2007) and "The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas" (2009).
- 63 completed bilateral cooperation activities (on-site visits or experts' visits) and 7 more in planning that allow for direct technical assistance between Ministries have taken place through the RIAL.
- 746 representatives of Ministries of Labor have been trained on priority labor administration issues through the Hemispheric Workshops and bilateral cooperation activities.
- 68 representatives of workers and employers have been trained.
- 16 international agencies (ILO, IDB, PAHO, WAPES, IACHR, CARICOM, IDB, etc.) are involved with the RIAL.
- 27 research centers and NGOs are involved with RIAL activities.
- All OAS member states have participated in RIAL activities through their Ministries of Labor.

Together, these outputs are aimed at achieving the RIAL's objective of building human and institutional capacities in the region's Ministries of Labor. Institution-building is a complex and hard-to-measure concept but, for the purposes of the RIAL, it has been divided into the following components:

- Greater knowledge and additional tools in Ministries for the fulfillment of their functions.
- Development of new products, services, or programs.
- Creation of Ministry areas, offices, or units.
- Review, modification and/or improvement of programs in execution.
- Design, modification and/or improvement of internal processes.
- Design or improvement of training activities for officials.
- Reform of the regulatory or legislative framework.
- Enhanced capacity to identify cooperation priorities and needs.
- Greater communication and cooperation between each Ministry and its peers within the region.

After six years of operation, it can be said that the RIAL has had a clear impact on these institution-building components, in some cases with impressive outcomes, as may be seen below. The outcomes were taken from follow-up surveys of RIAL bilateral cooperation activities, surveys

of Hemispheric Workshop participants, and internal OAS records on their ongoing communications with ministries in the region.

RIAL outcomes:

- **Greater knowledge in Ministries of Labor for the fulfillment of their functions**

All RIAL outputs are aimed at increasing knowledge within Ministries of Labor and providing them with additional tools for the enhanced management thereof. This knowledge translates as new product development, redefinition of internal processes, and the creation or strengthening of areas or units, i.e., the institution-building components included below.

Several RIAL Hemispheric Workshop participants were consulted regarding the information received at the events and the contribution to their ministry it constituted. Of those, 93% considered that the information received at the Workshop helps to improve the employment service, gender issues, or topic discussed at the event, in their country.

- **Development of new products, services, or programs**

The RIAL facilitates new ideas within ministries for the development of products, services, or programs, whether by consulting the RIAL Portfolio, a source of information on interesting initiatives, or through their participation in Hemispheric Workshops or in the bilateral cooperation activities. From these exchanges may emerge a decision to develop new initiatives or, if this decision has already been taken, elements for their implementation may be drawn.

Some 50% of RIAL bilateral cooperation activities documented resulted in the development of new products, services, or programs. Some important examples are:

- The Public Employment Service of Panama (SERPE) finalized the installation of an employment unit at each training center of the National Institute of Vocational Training for Human Development (INADEH) to facilitate the hiring of graduates from the training courses that they have created. It has also considered the creation of a Youth Employment Office as a result of the exchange of cooperation with the Ministry of Labor, Employment and Social Security of Argentina.
- The Occupational Health and Safety Administration (OSHA) of Trinidad and Tobago created a web page after receiving technical assistance from the United States Department of Labor. The web page can be used to distribute information and to maintain a permanent channel for interaction with the public. The Ministry of Labor of Trinidad and Tobago also developed brochures available in print and online on various topics regarding OSHA, and developed and implemented an awareness program to reach specific audiences throughout the country.
- The Ministry of Labor of Costa Rica made the decision to regionalize the conciliation service (presence of conciliators in regional offices) following a cooperation activity with Argentina wherein greater awareness was gained of the value of conciliation, and training and hiring processes were reviewed. The Argentine experience also served to improve conciliator training in Costa Rica.
- The recent establishment of the Job Training Center in the Ministry of Labor of El Salvador took account of the success of worker and employer education in the Ministry of Labor of the Dominican Republic, and some of its lessons learned were replicated.

The Ministry of Labor, Employment and Social Security of Argentina is studying the possible implementation of a program similar to the Preventive Mediation Program of Canada, following knowledge of it gained on-site

- **Support for the creation of areas, offices, or units within Ministries**

To a lesser extent, the RIAL has contributed to creating areas or units within Ministries of Labor. Around 15% of RIAL bilateral cooperation activities report this as an outcome. These include:

A notable example is the creation of the Fundamental Rights Unit in the Ministry of Labor of Bolivia, in close collaboration with Chile, through the RIAL.

- The inclusion of a Medical Unit and Technical Unit in the Occupational Health and Safety Administration of Trinidad and Tobago after cooperation with the United States.
- The creation of the Fundamental Rights Unit in the Ministry of Labor of Bolivia, in close collaboration with Chile, through the RIAL.
- The drive to increase the number of municipal employment offices run by the Ministry of Labor and Social Security of Costa Rica through a Framework Agreement with the Municipal Development Institute, signed after a visit to the Ministry of Labor, Employment and Social Security of Argentina.
- The establishment of a committee to develop an Inspection Program to guide the activities of the Department of Labor of Saint Lucia in that field, one of the lessons learned during cooperation with the United States.

The Inter-American Commission of Women (CIM), in collaboration with the RIAL, organized four subregional workshops (Caribbean, Central America, Andean Region, and Southern Cone) to strengthen a gender-based approach in Ministries of Labor, which may include the creation of gender units. Some Ministries (El Salvador and Barbados mainly) have reported that following the workshop, they could advance in constituting a gender unit or focal point. These workshops are based on the achievements and recommendations of the RIAL study on "The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas" and follow-up on the Gender Strategic Guidelines approved by the Inter-American Conference of Ministers of Labor (IACML) in 2007.

Additionally, the OAS and ILO partnered to develop "Participatory Gender Audits" in the Ministries of Labor of El Salvador, Barbados, and Peru, with financial support from Canada and in keeping with the efforts developed by the IACML and RIAL on gender issues. Audits have allowed comprehensive assessment of the situation in each Ministry with regard to gender mainstreaming and the development of Plans of Action to strengthen their efforts, in particular units or areas responsible for gender. In the case of El Salvador, the Audit helped launch the Unit for Gender Equality.

- **Review, modification, and improvement of programs in execution**

A review of RIAL bilateral cooperation activities shows some specific outcomes in terms of program improvement, but not to be ignored is the impact the RIAL workshops may have had in that regard. In fact, 70% of discussions during these workshops revolve around the outcomes and difficulties of, and lessons learned from, national programs. Additionally, most participants are program technical

staff or coordinators. Although no rigorous follow-up to these workshops has been made, they may have led to reviews and modifications of programs in execution.

Some specific outputs of bilateral cooperation activities may be noted:

- The Ministry of Labor of Nicaragua, combining the best practices of the Ministry of Labor and Employment of Brazil with new institutional policies, strengthened their employment service (SEPEM) and their implementation of the "My First Job" ("Mi primer empleo") program, increasing the placement of young graduates from universities and technical centers.
 - The initiatives promoted by the Ministry of Labor of Costa Rica on working children and youth were reviewed and improved based on successful practices in Uruguay. In particular, the regulations for the registry of working adolescents were amended to include a medical report requirement and instruments such as the social and job assessment record of the working child or adolescent were improved.
 - The More and Better Jobs for Youth Program of the Ministry of Labor, Employment and Social Security of Argentina was strengthened with new management elements and services following an on-site visit by its senior staff to the United States. Warranting mention are the regulations redesigned to allow for internships in the public and nongovernmental sector, improved management instruments, better relations with the private sector, and additional assistance provided to youth by the Secretariat of Employment.
- **Design, modification and/or improvement of internal processes**

This is the RIAL institution-building component with the greatest impact, specifically through its bilateral cooperation activities. Some 60% of these activities for which follow-up has been made resulted in, *inter alia*, improved processes, redesigned management tools, and improved systems.

