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WORK PLAN 2018-2021
OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)

(Updated as of January 20th, 2021)

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INDEX

I. Introduction	1
II. Themes and mandates of the XX IACML	3
III. Work Plan	4
3.1 Main activities	4
3.2 Initiatives and processes supporting IACML mandates.....	10
3.3 Cross-cutting themes.....	11
3.4 Financing	12
IV. Other activities and proposals related to the IACML	13
4.1 International events	13
4.2 Initiatives and contributions from International Organizations to the Work Plan	14
ANNEX - Work Plan Calendar 2018-2021	17

I. INTRODUCTION

This Work Plan is the result of the Planning Meeting 2018-2020 of the Inter-American Conference of Ministers of Labor (CIMT), held on April 26 and 27, 2018 at OAS headquarters in Washington D.C. It has been updated on three occasions in order to report on the degree of compliance of the activities and to incorporate modifications, as noted below.

The Plan was developed with the purpose of establishing concrete actions to comply with the mandates and commitments set forth by the Declaration and Plan of Action of Bridgetown, which were approved during the XX IACML in Barbados in December, 2017. It includes specific activities, dates and venues, as well as responsibilities, and financial and in kind commitments.

The Planning Meeting that originated this Plan was chaired by the Ministry of Labour, Social Security and Human Resource Development of Barbados, as Chair of the XX IACML, which was represented by Yolande Howard, Permanent Secretary, and included the participation of representatives of the Ministries of Labor and Permanent Missions of the countries that lead the IACML process:

- Troika: Barbados (Current Chair - XX IACML), Mexico (Previous Chair - XIX IACML). The definition of the future Chair is pending.
- Authorities from Working Group 1: Ecuador (Chair), Brazil and Chile (Vice-Chairs)
- Authorities of Working Group 2: Argentina (Chair), Canada and Costa Rica (Vice-Chairs).

In addition, representatives of the Department of Labor of United States and the Permanent Missions of Colombia, Dominican Republic, Haiti, Nicaragua, Panama, Paraguay, Peru, United States, Uruguay, and Venezuela participated as observers.

The Trade Union Technical Advisory Council (COSATE) could not participate in this opportunity, although its responses to the Questionnaire were taken into account in the Meeting. The Business Technical Advisory Committee on Labor Matters (CEATAL) participated in the meeting, as well as authorities of the International Labour Organization (ILO), the Pan American Health Organization (PAHO), the Inter-American Conference on Social Security (CISS), the Economic Commission for Latin America and the Caribbean (ECLAC), the Inter-American Commission of Women (CIM) and the International Organization for Migration (IOM).

Before the meeting, the Technical Secretariat sent a questionnaire to all the members of the IACML regarding their priorities, expectations and suggestions within the framework of the Conference and its cooperation mechanism, the Inter-American Network for Labor Administration (RIAL), and to guarantee that in developing the Work Plan all of the members' perspectives would be taken into account. The answers received, from 21 Ministries of Labor, COSATE and CEATAL, and compiled in the document "Input for the Planning Meeting 2018-2020 of the IACML" served as a base for discussion.

After the meeting, this Plan was submitted for the consideration of the Committee on Partnership for Development Policies of the Inter-American Council for Integral Development (CIDI), under classification CIDI/CPD/doc.173/18 and was approved on June 22nd, 2018, as a result of an electronic consultation held June 18, 2018.

UPDATES: In compliance with the Work Plan, the IACML authorities, under the Chairmanship of the Ministry of Labor of Barbados and with support from the Technical Secretariat, held two virtual meetings; the first one on January 25, 2019 and the second one on February 13th 2020, to monitor the fulfillment of this Work Plan, review and guide the Plan's activities, review the RIAL's financial situation, and decide on the use of available resources.

In late March 2020, considering the COVID-19 pandemic and the confinement and closure measures adopted by governments, the Technical Secretariat consulted the IACML authorities on the postponement of the gender Workshop scheduled for May, 2020, and the reduction in the number of bilateral cooperations to take place in 2020. The authorities approved these measures.

In addition, considering the need to assess the effects of the pandemic on the IACML work plan, the Ministries that lead the process and the Chairs of CEATAL and COSATE held a virtual meeting on May 22, 2020. During the meeting, the authorities reviewed and adjusted the pending activities of the Work Plan, discussed the Draft Agenda (main themes) for the XXI IACML and, very importantly, decided that the IACML, originally scheduled for December, 2020, should take place in-person and postponed it until September 2021.