Some notable outcomes are described below:

- The Occupational Health and Safety Administration (OSHA) of Trinidad and Tobago finalized and implemented a multi-year strategic plan after receiving expert assistance from the United States Department of Labor. This plan guides the work plans of each of the inspection sub-units and focuses on initiatives and performance evaluations. Also developed and implemented was a performance evaluation system for inspectors and other Administration personnel.
- As part of a cooperation activity with the Ministry of Labor, Employment and Social Security of Argentina, the Ministry of Labor and Social Development of Panama began to strengthen their employment counseling service as part of their labor intermediation services. The Directorate General of Employment also consolidated a network based on complementarity, group cohesion, and management on the basis of results.
- The cooperation activity with the Ministry of Labor and Employment of Brazil enabled reoriented policies and actions and transformed the strategic objectives of the Directorate General of Employment and Wages of the Ministry of Labor of Nicaragua as a technical body of the National Employment Policy. Some actions relate to the training process, the involvement of local actors, and the consolidation of a network of institutional work.
- The on-site visit from officials of the Ministry of Labor and Social Security of Costa Rica to their counterparts in Argentina helped to improve the skills of employment managers through

training in the use of electronic job-search platforms, with the goal of standardizing procedures.

- The modernization of the Department of Social Organizations of the Ministry of Labor of Costa Rica was facilitated and strengthened through technical assistance from Mexico, specifically regarding the simplification of the social organizations registry, and computerization and design of oversight and monitoring tools, achieving greater efficiency and better service for users.
- Statistics development processes in the Ministry of Labor of Paraguay were streamlined and made more efficient and timely, better training was provided for statistics area officials, and that area was strengthened following assistance received from Argentina.
- The Occupational Health and Safety area of the Ministry of Labor of Guyana, following cooperation activities with Trinidad and Tobago and Barbados, made the following significant improvements: inspection kits were prepared as part of the inspectors' tools, the 4P model for evidence gathering implemented in Barbados was adopted, which enhanced investigations of workplace accidents and fatalities, and the use of scientific equipment and information systems in labor inspections was improved, resulting in increased efficiency in reporting.
- The procedures and structure of the Social Security Office of the Ministry of Justice and Labor of Paraguay, created in late 2008, and of the National Social Security System were strengthened following cooperation with Chile in March 2009.
- The restructuring of the data compilation system for labor statistics generation and the design of new indicators in Guatemala were based on training provided by Argentina.
- Occupational health and safety procedures of the Department of Labour of Saint Vincent and the Grenadines were developed using information and knowledge gained from seeing the Intervention Model of Canada. Among other issues, follow-up visits are part of inspectors training and forms used on inspection visits are currently being re-designed.
- ILO convention report preparation procedures were redefined in El Salvador following cooperation with Argentina to improve consultations with workers and employers.
- Proposed improvements to the organizational and functional structure of labor inspection in El Salvador, including the inspector career service, were developed based on the Dominican Republic model.

- **Design or improvement of training activities for officials**

The RIAL contributes to Ministry training activities in two ways: (1) Directly, through visits by experts in bilateral cooperation activities which may include training activities; and (2) Indirectly, as advantage may be taken of the content of the Hemispheric Workshops and RIAL bilateral cooperation activities to improve Ministry training activities. Fifty-five percent of bilateral cooperation activities have had impact in the design or improvement of training exercises, which represents a very valuable multiplicative effect of cooperation.

Among direct contributions, the following activities warrant mention owing to their multiplier effect:

- Experts of the Ministry of Labour of Manitoba, Canada provided a workshop for officials of the Ministry of Labor of Mexico on the design and implementation of the Safe Work program, aimed at the prevention of workplace accidents. The workshop was held in Mexico City and simultaneously transmitted by videoconference to Mexico's 32 federal labor offices.
- Experts of Trinidad and Tobago provided training at the "Seminar on Occupational Health and Safety" to officers of the Ministry of Labor of Guyana and employer and worker associations.
- Experts of Argentina provided a training workshop on labor conciliation for Ministry of Labor officials of the Dominican Republic, mediators, prosecutors, employers, and workers.

Indirect effects include the following examples:

- As a result of a visit from experts followed by an on-site visit between the Ministry of Labor, Employment and Social Security of Argentina and the Ministry of Labor and Social Development of Panama, the latter has strengthened its training programs for officials of the Public Employment Service (SERPE) at the national level.
- The strengthening of permanent training programs of the Ministry of Labor and Social Development of Panama after visiting the Occupational Health and Safety Administration (OSHA) of the United States. This, through talks with Labor Inspectors, the development of information pamphlets, the design of a training program, lectures, and the participation of inspectors in OHS conferences are some of the fruits of cooperation activity.
- The redesign of training programs for labor inspectors in Panama, an outcome of the training assistance received from Brazil during and on-site visit that provided guidance on developing skills and attitudes that promote harmonious work relations.

Although practices in this area have not been documented, Ministries in their training activities could refer to the Hemispheric Workshops' presentations and sound recordings, available at the OAS/RIAL website.

- **Reform of the regulatory or legislative framework**

The RIAL has shown results fundamentally in internal Ministry of Labor management, but examples have also been found of its impact on regulatory or legislative framework reform. Although the negotiation of these reforms and their adoption transcends Ministries, RIAL impact may be seen in their conception, rationale, and preparation. Some very important cases have been identified:

- The Ministry of Labor of Belize sent the National Health and Safety at Work bill to the Cabinet in 2010 after eight years of hard work. The Ministry also developed the National Labor Inspection Manual, aided by contributions of technical assistance from the Ministry of Labor of Trinidad and Tobago, among others.
- Evaluation and development of a proposal to amend the rules that govern the Standing Committee and Departmental Subcommittees for Consensus on Salary Policies as spaces for social dialogue in Colombia, as part of the cooperation received from the Ministry of Labor and Employment of Brazil.
- A bill drafted by the Ministry of Labor of Peru on mandatory payment through the financial system. Technical assistance from Argentina served to define proper mechanisms for the implementation of this law, provide the bill with additional technical support and greater

soundness, and identify more benefits from this procedure than costs, the latter enabling the decision to draft this bill to be made. In July 2010, the bill had been approved by the congressional technical committees and was on the agenda for the Plenary.

- A preliminary draft law prepared by the Ministry of Labor of the Dominican Republic to make mandatory individual labor conciliation with it prior to having recourse to the courts. This preliminary draft law is based on the experience of the Mandatory Labor Conciliation Service (SECLO) of Argentina. The Labor Advisory Council of the Dominican Republic approved the preliminary bill as drafted.

- **Enhanced capacity to identify cooperation priorities and needs**

The Technical Secretariat of the IACML consults all Ministries of Labor every two years, immediately following each Conference, on its cooperation priorities and needs. This exercise was carried out in 2005, 2007, 2009, and 2011 and it may be noted that for some countries, especially in the Caribbean, there is greater clarity in replies, and areas of cooperation are more specifically defined.

The RIAL calls for bilateral cooperation, enabling Ministries to present proposals to receive technical assistance from their peers in the region, have afforded international affairs areas an opportunity to consult other Ministry areas each year regarding their cooperation needs. This exercise facilitates the building of capacities for the identification of cooperation areas and for proposal preparation. In the five calls for proposals conducted, the quality of proposals for some countries has improved year by year, especially in those where the same officials responsible for cooperation matters have remained the RIAL focal point.

- **Greater communication and cooperation between each Ministry and its peers within the region**

The RIAL has provided wide-ranging opportunities for interaction among Ministries of Labor, in both their international affairs areas and technical areas. The RIAL Workshops and bilateral cooperation activities have enabled technical staff to meet, debate, and exchange experiences in their areas of specialization, in and of itself an outcome as regards greater communication, but the challenge remains for this interaction to continue and be maintained.