A fourth virtual meeting of the IACML authorities to follow up on this Work Plan is scheduled for January 28th, 2021.

The decisions taken during the aforementioned three virtual meetings of authorities were recorded in documents CIDI/CIMT/RPA/doc.13/19, CIDI/CIMT/RPA/doc.19/20 and CIDI/CIMT/RPA/doc.23/20, and are incorporated to the present document.

In summary, this document contains the IACML Work Plan 2018 – 2020 that resulted from the Planning Meeting of April 2018, as well as the updates made after the Virtual Meetings of IACML Authorities of January 2019, February 2020, and May 2020. Other relevant information of these meetings, including supporting documents, can be found on the Web page: http://www.oas.org/en/sedi/dhdee/labor_and_employment/pages/index-2.asp

II. THEMES AND MANDATES OF THE XX IACML

The XX Inter-American Conference of Ministers of Labor (CIMT) had the theme "Building on our Achievements and advancing towards Social Justice, Decent Work, and Sustainable Development in the Americas." Under that umbrella, it allowed collective reflection and the definition of commitments around three central themes:

- 1) Towards better inter-sectoral coordination between education, training, and labor, crucial to unleash youth potential and address the future of work
- 2) Making the 2030 agenda for Sustainable Development a reality: implementation of SDG 8: decent work, sustainable enterprises, and social dialogue, and
- 3) Gender equality, ensuring labor rights and opportunities for vulnerable populations

These themes guided the definition of this Work Plan and must frame all its actions.

The Declaration and Plan of Action of Bridgetown contain specific mandates for each of these themes; In addition, they created two Working Groups in order to promote compliance with said mandates.

- Working Group 1: Integrated public policies for productive employment and decent work with social inclusion
- Working Group 2: Institutional strengthening to promote and protect workers' and employers' rights and obligations and foster cooperation.

The Conference also has the Inter-American Network for Labor Administration (RIAL), as a cooperation mechanism that allows the ministerial commitments to land in concrete actions. The XX IACML gave orientations to the RIAL to continue strengthening the cooperation among the Ministries of Labor of the region and, through it, to strengthen their human and institutional capacities, and contribute to fulfilling the mandates of the Declaration and Plan of Action of Bridgetown.

III. WORK PLAN

3.1 MAIN ACTIVITIES

1. RIAL Workshop on strategies to improve compliance with Labor Legislation

Description: The workshop gathered representatives of 20 Ministries of Labor of the region, workers and employers to exchange of information and obtain first hand knowledge on strategies to improve compliance with labor legislation, especially in the fields of: 1) strengthening of labor inspection through innovative approaches and with special emphasis on protecting the rights of freedom of association and collective bargaining, 2) alternative resolution of individual and collective labor disputes; and 3) coordination between Ministries of Labor and other public institutions. The Workshop was organized by the OAS in collaboration with the International Labor Organization (ILO), sponsored by the Ministry of Labor and Social Security of Costa Rica and financed by the Government of Canada. As a result, a document was produced pointing out challenges, lessons learned and policy recommendations on the topics of emphasis of the event, which can be consulted online, along with all of the event's relevant information, in: <http://www.rialnet.org/en/leg>

Funding Sources: Canada project for the RIAL covered simultaneous interpretation, logistics and meal costs, in addition to some travel expenses for some Ministries of Labor, one representative from COSATE and one from CEATAL. ILO covered travel expenses from representatives of Guatemala, El Salvador and Panama, one representative from COSATE and one from CEATAL.

Place and date: San José, Costa Rica, December 6 and 7, 2018.

Mandates: Articles 25 of the Declaration, and 9 a, b, f, and h of the Plan of Action

2. RIAL workshop "The skills of the future: Contributions from the Ministries of Education and Labor"

Description: This event followed up on the dialogue between the Ministers of Labor and Education held at the IACML, and the Intersectoral Workshop on "Youth Employment: Articulation between education and labor" held in Brasilia in December 2016. It responded to mandates of the IACML and Inter-American Committee on Education (CIE), as well as to the joint Declaration from COSATE and CEATAL to the XX IACML. The event gathered technical officers from the Ministries of Education and/or Labor from 18 Member States, representatives from international organizations (IADB, ILO, ECLAC, World Bank and CAF), academic institutions, representatives from workers' and employers' organizations, and private sector, including Google, Telefonica Foundation, Nestle and Ford.