More than half of participants in bilateral cooperation activities report that they remain in communication with the ministry that provided them with technical assistance. And while only 20% report that they have received additional technical assistance in follow-up to the cooperation, it is worth noting some concrete examples in this regard:

- The Ministry of Labor and Social Security of Costa Rica, after receiving technical assistance from the Ministry of Labor, Employment, and Social Security of Argentina to strengthen municipal employment offices, received financial support from the same Ministry to participate in the Workshop on Public Employment Services that was held in Mexico City in 2011.
- The Ministry of Labor of Colombia, after receiving assistance from the Ministry of Labor and Employment of Brazil, presented through the RIAL's Fourth Call a new application of bilateral cooperation in the areas of Decent Work and the Elimination of Child Labor. This proposal was selected and resulted in a visit in 2011 from officials of the Directorate of Labor Inspection, Monitoring, and Control of Colombia to Brazil.

- The Ministry of Labor of the Bahamas, following technical cooperation on Occupational Health and Safety at the workplace with the United States Department of Labor, presented a proposal during the RIAL's Third Call. This proposal was selected and Bahamas received a group of experts from the Occupational Health and Safety Administration (OSHA) in 2011. Notably, the relationship between the two institutions has continued to strengthen due to mutual interest in this area.
- The Ministry of Labor of Trinidad and Tobago presented a cooperation proposal through the RIAL on Occupational Health and Safety in the workplace with the United States Department of Labor. This activity took place in 2011 under the Fourth Call for proposals of the RIAL.

III. ACTIVITIES

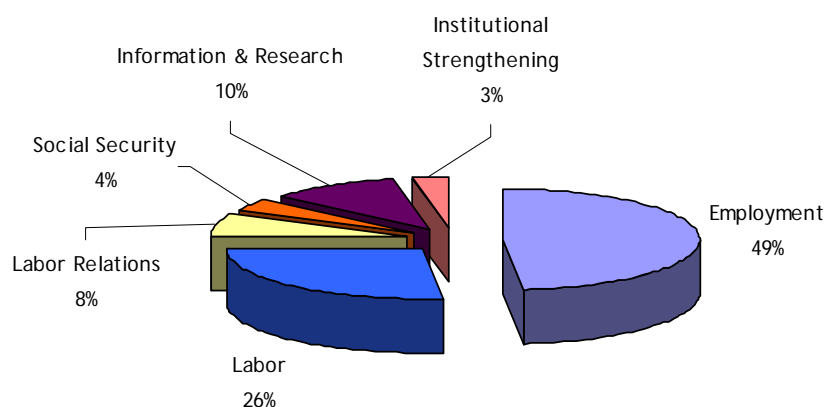
Below is a more detailed description of the RIAL outputs and the activities undertaken to achieve them:

- a) Planning, organizing and conducting fifteen Hemispheric Workshops or seminars on priority areas defined by the Inter-American Conference of Ministers of Labor (IACML). These Workshops allow for the exchange and analysis of experiences, the holding of a technical dialogue among Ministries, employers, workers, international organizations, and civil society, and the identification of lessons learned and making of policy recommendations. They emphasize wider sub-regional participation and representation by Ministers of Labor (on average 25 per workshop). COSATE, CEATAL, and the ILO are present at all workshops, and the IDB, ECLAC, PAHO, and the World Bank have participated in several. The areas addressed by these workshops are set by the IACML authorities at their planning meetings, following a survey conducted by DDSE/SEDI to reveal the training needs of Ministries of Labor. Full information on each of these workshops, including presentations given, conclusions reached, and participants attending, can be found on the RIAL web page. A brief description of each one can be read in Appendix 1.
- b) Permanent consultation about and identification of programs undertaken by the region's Ministries of Labor that have yielded positive results and are offered for horizontal cooperation. These programs are included in the RIAL Portfolio of Programs, which can be found online and which has a total of 129 registered programs to date.
- c) Redesigning the RIAL Portfolio of Programs on-line tool, now available at: www.rialnet.org. Restructuring of the information categories to cover all Ministry of Labor action areas. This tool makes it possible to search for programs based on different criteria (country, area, theme, and target population) and is publicly accessible. Programs are updated directly by the Ministries using a password.
- d) Collection and systematization of ministerial programs in the RIAL Portfolio of Programs, online at www.rialnet.org. In May 2012 the Secretariat sent to all Ministries their usernames and passwords, along with a Guide for Navigating the Portfolio, so that their programs can be loaded directly onto the virtual platform. The Secretariat is providing each Ministry with personalized assistance to facilitate this process.

Program classifications in the Portfolio: Areas and themes

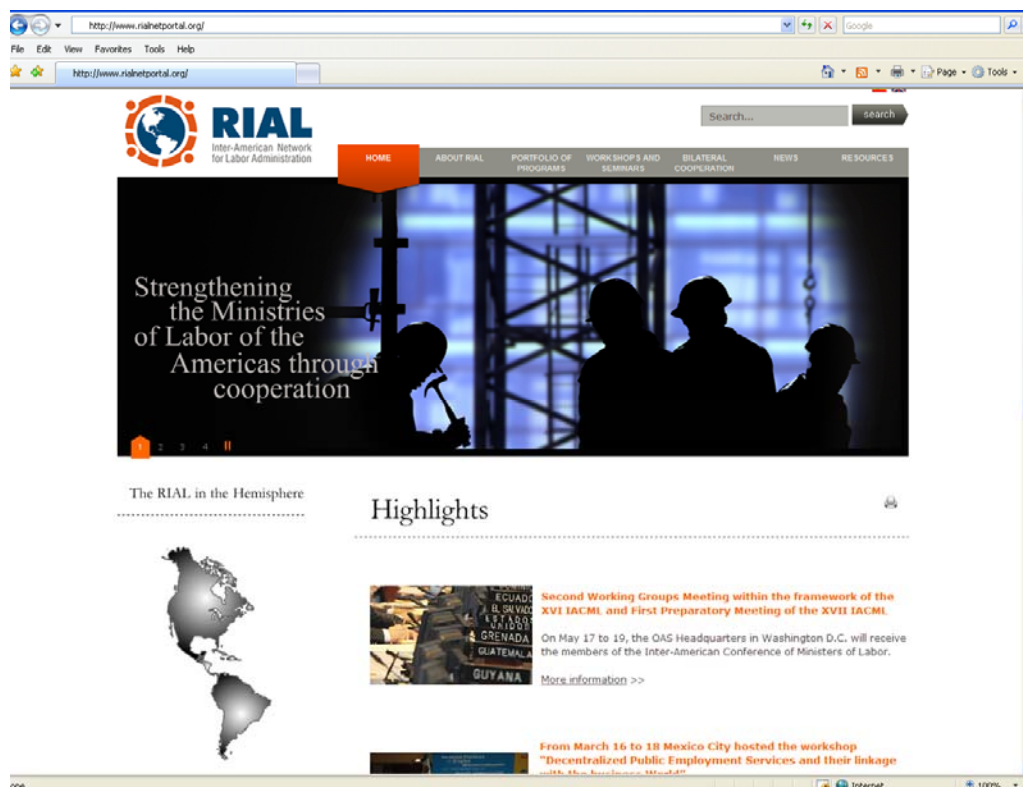
| AREAS | THEMES |
|-----------------------------|--|
| LABOR | <ol style="list-style-type: none"> 1. Labor legislation 2. Application of fundamental rights 3. Working conditions 4. Wages 5. Occupational safety and health 6. Labor inspection 7. Labor rights of migrant workers |
| EMPLOYMENT | <ol style="list-style-type: none"> 1. Employment policy and programs 2. Unemployment benefit schemes 3. Professional training and skill-certification programs 4. Employment services 5. Gender programs 6. Youth employment programs 7. Promotion of micro, small and medium-sized enterprises |
| LABOR RELATIONS | <ol style="list-style-type: none"> 1. Social organizations 2. Collective bargaining 3. Individual and collective dispute settlement 4. Trade Union Registration 5. Social dialogue |
| SOCIAL SECURITY | <ol style="list-style-type: none"> 1. Social security programs and systems 2. Prevention and reduction of social contingencies 3. Improving social security systems |
| INFORMATION & RESEARCH | <ol style="list-style-type: none"> 1. Data collection (administrative records, statistics, etc.) 2. Studies and analyses 3. Dissemination of Information |
| INSTITUTIONAL STRENGTHENING | <ol style="list-style-type: none"> 1. Organization and operation 2. Human resources 3. Material resources 4. Informatics - Computer technology |

Composition of the 129 programs currently registered in the Portfolio



- e) Preparation, publication, and distribution of RIAL **Information Bulletins** containing additional information about activities, featured news from RIAL members, and events of interest. Since 2011, these bulletins are electronic and are sent periodically in accordance with the flow of information, at least once per month. Additionally, four Information Bulletins were published in 2007, 2008, 2009, and 2010.