The main outcome of the Workshop was the identification of lessons learned and policy recommendations to strengthen the coordination between Ministries of Labor, Ministries of Education, and professional training institutions, develop skills for the future, address the skills gap, and align the education and training offers to the current and future needs of the world of work. These lessons and recommendations are included in the Outcomes Document presented in the Tenth

Inter-American Meeting of Ministers of Education (CIDI/RME/INF.2/19) in July 2019, and is available online, along with presentations and other materials relevant to the Workshop in: <http://www.rialnet.org/en/skills>. Some recommendations worth highlighting are: strengthen training on socio-emotional skills, create an all-stakeholder ecosystem (individuals, governments, academic institutions, companies, international organizations, etc) to facilitate life-long learning, create and strengthen national qualification frameworks, improve teacher training, revalue technical and technological higher education, and strengthen dual training and apprenticeships programs.

Funding Sources: The Ministry of Labor of Chile covered costs of logistics, interpretation and food expenses during the meeting, the RIAL co-financed travel expenses of some Ministries of Labor and Education, COSATE and CEATAL.

Place and date: Santiago, Chile, May 16 -17, 2019

Mandates: Articles 7, 8, 10 and 11 of the Declaration, and 7 c, d, and e of the Plan of Action

3 & 4. Study and actions on Gender mainstreaming in the Ministries of Labor

Description: Update the study on “The institutionalization of a gender approach in the Ministries of Labor of the Americas” (published by RIAL in 2009), in order to identify advancements in the Ministries of Labor in this area, identify current challenges and provide a solid ground to plan new strategies to support their efforts in the most effective way. The Ministries were consulted through a comprehensive questionnaire between July and September 2019, and the first findings of the study were shared during the Meeting of the Working Groups in Quito, in December 2019. The first draft of the study was sent to all Ministries in February 2020 for their review, comments and feedback, particularly regarding recommendations and steps to follow. A revised version of the study was distributed in November, 2020, and presented in the Virtual Dialogue outlined below. The discussions and recommendations that emerged from that Virtual Dialogue will be included in the final version of the Study, which will be published in 2021.

WORKSHOP: The 2018 – 2020 Work Plan also included a Workshop on this topic to be held in May, 2020, in Argentina, which was cancelled by decision of the IACML authorities considering the restrictions and challenges posed by the COVID-19 pandemic. In its place, the authorities asked the Technical Secretariat to develop a proposal of virtual training activities (online) to replace it. The proposal was presented and discussed in the virtual meeting of the Working Groups held in September, 2020. Based on this proposal, two actions have been undertaken and initiated:

- 1) First Virtual Dialogue among Directors and officers responsible of gender units or areas within the Ministries of Labor, held on November 20th, 2020, with the participation of 29 governments of the Americas. The delegations discussed on the main challenges posed by the pandemic for women in the region, adjusted the recommendations of the study to respond to the current reality, and proposed future cooperation activities.

- 2) Preparation of a Virtual Course on Gender-based Violence in the Workplace, which will be held in 2021 on the Educational Portal of the Americas and developed with the Inter-American Commission of Women.

The Technical Secretariat will present to the authorities a proposal of future actions on this topic, in order to continue strengthening dialogue and exchange among the gender units or areas within the Ministries of Labor.

Funding Sources: The Canada project for the RIAL covers the costs of the consultant that works with the Technical Secretariat to produce the study, as well as translation and publication costs. After the cancellation of the Workshop and following recommendation of the IACML authorities, the Canadian Labor Program approved that these resources be redirected to developing the virtual course on gender-based violence, and to cover logistical costs for the implementation of the virtual dialogue.

Place and date: Study in 2019 and 2020. Online training activities proposed by the Secretariat, between 2020 and 2021.

Mandates: Articles 23 and 24 of the Declaration, and 7,h of the Plan of Action.