- f) Preparation, launch, and continuous updating of the RIAL web page: www.rialnet.org, which organizes and systematizes programs and activities. The page was prepared using a more flexible and modern platform, allowing for greater interaction among RIAL members.



- g) Preparation of two RIAL technical studies: The first one, "[Gender equality for Decent Work: Proposals for mainstreaming gender into labor and employment policies within the framework of the IACML](#)" served as the basis for the document "Strategic Guidelines of XV IACML for Advancing Gender Equality and Non-discrimination within a Decent Work Framework". These guidelines were adopted at the XV IACML, thus, the topic has continued to be addressed within the RIAL framework, in order to promote gender mainstreaming in labor and employment policies and in the operations of Ministries of Labor. In December 2007, IACML authorities approved the components of a RIAL Gender Project, based on the Strategic Guidelines, one of which was the preparation of the second study on "[Institutionalization of a gender approach in the Ministries of Labor of the Americas](#)", distributed during the XVI IACML.
- h) Promotion of bilateral cooperation among Ministries of Labor identified and negotiated directly by them, with support from the Technical Secretariat. The RIAL operates through open calls for proposals and funds cooperation activities and technical assistance among Ministries of Labor. These may be on-site visits or experts visits, depending on objectives pursued and the implementation site. The Ministries identify cooperation areas and initiatives or strengths of other Ministries through the Portfolio of Programs, the RIAL Hemispheric workshops, other regional or subregional events, and advice provided directly by the Technical Secretariat.

The bilateral cooperation and technical assistance activities funded by the RIAL make it possible to gain knowledge of a practice on-site or receive training from experts. The advisory services provided are direct and personalized and the contents of each activity are “tailor-made”, defined in keeping with the interests and needs of the participating Ministries.

- i) Launching five calls for proposals for bilateral cooperation through the RIAL, in January 2007, 2008, 2009, 2010, and 2012, as a result of which more than 220 cooperation proposals were received (28 during the first call for proposals, 61 in the second, 47 in the third, 53 in the fourth, and 37 in the fifth). Eight (8) proposals were selected in the first round, 21 in the second, 20 in the third, 17 in the fourth, and 10 in the fifth (see Appendix 2).

RIAL bilateral cooperation proposals and activities for each call for proposals

| Call for proposals | Proposals received | Proposals selected | Activities carried out | Activities at the planning stage | Activities suspended or cancelled |
|--------------------|--------------------|--------------------|------------------------|----------------------------------|-----------------------------------|
| First - 2007 | 28 | 8 | 8 | 0 | 0 |
| Second - 2008 | 61 | 21 | 18 | 0 | 3 |
| Third - 2009 | 47 | 20 | 17 | 1 | 2 |
| Fourth - 2010 | 53 | 17 | 16 | 0 | 1 |
| Fifth - 2012 | 37 | 10 | 4 | 6 | 0 |
| TOTAL | 226 | 76 | 63 | 7 | 6 |

The selection of bilateral cooperation activities to be carried out is based on the following criteria:

- Relevance and timeliness of the cooperation (the rationale for the activity shows why the cooperation is needed at this time);
- Clarity of objectives;
- Clarity and relevance of participant profiles;
- Explicit commitment by the parties involved;
- Relevance of the subject matter to the IACML;
- Priority accorded to proposals arising from activities of the RIAL and the IACML, and those with co-financing from the beneficiary institution.

The activities selected are canceled when they are no longer effective and relevant. This occurs when the planning process is too lengthy or the priorities or political context of the Ministries involved or the programs targeted by the cooperation activity have changed.

It is important to mention that in the last Call the quality of the proposals improved greatly; mainly because of better justifications, clearer objectives, and better communication between the ministries involved. During the months that the Call for proposals remained open, as well as in the submission of proposals, we were able to observe that communication and collaboration among various ministries had been strengthened.

- j) Coordination and development of cooperation activities among Ministries of Labor under the aegis of bilateral cooperation in the RIAL. To date 63 cooperation activities have taken place and 7 activities are being planned. Appendix 2 provides the complete list of activities selected and carried out during the five calls, along with many of the results. Valuable examples of

bilateral cooperation activities can be found in the RIAL Newsletters and many of their outcomes are set out in Section II of this report.

Provided below is the distribution by country of RIAL bilateral cooperation activities implemented or at the planning stage. Seventeen Ministries have provided cooperation, Argentina having played a lead part. Twenty-five Ministries of Labor of the region have participated as requesters or receivers of cooperation.

Ministries of Labor participating in bilateral cooperation activities

Providing Ministries of Labor (2007 - 2012)

| Providing MOLs | Activities carried out | Activities at a planning stage |
|--------------------------|------------------------|--------------------------------|
| Argentina | 21 | 2 |
| Barbados | 2 | |
| Brazil | 8 | 2 |
| Canada | 5 | |
| Chile | 5 | |
| Colombia | 2 | |
| Costa Rica | 1 | |
| Dominican Republic | 1 | |
| Guyana | | |
| Guatemala | | 1 |
| Honduras | | |
| Jamaica | 2 | |
| Mexico | 1 | |
| Peru | 2 | |
| Trinidad & Tobago | 4 | |
| United States | 8 | 2 |
| Uruguay | 1 | |
| Total Actividades | 63 | 7 |

Requesting Ministries of Labor (2007 - 2012)

| Requesting MOLs | Activities carried out | Activities at a planning stage |
|--------------------------------|------------------------|--------------------------------|
| Argentina | 5 | |
| Bahamas | 2 | |
| Barbados | 1 | |
| Belize | 2 | |
| Bolivia | 3 | |
| Brazil | 1 | |
| Chile | 2 | |
| Colombia | 3 | |
| Costa Rica | 5 | 1 |
| Dominican Republic | 5 | |
| Ecuador | 4 | |
| El Salvador | 2 | 1 |
| Grenada | | 1 |
| Guyana | 4 | |
| Guatemala | 2 | |
| Haiti | | 1 |
| Honduras | 1 | |
| Mexico | 2 | |
| Nicaragua | 1 | |
| Panama | 3 | |
| Paraguay | 5 | 1 |
| Peru | 4 | 1 |
| St. Lucia | 2 | |
| St. Vincent and the Grenadines | 1 | |
| Trinidad & Tobago | 3 | 1 |
| Total Actividades | 63 | 7 |

- k) The creation of a virtual library with institutional information about the Ministries of Labor (authorities, organization, responsibilities, and operating manuals) that is available on the RIAL web page.
- l) The creation of a Twitter account to provide updates on the activities of regional Ministries and Ministers of Labor and, at the same time, make announcements to our followers on the movements of the RIAL. Additionally, the constant monitoring of the websites of relevant Ministries and International Organizations.