5. Virtual meetings of authorities of Working Groups and troika

Description: During the period covered by the Work Plan, the IACML authorities have met virtually on January 25, 2019, February 13, 2020, and May 22, 2020, to verify the implementation of this work plan, provide guidelines for future actions, verify the financial status of the RIAL and provide inputs for the preparation of the XXI IACML. The last meeting, held in May 2020, allowed to review and adjust this Work Plan in light of the COVID-19 pandemic. The Technical Secretariat coordinates these meetings and uses the available technology to the RIAL for virtual meetings.

Following the postponement of the XXI IACML to September 2021—and thus, the extension of the coverage of this Work Plan- a fourth Virtual Meeting of the Authorities will be held on January 28th 2021.

Funding Sources: OAS will make available its GoToMeeting and Zoom facilities and other platforms.

Date: January 25, 2019, February 13, 2020 , and May 22, 2020. Future: January 28th, 2021.

6. Meeting of the Working Groups and 1st Preparatory Meeting of the XXI IACML

Description: The meeting of the WGs (December 3 and 4, 2019) followed up on the mandates of the XX IACML. The agenda was defined by the authorities of each WG in coordination with the Technical Secretariat and based upon the Plan of Action of Bridgetown. The main outcome of the meeting was the participation of 20 government delegations, representatives of workers and employers (through COSATE and CEATAL), specialists from ILO, World Bank, IOM, OAS and CIM, to debate and exchange

experiences on priority topics of labor administration, such as the Future of Work and the platform economy, gender equality, labor inclusion of vulnerable groups, labor mobility, prevention and eradication of child labor, among others. Additionally, the results of the Inter-Sectoral Workshop on “Skills for the Future” and the preliminary results of the study “The Institutionalization of a Gender Approach in the Ministries of Labor” were presented, along with RIAL activity and financial reports.

The main ideas and conclusions of the discussions are included in the Report of the Working Group 1 (document CIMT-20/GT1-GT2/doc.9/19) and the Report of the Working Group 2 (CIMT-20/GT1-GT2/doc.10/19) elaborated by the Technical Secretariat with input from authorities of the Working Groups.

The First Preparatory Meeting of the XXI IACML was held on December 5, 2019, allowing delegations to discuss on the main topics to be addressed during the next Conference. During this session, the delegation of Argentina expressed interest in hosting the XXI IACML in 2020.

Funding Sources: The Government of Ecuador covered logistics costs of the meeting, including simultaneous interpretation. The RIAL covered expenditures of approximately \$14,000 (of \$20,000 authorized) to co-finance travel of representatives from Ministries of Labor, COSATE and CEATAL, considering the meeting received the financial and activity reports from RIAL, and provided guidance to future RIAL actions.

Place and Date: Quito, Ecuador, December 3 to 5, 2019

7. Virtual Meeting of the Working Groups

Description: This meeting was not initially considered in the Work Plan. The authorities of the IACML and the Technical Secretariat decided to hold it considering that the XXI IACML was postponed to 2021 due to COVID-19. During this meeting, representatives of 27 Ministries of Labor, COSATE, CEATAL and international organizations (ILO, IDB, OISS and PAHO) discussed topics that have become particularly relevant in responding to the challenges posed by the pandemic, among them: telework and the platform economy; skilling and re-skilling; social dialogue; occupational safety and health; and social protection. In addition, the meeting had two information sessions on 1) efforts regarding gender mainstreaming, where the virtual training proposal mentioned in points 3 and 4 (above) was presented; and 2) the process towards the XXI IACML and the activities and financial reports of the Inter-American Network for Labor Administration.

The main ideas and conclusions of the discussions are included in the Report of Working Group 1 (CIMT-20/GT1-GT2/doc.19/21) and the Report of Working Group 2 ([CIMT-20/GT1-GT2/doc.18/21](#)), prepared by the Technical Secretariat, in consultation with the Authorities of the Working Groups.

Funding sources: Zoom Platform and interpretation expenses covered by OAS.

Place and Date: Virtually. September 10 and 15, 2020.

8. Meeting of the Inter-American Council for Integral Development to begin negotiation of XXI IACML

Description: This meeting is part of the "General guidelines for sectoral ministerial processes within the framework of the CIDI". The purpose is to formally present to CIDI the proposals for documents of the next ministerial (draft Agenda, Declaration and Plan of Action). Considering the authorities' decision to postpone the XXI IACML to 2021, the submission of these documents to CIDI has been postponed for 2021. The Draft Agenda for the XXI IACML will be presented in the first CIDI Meeting of 2021, on January 26th. It is worth noting that during CIDI's meeting held on July 28, 2020, the Resolution "Convocation to the XXI IACML" (CIDI/RES.343) was approved, thanking the Government of Argentina for offering to host the XXI IACML and convening it on September 22, 23 and 24, 2021, in Buenos Aires.