IV. LESSONS LEARNED

During the six years of operation of the Inter-American Network for Labor Administration (RIAL) the Technical Secretariat has identified some lessons learned that would facilitate better results in the Network's operation and create a greater impact:

- **Commitment and conviction:** Commitment to cooperation and a conviction that it is a valuable tool for institutional strengthening are essential on the part of Ministries of Labor. This includes efforts on the part of Ministries to share initiatives of their institutions through RIAL that may be scattered throughout the region.
- **Definition of priorities:** As a tool of the IACML, the RIAL must address the mandates contained in the Declarations and Plans of Action adopted by the Conference. Since the mandates refer to a wide array of subject areas, these years have confirmed the importance of the definition, by the IACML authorities at the biennial planning meeting, of the priority action areas and main activities of the RIAL. The authorities define these areas based on the ministerial mandates and the results of questionnaires sent to all Ministries regarding their cooperation needs and priorities. The areas and guidelines established at the planning meeting then enable the Technical Secretariat to operate the RIAL.
- **Importance of the focal point:** Ministries with a clearly defined person or area (focal point) to follow up on the RIAL make greater use of the Network and take much more advantage of its activities. On the other hand, in Ministries where there is no clear channel for communication with the OAS and/or a person or area responsible for the RIAL, there is less participation, and opportunities for cooperation and resources are lost. Generally, this lack of definition of a RIAL focal point is also where no area for international affairs exists and, moreover, seems to arise from lack of information on or interest in international cooperation.
- **The role of offices for international affairs:** In general, ministries' offices for international affairs are the areas assigned to the RIAL. This is appropriate because they make use of the RIAL tools to deepen their cooperation ties and complement other initiatives being implemented at the level of subregional blocs or under bilateral agreements.
- **Key characteristics of points of contact:** The RIAL focal points can ensure that their ministries take greater advantage of it if they: (1) are aware of the technical assistance priorities of their Ministries; (2) disseminate within all Ministry areas information about the RIAL (calls for proposals, workshops, portfolio, etc.) ; and (3) raise awareness among the different areas regarding the usefulness of cooperation in strengthening Ministry management and enhancing Ministry initiatives and programs. If the focal point is the office/area for international affairs, it should be in sync with each Ministry area and, in particular, with planning offices (where they exist).
- **Participants' profiles, the importance of including technical staff:** The impact that can be achieved through Workshops and bilateral cooperation activities is closely linked to the participants' profiles. Such activities can contribute effectively to Ministry institution-building (and leave installed capacity) if participants are technical personnel with broad experience and knowledge of the topic in question. Results will be still better if such personnel have authority to influence the formulation and implementation of policies and programs. In most cases, these requirements have been met.
- **Relations with other agencies and the importance of incorporating expertise.** Activities that are carried out in conjunction with other agencies from their planning stage show significant strength. This is the case, for example, of the two studies on gender conducted in conjunction with the ILO and the Inter-American Commission of Women (CIM). Mention may also be made of the workshops on Occupational Health and Safety (OHS) and Public Employment Services, planned and implemented in conjunction with the ILO, PAHO, and WAPES.

- **Hemispheric workshops are a valuable opportunity for exchange.** Workshops are of great value in raising awareness of different programs and strategies in a given area that are being implemented in the region, and have been evaluated very positively by participants. In general, they seem to be a “hotbed” for future bilateral cooperation activities in the framework of the RIAL.
- **Preparation for Workshops:** The quality of interventions during the Workshops is greater when the participants have prepared supporting documents that are based on the “Guiding Questions” elaborated by the Technical Secretariat. In addition, these documents enable us to have updated information about the initiatives in all of the countries on the relevant topic and they can serve as an excellent input for developing studies and recommendations.
- **Bilateral cooperation within the RIAL has shown excellent results and certain conditions facilitate greater impact:** In general, bilateral cooperation activities show valuable results because they facilitate direct exchange and because their content is defined in keeping with the priorities and needs of the beneficiary Ministry (tailored to its needs). It has been determined that these activities yield better results when: (1) they are carried out at an opportune time (for example, the country requesting cooperation is redefining a program or drafting a bill); (2) they address Ministry plans and priorities, i.e., the assistance is not fleeting and sporadic; and (3) they are planned from the outset by the technical teams that will participate in the on-site visit or experts’ visit. To that end, the RIAL focal points should create opportunities for this to take place and follow up on the process without creating interference.
- **The strengths or shortcomings that are evident in proposals submitted for bilateral cooperation:** The majority of the proposals received in the calls, particularly during the last call, are well developed and they include very clear justification and objectives; however, there are other proposals that are weak and this could be a reflection of the institutional weaknesses in the formulation of proposals in general, in the definition of priorities for technical assistance and/or in the identification of possible partners, through the RIAL itself or through bilateral or multilateral relationships.
- **Final Reports on bilateral cooperation activities:** These reports are key to understanding the results of the activities and their potential impact. Additionally, according to some of the participants, the elaboration of the reports can help in reflecting on the lessons of the experiences that they have observed and in defining how these lessons can be used to improve the management of the Ministry (the Secretariat requests that this analysis is included in the report).
- **A need for recognition of the administrative capacity of focal points in planning activities:** Some ministries have personnel and resources enabling them to administer several activities simultaneously and handle commitments with different agencies, but others do not. In the Technical Secretariat, we seek to schedule activities so that they do not exceed the administrative capacity of the focal points.

V. FUNDING

- Period 2006 - 2010

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

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

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

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

*Other financial contributions to the RIAL
May 2006- July 2010*

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

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

- Since 2010

The RIAL is now funded through a Voluntary Contributions Fund, into which annual contributions are made by RIAL members that are willing and able to do so.

The decision to establish this Fund was made by the Ministries of Labor at the meeting of Working Group 2 at the Inter-American Conference of Ministries of Labor (IACML) held in July 2010, in Santo Domingo, Dominican Republic, based on the conclusion, in August 2010, of the agreement with Canada and the conviction that they wished this mechanism to continue to operate. The decision was taken based on the recognition by the representatives of the Ministries of Labor of the positive results yielded by the Network with regard to institutional strengthening and the deepening of their bilateral cooperation. On that occasion, the Ministries acknowledged and expressed appreciation for the Canadian contribution and undertook to ensure the sustainability of the RIAL.

During the XVII IACML, held in San Salvador in 2011, the Ministers of Labor endorsed the creation of this Fund: "The Inter-American Conference of Ministers of Labor (IACML) confirms the creation of the RIAL Voluntary Contribution Fund, established by the Working Groups of the IACML in July 2010 and incorporated in the Technical Secretariat. The ministries of labor reiterate their commitment to make voluntary contributions to it, in accordance with its Guidelines and subject to national capacities, in order to strengthen the RIAL." (Art.16 of the Plan of Action of San Salvador).

The Fund has been established in the OAS and managed by the Technical Secretariat of the IACML in accordance with the priorities and actions defined by the Ministries themselves. Minimum contributions are US\$5000 and could vary with the level of development and size of the country's economy.

**CONTRIBUTIONS TO THE RIAL VOLUNTARY CONTRIBUTIONS FUND
(2011 - Oct. 2012)**

| Country / item | Amount | Date |
|---------------------------------------|---------------------|-----------|
| Trinidad & Tobago (2011 contribution) | 10,000 | Mar. 2011 |
| Mexico | 5,000 | Apr. 2011 |
| Argentina | 29,700 | Aug. 2011 |
| Belize | 5,000 | Aug. 2011 |
| Panama | 5,000 | Oct. 2011 |
| Barbados | 5,000 | Nov. 2011 |
| Ecuador | 5,000 | Nov. 2011 |
| Suriname | 4,980.5 | Dec. 2011 |
| Bahamas (2011 contribution) | 5000 | Mar.2012 |
| Jamaica | 4985 | Apr. 2012 |
| Dominican Republic | 4985 | May 2012 |
| Trinidad & Tobago (2012 contribution) | 10000 | Jul. 2012 |
| Bahamas (2012 contribution) | 5000 | Jul. 2012 |
| Peru | 4970 | Aug.2012 |
| TOTAL Contributions* | \$ 104,620.5 | |

*Excludes the contribution of \$200,000 from Canada to be allocated to this Fund, the use of which was determined separately by the authorities of the Conference.

According to this Fund's Guidelines, the decisions about the use of resources are to be made in the Planning Meetings of the IACML, held every two years and involving the Ministries that lead the Conference: the troika (past, present, and future Presidents) and the chairs and vice-chairs of the Working Groups. Given the recent establishment of this Fund, the first Planning Meeting where this issue was discussed was in February 2012.

Below is a table showing the incurred and projected expenditures of the Voluntary Contributions Fund, as determined by the Conference's authorities in its Planning Meeting in 2012.

**INCURRED AND PROJECTED EXPENDITURES OF THE VOLUNTARY CONTRIBUTIONS FUND
2012-2013**

| Item | Amount | Date |
|--|-------------------|--------------------------|
| Expenditures incurred | | |
| Administration and logistics (15% of contributions to March 2012) | 10,452.1 | Mar. 2011 - Mar. 2012 |
| Indirect cost recovery (11%, contributions greater than \$20k) | 3,267.0 | Aug. 2011 |
| RIAL Workshop on Freedom of Association (travel expenses)* | 9,359.1 | Oct. 2012 |
| Projected expenditures | | |
| Administration and logistics (15% of contributions since March 2012) | 5,241.0 | Apr. 2012 - Mar. 2013 |
| RIAL Workshop on No Discrimination (logistics and travel expenses) | 25,000.0 | Apr./May 2013 |
| Bilateral cooperation activities - 5th Call** | 30,931.4 | 2012 |
| Bilateral cooperation activities - 6th Call | *** | 2013 |
| TOTAL Expenditures | \$84,250.6 | |

*Approximate costs. Authorized by Planning Meeting 2012: \$15,000

**Planning Meeting authorized \$15,961.4 plus contributions to be received from February 2012. Some of the contributions received since that time were added to meet estimated costs for 2012.

**The Planning Meeting in 2012 did not determine an amount for bilateral cooperation in 2013, given the uncertainty regarding contributions to be received.

Administration and Logistics expenses also refer to the communications component of the RIAL, which includes updating the website and the Portfolio of Programs, developing newsletters, and social media management. In terms of the Fund's Guidelines, this amount is 15% of contributions, up to a maximum of \$50,000 annually. Given that in 2012 and 2013 the contribution from Canada will cover \$30,600 of these operational costs, the authorities at the Planning Meeting in 2012 decided that during these years the Voluntary Fund would only cover up to \$19,400 annually for this category.

Additionally, the Canadian Labour Program contributed \$200,000 to the RIAL, as was announced at the XVII IACML in San Salvador. Given the amount of the contribution, it could only be transferred to the OAS after the presentation of a project and the signing of an agreement. During the Planning Meeting the use of this contribution was approved, as detailed below.

CONTRIBUTION FROM CANADA TO THE RIAL
March 2012 to March 2014

| Item / Activity | Amount |
|---|------------------|
| Hemispheric Cooperation | |
| Workshop on Child Labor (2 days) | |
| - Simultaneous interpretation, room, etc. | \$7,950 |
| - Travel expenses (tickets, accomodations and food, 18 persons) | \$33,300 |
| Webinar | |
| - Payment of platform, service providers | \$5,000 |
| Subtotal Hemispheric coop | \$46,250 |
| Bilateral cooperation | |
| - Travel expenses (tickets, accomodations and food, 12 activities) | \$70,500 |
| Subtotal bilateral coop | \$70,500 |
| Operation (administration, logistics, communications) | |
| - Webpage and portfolio update / maintenance - 2 years | \$29,400 |
| - Administrative and logistical support (workshops, bilateral coop) - 2 years | \$31,850 |
| Subtotal Operation | \$61,250 |
| Indirect Cost Recovery (ICR) | |
| - 11% over total contribution | \$22,000 |
| Subtotal ICR | \$22,000 |
| TOTAL | \$200,000 |

Finally, it is important to highlight that in-kind contributions, mainly regarding knowledge, commitment and time of Ministries of Labor officers, are indispensable for the RIAL; in fact, they are the basis of this cooperation mechanism.

APPENDIX 1

Summary of RIAL Hemispheric Workshops

1. **Hemispheric Workshop on Occupational Health and Safety (OHS); San Salvador, El Salvador, May 16-17, 2006** (Second OHS Workshop under IACML, first one under RIAL): Inaugurated by the President of El Salvador, Elías Antonio Saca, this workshop was jointly organized by the OAS, PAHO, ILO, the Ministries of Labor of El Salvador and Canada, and Fundaceresso, and thus provided an example of genuine and fruitful interagency coordination. The workshop brought together more than 80 OHS experts from more than 20 of the region's Ministries of Labor, from OHS collaborating centers in Chile, Central America, Brazil, and Canada, from international agencies, and from COSATE and CEATAL. The workshop provided follow-up to the first IACML workshop on OHS held in 2004 in El Salvador. Its most important achievement was the adoption of strategic guidelines for three topics – occupational health and safety management systems, occupational health and safety information systems, and HIV in the workplace – which will serve to guide the work of governments, OHS centers, and international agencies on those issues, through actions at the national, subregional, and hemispheric levels.
2. **Seminar on Labor Intermediation and Labor Market Observatories: Opportunities and Challenges in the Hemisphere; Cocoyoc, Morelos, Mexico, November 7, 2006**: Organized by Mexico's Secretariat of Labor and Social Welfare (STPS) in its capacity as the pro tempore chair of XIV IACML, this workshop analyzed experiences with labor market observatories and employment services in Argentina, Chile, El Salvador, Mexico, the United States, and Europe, and was attended by representatives of the IDB, ILO, WAPES, OAS, COSATE, and CEATAL. In their exchanges, the participants emphasized the progress made by employment services in addressing demand and in the use of new technologies (ICTs). They also identified, as the main challenge facing those services, the need to respond to two new realities in the labor market: the expansion of the informal sector and increasing migratory flows.
3. **Workshop on Migrant Workers: Protection of Labor Rights and Labor Market Programs; Ottawa, Canada, November 28-29, 2006**: This workshop was attended by representatives of 28 of the Hemisphere's Ministries of Labor, the ILO, the Inter-American Commission on Human Rights (IACHR), the Organization of Eastern Caribbean States (OECS), the North-South Institute, the OAS, COSATE, and CEATAL. The event facilitated a dialogue and cooperation among the labor ministries on ways to promote the labor rights of migrant workers and on labor market programs, with emphasis on Canada's program for temporary migrant workers. The workshop followed up on the relevant IACML and Summit mandates and on the Inter-American Program adopted by the OAS General Assembly in 2005.
4. **Workshop on Technical Assistance; San José, Costa Rica, May 8, 2007**: This workshop was organized in response to a request made repeatedly by several IACML members regarding the need for greater awareness about technical assistance channels and priorities and for identifying the difficulties encountered by executing agencies in their dealings with donors; it was attended by representatives from 26 Ministries of Labor. At the event several donor countries and institutions (Canada, United States, AECI, IDB) and several technical assistance executing countries shared their experiences, and the participants received training on the basic components of successful proposals.