Funding Sources: OAS

Date: Washington, D.C., July 28, 2020, and January 2021.

9. Second Preparatory Meeting of the XXI IACML

Description: This meeting is a 3-day meeting to negotiate the projects of Declaration and Plan of Action of the XXI IACML

Funding Sources: Host country of the XXI IACML and the OAS.

Place and Date: Washington, D.C., or virtually, month to be defined (June of July), 2021.

10. XXI IACML

Description: The Conference will bring together Ministers of Labor and Workers' and Employers' representatives, accompanied by relevant international organizations, to discuss and reach consensus on priority issues related to work and employment in the Hemisphere. The approval of a Declaration and Plan of Action, is expected, which will begin to be negotiated in advance and will consider regional actions to continue facing the effects of the crisis generated by COVID-19 pandemic, and promoting conditions for a "new and better normal" for the region. During the XXI IACML, the meetings of COSATE and CEATAL will also be held.

Funding sources: Host Country and OAS.

Place and date: September 22, 23 and 24, 2021 in Buenos Aires, Argentina

Note on preparation of the XXI IACML: The draft Agenda of the XXI IACML was prepared by the Delegation of Argentina, with support from the Technical Secretariat, between June and July 2020,

based on inputs from the preparatory meeting held in December 2019 and the virtual meeting of authorities held in May 2020. During August and September, the authorities reviewed this project, which will be submitted to CIDI for consideration and approval in January, 2021.

During the Virtual Meeting of May, 2020, the IACML authorities agreed on the following timeline to discuss the Draft Declaration and Plan of Action of the XXI IACML:

- Between October 2020 and July, 2021: The authorities of the Working Groups and the Technical Secretariat will produce the Final Reports of the Working Groups, which will provide inputs for the Plan of Action; the delegation of Argentina and the Technical Secretariat will produce the Draft Declaration and Plan of Action; the Virtual Forum will open to discuss the Declaration and Plan of Action; and second Preparatory Meeting of the IACML, which may take place virtually.
- June 2021: The International Labour Conference will take place in Geneva; its results will be considered for the IACML.
- September 2021: XXI IACML in Argentina

This timeline will be reviewed and further defined during the meeting of the Authorities to be held in January, 2021.

11. Dialogue with Workers and Employers at the OAS General Assembly

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

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

Place and date: Washington D.C. June 3, 2018. Medellin, Colombia, June 26 to 28, 2019. Virtually, October 20 and 21, 2020.

12. RIAL Calls for Bilateral Cooperation (11th, 12th, 13th and 14th Call – 2018 - 2020)

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

Funding sources: Voluntary Contribution Fund of the RIAL - \$40,000 for activities in 2018, \$54,000 and future contributions for 2019 and 2020. Canada's Project for the RIAL will fund 8 activities between 2018 and 2020, which will be focused on strategies to improve compliance with labor legislation. 7 bilateral cooperation activities were completed during the 11th Call in 2018, 8 activities were selected and 7 were completed during the 12th Call in 2019 (the eighth activity was postponed and took place virtually in 2020), and during the 13th Call in 2020, 5 additional bilateral activities were selected, out of which one took place virtually, and four were postponed until the pandemic allows for official travel to take place. During the meeting of the authorities in January, 2021, resources and guidance for the 14th Call of 2021 will be defined.

13. Additional resources in response to COVID-19: Portfolio of Responses from Ministries of Labor and Repository of Guidelines and Protocols for reopening.

Description: On April 1, 2020, just a few weeks after COVID-19 was declared a pandemic, the OAS Technical Secretariat published the **Portfolio of Responses from Ministries of Labor to COVID-19**, that to this date gathers more than 440 measures taken by the Ministries of Labor of all the countries of the region, and has registered more than 10,000 visits. This Portfolio has proven to be a useful tool to monitor the situation at the regional level, identify lines of action in each country, and determine trends in the management of the crisis. Subsequently, in May 2020, given that countries outside the region had already begun to reopen their economic activity and published guides in this regard, the Secretariat published the **"Repository of Guidelines and Protocols for Deconfinement and Return to Work"**, which to this date contains more than 60 resources published by governments (both OAS member states and external), international organizations, and workers 'and employers' organizations for a safe and orderly return to work, prioritizing the health and safety of workers. Both tools are available in the RIAL webpage: www.rialnet.org.