5. **Workshop on Labor Dimension of FTAs and Regional Integration Processes; Port-of-Spain, Trinidad and Tobago, July 10, 2007:** This workshop, attended by representatives from 21 Ministries of Labor, studied two topics: (1) the specific labor provision components (chapters, side agreements, memoranda of understanding, declarations) that have been incorporated into various bilateral and multilateral free trade agreements, and (2) the labor provisions of various subregional integration processes and the progress they have made with them. The workshop heard presentations by representatives from several governments, COSATE, CEATAL, and CARICOM.
6. **Workshop on Social Dialogue and Social Cohesion; Montevideo, Uruguay, April 15, 2008:** This workshop brought together technical specialists from the Ministries of Labor of 27 countries of the Americas, together with representatives from COSATE, CEATAL, and the ILO, to study the characteristics and challenges facing various social dialogue forums in the region, such as consultative councils, employment councils, economic and social forums, etc. The workshop lasted one day, during which the participants exchanged experiences and approaches and concluded that social dialogue is a key element in democratic governance and a basic tool for constructing inclusive societies and ensuring social justice. They concluded that social dialogue must be effective and institutionalized and must take place in conditions of constructive cooperation. The seminar's presentations and discussion sessions were extremely rich in content and ideas.
7. **Seminar on Youth Employment; Rio de Janeiro, Brazil, May 20-21, 2008:** This seminar was jointly organized by the Ministry of Labor and Employment of Brazil, the Department of Labor of the United States, and the OAS. It offered an excellent opportunity for exchanging experiences and analyzing key issues affecting youth employment in the Americas, particularly the need to forge alliances to create decent jobs for young people; the benefits of establishing comprehensive or integrated strategies, policies, and services; youth entrepreneurship initiatives as an alternative way to create decent work; and the importance of implementing labor inclusion strategies for at-risk youth. It was attended by technical representatives from 29 of the region's Ministries of Labor, members of COSATE and CEATAL, representatives of international agencies such as the ILO, IDB, World Bank, and WAPES, and more than 10 nongovernmental organizations.
8. **Third Hemispheric Workshop on Occupational Health and Safety (OHS); Cusco, Peru, October 21-22, 2008:** This Workshop provided follow-up to the two Hemispheric Workshops on OHS that took place in the IACML-RIAL framework in 2004 and 2006 in El Salvador. It was organized by the Ministry of Labor of Peru and the OAS, in close collaboration with PAHO and ILO. The main topics of the workshop were: Policies and strategies for the promotion of OHS, including the role of employers and workers; strengthening of schemes to prevent and control occupational hazards; and HIV-AIDS in the workplace. The Workshop was attended by OHS specialists and officers of 26 Ministries of Labor, representatives of COSATE and CEATAL, international agencies, experts and OHS collaborating centers. The document of Summary of discussions and lessons learned, produced at the end of the event, also contains some steps to follow.
9. **Workshop on Public Employment Services (PES), Panama City, Panama, December 10-11, 2008:** This Workshop was jointly organized by the Ministry of Labor and Labor Development of Panama and the OAS, in partnership with the Ministry of Labor, Employment and Social Security of Argentina and the World Association of Public Employment Services (WAPES). It has three thematic panels, where the main the main tendencies of PES were discussed: 1) PES and Local Development: linkages with the productive environment to ensure access to quality and productive employment; 2)

Articulation of PES with workforce development (training) systems and information systems; 3) PES' approach to addressing vulnerable groups or persons with greater barriers to employment. The document of conclusions of the event reflects the richness of this Workshop that was attended by 25 Ministries of Labor, represented by their employment directors or officers with responsibilities on PES, members of COSATE and CEATAL, as well as representatives from ILO, WAPES and OAS.

10. **Workshop on Labor Migration and Labor Market Information Systems, Quebec City, Canada, February 24-25, 2009:** During this Workshop, organized jointly by Human Resources and Skills Development Canada and the OAS, information was shared about the development of labor market information systems in the region, particularly in Canada, the importance of these systems in managing migration was analyzed and various dynamics between labor mobility, migration and labor markets in the context of the current economic crisis were discussed. Ministries of Labor from 22 countries were represented at the workshop, along with members of COSATE and CEATAL and specialists from ILO, IOM, OAS, the Inter-American Dialogue and the Inter-American Conference of Social Security, among others.
11. **Workshop on Successful Labor Inspection Models, Washington D.C., USA, May 19, 2009:** This workshop made it possible to exchange information on the most crucial current labor inspection issues: 1) Steps taken to attain greater effectiveness, impact, and coverage of labor inspection; 2) Actions to ensure compliance with standards and improve working conditions; 3) Strategies for optimizing oversight and supervision and for combating corruption in labor inspections; and, 4) Challenges facing labor inspection in the current economic climate. The Workshop was organized by the Secretariat of Labor and Social Welfare (STPS) of Mexico and the OAS, and attended by 26 Labor Ministry delegations and representatives of COSATE, CEATAL, ILO and PAHO.
12. **Workshop on Gender Mainstreaming in the Ministries of Labor of the Americas, Buenos Aires, Argentina, July 21, 2009:** This Workshop complies with one of the strategic guidelines adopted by the XV IACML in 2007 for moving forward with the incorporation of a gender perspective in the framework of the Conference. The main topic of the Workshop's discussions was the preliminary version of the study "The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas," which was prepared in 2009 in close consultation with the Ministries and which also complies with the strategic guidelines. The event was attended by delegations from 25 ministries, most of which were represented by their highest authorities on gender. Also present were representatives from COSATE and CEATAL. Based on the preliminary study, the Workshop analyzed the progress made by ministries in this area and identified priority training needs.
13. **Workshop on the Labor Dimension of Globalization and the Free Trade Agreements: impacts and labor provisions, Santo Domingo, Dominican Republic, July 27, 2010 -** Officials of 26 Ministries of Labor, COSATE and CEATAL representatives, and international experts of the European Union, ECLAC, the ILO and the OAS (from Trade and Labor areas), discussed the impacts of globalization on labor, the labor provisions contained in free trade agreements and integration processes, and the role of labor ministries in the negotiation of such provisions. One highlight of the event was a round-table of trade experts and negotiators who discussed labor provisions of FTAs.
14. **Seminar on Intersectoral Public Policies: Social Protection and Employment.** Río de Janeiro, Brazil, November 30 to December 2, 2010 - This seminar was a joint activity of the Inter-American Network for Labor Administration (RIAL) and the Inter-American Social Protection Network (IASPN), and was co-organized by the Organization of American States

(OAS), the Ministry of Labor and the Ministry of Social Development and Hunger Fight of Brazil. It was an opportunity to analyze innovations and progress with an intersectoral approach to social protection and employment generation. It brought together Ministries of Labor and Social Development of 25 member states of the Organization, and representatives of 10 international organizations, civil society, the private sector, IACML advisory bodies, and academia. In preparation for this event, a concept document was prepared, entitled "Social Protection and Employment Generation: Analysis of Experiences from Co-responsibility Transfer Programs." This base document was prepared by the OAS, ECLAC, and the ILO and subsequently enriched with discussions during the event.

15. **Workshop "Decentralized Public Employment Services and their Linkage with the Business World - Inter-regional event"**. Mexico City, March 16 to 18, 2011 - This workshop was an output of the productive interagency partnership among: the World Association of Public Employment Services (WAPES), the Ministry of Labor and Social Welfare (STPS) of Mexico, the Ministry of Labor, Employment and Social Security of Argentina and the OAS Department of Social Development and Employment. It was also an interregional event that brought together authorities and officials of the employment areas of 24 Ministries of Labor and Employment of countries of the Americas and Europe, representatives of employment services of 17 Mexican states, COSATE, CEATAL, Manpower, the ILO, the World Bank, the IDB, WAPES, and the OAS. The event facilitated effective and active exchange regarding decentralization of employment services, their contributions to local development strategies, and the challenges they face in achieving greater linkage with the private sector. It also identified recommendations as to how employment services could better address employer expectations and strengthen strategic partnerships with this sector.

APPENDIX 2

Bilateral Cooperation Activities of the RIAL

First Call for proposals - 2007

| | Beneficiary Institution | Providing Institution | Thematic Area | Type of Activity | Date (2007) |
|---|-------------------------|-----------------------|---|------------------|--------------|
| 1 | Dominican Republic | Argentina | Labor conciliation (Phase 1) | On-site | May 29-31 |
| 2 | Costa Rica | Argentina | Alternative resolution of labor conflicts | On-site | June 4-6 |
| 3 | Paraguay | Brazil | Re-organization of the ML of Paraguay | On-site | July 23-27 |
| 4 | Argentina | Brazil | Labor Inspection in maritime and fluvial activities | On-site | August 6-10 |
| 5 | Peru | Argentina | National Plan for Work Regularization (Phase 1) | Experts | August 6-10 |
| 6 | Trinidad and Tobago | United States | Occupational Health and Safety | On-site | Sept. 17-21 |
| 7 | Dominican Republic | Argentina | Labor conciliation (Phase 2) | Experts | October 1-5 |
| 8 | Peru | Argentina | National Plan for Work Regularization (Phase 2) | On-site | October 8-12 |

Second call for proposals - 2008

| | Beneficiary Institution | Providing Institution | Thematic Area | Type of Activity | Date |
|----|-------------------------|-----------------------|---|------------------|-------------------|
| 1 | Guyana | Trinidad and Tobago | Occupational Health and Safety (Phase 1) | On-site | June 23-27, 2008 |
| 2 | Guyana | Trinidad and Tobago | Occupational Health and Safety (Phase 2) | Experts | July 21-25, 2008 |
| 3 | El Salvador | Dominican Republic | Labor Inspection and International Labor Relations | On-site | July 28-1, 2008 |
| 4 | Peru | Argentina | Payment of salaries through the banking system | On-site | Sept. 3-5, 2008 |
| 5 | Honduras | Argentina | Enterprise demography and employment dynamics | Experts | Sept. 22-26, 2008 |
| 6 | Costa Rica | Mexico | Social Organization registration | On-site | Oct. 27-31, 2008 |
| 7 | Panama | Brazil | Occupational Health and Safety | On-site | Oct. 28-31, 2008 |
| 8 | Costa Rica | Chile | Promotion of a culture of compliance through the web page | On-site | Nov. 10-12, 2008 |
| 9 | Ecuador | Argentina | Registry and labor statistics system | Experts | Nov. 17-21, 2008 |
| 10 | Bahamas | United States | Occupational Health and Safety | On-site | Dec. 8-12, 2008 |
| 11 | Bolivia | Chile | Gender equity | On-site | Dec. 9-12, 2008 |
| 12 | El Salvador | Argentina | Labor inspection and International relations | On-site | Dec. 15-19, 2008 |
| 13 | Bolivia | Chile | Strategic planning | On-site | Dec. 17-19, 2008 |

| | | | | | |
|----|--------------------|------------|-------------------------------|---------|---------------------------------------|
| 14 | Paraguay | Chile | Social Security System | On-site | March 24-26, 2009 |
| 15 | Argentina | Canada | Preventive Mediation Program | On-site | May 12-14, 2009 |
| 16 | Dominican Republic | Argentina | Decent Work National Programs | On-site | July 27-30, 2009 |
| 17 | Ecuador | Argentina | Public Employment Service | Experts | Sept. 30 -Oct. 2 and Nov. 23-27, 2009 |
| 18 | Dominican Republic | Costa Rica | Labor statistics | On-site | Nov. 24-26, 2009 |

Third call for proposals - 2009

| | Beneficiary Institution | Providing Institution | Thematic Area | Type of Activity | Date |
|----|----------------------------------|-----------------------|---|------------------|-----------------------|
| 1 | Belize | Jamaica | Public employment service | On-site | Sept. 7-11, 2009 |
| 2 | Colombia | Brazil | Social dialogue and freedom of association | On-site | Sept. 21-25, 2009 |
| 3 | Chile | United States | Improvement of the enforcement of labor laws / National Call Center | On-site | Sept. 21-Oct.1 2009 |
| 4 | Guyana | Barbados | Occupational Health and Safety | On-site | Oct. 5-9 , 2009 |
| 5 | Saint Vincent and the Grenadines | Canada | Occupational Health and Safety | On-site | Oct. 19-23, 2009 |
| 6 | Nicaragua | Brazil | Public employment system | On-site | Oct. 19-23, 2009 |
| 7 | Paraguay | Brazil | Public employment system | On-site | Oct. 19-23, 2009 |
| 8 | Ecuador | Peru | Certification and evaluation of labor competencies | Experts | Nov. 9-13, 2009 |
| 9 | Costa Rica | Uruguay | Enforcement of labor legislation regarding children and youth | On-site | Nov. 16-19, 2009 |
| 10 | Paraguay | Argentina | Labor statistics | On-site | Nov. 30- Dec.4, 2009 |
| 11 | Guatemala | Argentina | Strengthening of the Labor Statistics Unit in the Ministry of Labor | On-site | Nov. 30- Dec.4, 2009 |
| 12 | Argentina | United States | Youth employment services | On-site | Dec. 7-9, 2009 |
| 13 | Belize | Trinidad and Tobago | Occupational Health and Safety | On-site | Mar. 15-19, 2010 |
| 14 | Mexico | Canada | Occupational Health and Safety - Safe Work Program | Experts | Mar. 29-31, 2010 |
| 15 | Panama | Argentina | Public employment service | On-site | Sept. 20-24, 2010 |
| 16 | Peru | Chile | Employment service - new technologies | Experts | Dec. 16-17, 2010 |
| 17 | Bahamas | United States | Occupational Health and Safety | Experts | Jun. 27 - Jul.1, 2011 |
| 18 | Haiti | United States | Dispute resolution - conciliation and mediation | On-site | Under planning |

Fourth call for proposals - 2010

| | Beneficiary Institution | Providing Institution | Thematic Area | Type of Activity | Tentative Date |
|----|-------------------------|-----------------------|--|------------------|------------------------|
| 1 | Barbados | Trinidad and Tobago | Labor inspection | On-site | June 28 - July 2 2010 |
| 2 | Argentina | Colombia | Information management systems - E-government | On-site | June 12-16, 2010 |
| 3 | Chile | Argentina | Professional training and certification of labor competencies | On-site | June 14-16, 2010 |
| 4 | Brazil | Canada | Occupational Health and Safety in the maritime sector | On-site | Sept. 14-17, 2010 |
| 5 | Costa Rica | Argentina | Employment service network | On-site | Sept. 20-24, 2010 |
| 6 | Saint Lucia | United States | Labor inspection | On-site | Oct. 19-22, 2010 |
| 7 | Panama | United States | Occupational Health and Safety | On-site | Oct. 19-22, 2010 |
| 8 | Ecuador | Peru | Certification and evaluation of labor competencies | On-site | Nov. 8-11, 2010 |
| 9 | Guyana | Barbados | Dispute resolution | On-site | Nov. 8-12, 2010 |
| 10 | Dominican Republic | Colombia | Follow-up, monitoring, and evaluation of plans, programs, and projects | On-site | Nov. 29 - Dec. 1, 2010 |
| 11 | Mexico | Brazil | Labor relations - Labor union register | On-site | Dec. 6-10. 2010 |
| 12 | Saint Lucia | Jamaica | Employment programs abroad | On-site | Feb. 21-25, 2011 |
| 13 | Trinidad and Tobago | United States | Occupational Health and Safety | Experts | Mar. 14-18, 2011 |
| 14 | Colombia | Brazil | Labor inspection | On-site | April 4-8, 2011 |
| 15 | Paraguay | Argentina | Labor statistics | On-site | June 7-9, 2011 |
| 16 | Trinidad and Tobago | Argentina | Labor inspection | On-site | Jun. 27 - Jul. 1, 2011 |

Fifth call for proposals - 2012

| | Beneficiary Institution | Providing Institution | Thematic Area | Type of Activity | Date |
|----|-------------------------|-----------------------|---|------------------|---------------------|
| 1 | Colombia | Argentina | Telework as an instrument to generate employment | On-site | August 12-17, 2012 |
| 2 | Guatemala | Argentina | Employment Service: Use of new technologies | On-site | Sept. 3 - 7, 2012 |
| 3 | Bolivia | Argentina | Child Labor | Expert | Sept. 17 - 21, 2012 |
| 4 | Argentina | Canada | Public Employment Service - Linkages with local employers and older persons | On-site | Sept. 24 - 28, 2012 |
| 5 | Trinidad & Tobago | Brazil | Youth Entrepreneurship: Incubators and non-financial cooperatives | On-site | Oct. 23 - 28, 2012 |
| 6 | Peru | Brazil | Methodology to design employment and wage indicators | On-site | Oct. 23 - 28, 2012 |
| 7 | Costa Rica | Argentina | Employment promotion: customer service | Expert | Dec. 3 - 7, 2012 |
| 8 | El Salvador | Argentina | Gender mainstreaming in the Ministry of Labor | On-site | Nov. or Dec. 2012 |
| 9 | Paraguay | Guatemala | Strengthening the Assistance Center for domestic workers | On-site | Nov. or Dec. 2012 |
| 10 | Grenada | United States | Labor Market Information System | Expert | Nov. or Dec. 2012 |