Funding Sources: OAS

3.2 INITIATIVES AND PROCESSES SUPPORTING IACML MANDATES

Below are other efforts to be developed by the IACML and its Technical Secretariat during 2018-2020 in compliance with the Declaration and Plan of Action of Bridgetown.

- Better articulate efforts and meetings of the OAS Committee on Migration Issues (CAM) with the Inter-American Conference of Ministers of Labor (IACML); among others, join the IACML to the campaign "Migrants count in the Americas."
- Continue updating the database on bilateral and multilateral social security agreements, managed by the Inter-American Conference on Social Security (CISS) and support the progress towards an Observatory on these agreements, in line with article 9, m of the Plan of Bridgetown Action.

- Continue joint activities with the Pan-American Health Organization (PAHO) in the framework of World Occupational Health Day in April each year and other events, to meet articles 9, 29 and 30 of the Declaration of Bridgetown and 9, g of the Plan of Action. In July 2018, following up on the World Day on Occupational Safety and Health, PAHO and OAS organized a Webinar on “Safe and Healthy Generation”, to analyze Youth Employment strategies with the support of ILO. Furthermore, in August 2019, the OAS supported the PAHO meeting of Collaborating Centers on Occupational Health.
- Permanent actions of the RIAL: Bilateral cooperation, update the Portfolio of Programs and preparation of the RIAL newsflash
- Intensify the use of new technologies in all activities of this Work Plan. Increase webinars and stream, when possible, meetings and workshops.

During the Planning Meeting, two specific activities were mentioned, and although they are not part of this Work Plan since they do not compromise IACML resources or responsibilities, they should be taken into consideration because they contribute to fulfill Bridgetown mandates:

- Seminar on Women and Social Security to be held in Argentina in September 2018, organized by the Ministry of Labor of Argentina and the ILO. This event did not take place.
- A Celebration of the 100th anniversary of the ILO took place on November 19th at the OAS Headquarters in Washington, jointly organized by the ILO and the OAS. The theme of the event was “Creating a brighter Future of Work, together: Commemorating the First International Labour Conference and the Impact of the ILO”. It included a panel led by the ILO Director-General, Guy Ryder, with the participation of the OAS Executive Secretary for Integral Development, Kim Osborne, Barbados Labour Minister Colin Jordan as Chairman of the IACML, and high-level representatives of USA tripartism. The celebration also included an ILO photo exhibit and an exhibition of historic articles of the first ILC, organized by the OAS Columbus Library.

3.3 CROSS-CUTTING THEMES

During the Planning Meeting, the authorities of the IACML mentioned the following topics as matters that must be taken into account in all the actions of this Work Plan, so they are cross-cutting issues:

- 2030 Agenda for Sustainable Development, especially its SDG8. It is understood that all the actions of this Plan must have as a final goal to contribute to achieving the Sustainable Development Goals.
- The future of work. While there are some specific actions on this topic, it is understood that it must permeate all the discussions within this Work Plan.

- Social Dialogue. All the actions of this Plan will be developed with the participation of representatives of governments, employers and workers.

The delegate of CEATAL requested the topic of Sustainable Enterprises to be treated transversally in the Working Groups, in the actions of this Plan and very specially in all debates on the 2030 Agenda, particularly its SDG8 and those related to the future of work.

3.4 FINANCING

The IACML has three sources of financing for the activities of this Work Plan:

- The Voluntary Contribution Fund of the RIAL, whose annual contributions vary and are accounted for in the Reports presented in the IACML Meetings of the Working Groups, and the Meetings of Authorities.
- The Canada Project for the RIAL focused on supporting actions to improve compliance with labor legislation, with a budget of US \$ 153,000, of which \$ 133,000 are available for actions included in this Plan.
- In-kind or financial contributions from Ministries of Labor, OAS, and other international organizations.

During the Meetings, the authorities decided on the distribution of RIAL resources, according to Table No. 1. This table is indicative, the final expenses of the different activities are accounted for in the Financial Reports presented in the IACML Meetings of the Working Groups and in the Meetings of Authorities

Table No. 1
General budget of the Work Plan, according to funding sources
2018-2020

Activity	Approved and/or spent budget of the RIAL (as specified in footnotes)	Canada Project	In-kind or to define in the future
RIAL Workshop - Improve compliance with labor legislation (Dec 2018)		34,000	Costa Rica
RIAL Workshop - Skills for the future (Education-Labor) (May 2019) +	27,000		Chile
RIAL Study - Gender Mainstreaming in Labor Ministries		14,000	

RIAL activities on virtual training on Gender Mainstreaming; course and hemispheric dialogues (previously “RIAL Workshop”)		40,000	Argentina
Virtual Meetings of Authorities			OAS
Meeting of Working Groups and 1st Preparatory Meeting XXI IACML (Dec 2019) +	14,000		Ecuador
CIDI meeting to start negotiation of documents for the XXI CIMT			OAS
2nd Preparatory Meeting of the XXI IACML			Host Country
XXI IACML			Host Country and OAS
Activities 11 th RIAL Call (2018)	29,000	5,000	OAS
Activities 12 th RIAL Call (2019)*	15,500	20,000	OAS
Activities 13 th RIAL Call (2020)*^	30,000	20,000	OAS
Administrative support 2020^^	35,000		
TOTAL:	\$150,500	\$133,000	

+ \$35,000 and \$20,000 were authorized for the RIAL Workshop on Skills for the Future and Working Groups Meeting, out of which \$27,000 and \$14,000 were spent, respectively.

*Seven bilateral cooperation activities were selected and undertaken in 2018 (budget was of \$40,000 of which \$29,000 was spent), 8 activities were selected in 2019 (one will take place in 2020), and 5 in 2020, for a total of 20 in the original period of this Work Plan (2018 – 2020). 8 of these activities, aimed especially at improving compliance with labor legislation, will be financed with funds from the Canada Project.

^Given that for the 13th Call, 1 of the 5 activities was undertaken virtually and the 4 remaining left to be held in person or reevaluated, the expense will be less than originally budgeted.

^^This contribution to cover administrative costs was approved during the Authorities meeting in February 2020

IV. OTHER ACTIVITIES AND INITIATIVES RELATED TO THE IACML

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

4.1 INTERNATIONAL EVENTS THAT ARE RELEVANT TO LABOR MINISTRIES AND/OR SOCIAL ACTORS

- International Labor Conference of the ILO, to be held in Geneva, Switzerland, from May 28 to June 8, 2018. Dates for 2019 and 2020 pending confirmation.
- Meeting of Ministers of Labor of the G-20, to be held in Mendoza, Argentina from September 6 to 7, 2018.
- 19th American Regional Meeting of the ILO, to be held in Panama, from October 2 to 5, 2018

- X Ibero-American Conference of Ministers of Labor and Social Security, to be held in Guatemala from October 18 to 19, 2018.

Other meetings of the OAS:

- Inter-American Meeting of Ministers of Social Development in Guatemala, from September 27 to 28, 2018.
- Meeting of the Inter-American Committee on Education (CIE) in Washington in August 2018 and Meeting of Ministers of Education in Washington DC, in July 2019.

4.2 INITIATIVES AND CONTRIBUTIONS OF INTERNATIONAL ORGANIZATIONS TO THE WORK PLAN

The IACML partner international organizations shared, during the Planning Meeting of April, 2018, the following ongoing initiatives and projects, which can contribute to fulfilling the mandates of the XX IACML. ILO, CIM, CISS, PAHO, ECLAC and IOM made presentations during the meeting.

International Labor Organization (ILO)

- ILO presented its three priority areas of action at the regional level: 1) Productive Development Policies for inclusive growth with more and better jobs, which coincides with objective 8 of the 2030 Agenda for Sustainable Development, and includes the areas of youth employment and training, among many others; 2) transition from the informal economy to the formal economy, where efforts are made to formalize specific sectors, such as domestic work, and 3) strengthen respect for and compliance with labor standards and labor legislation in countries, including child labor, forced labor, freedom of association and collective bargaining, as well as fight against discrimination. ILO mentioned the great importance that is being given to the issue of gender equality, which will be a priority at the International Labor Conference in 2018.
- It highlighted four ways to achieve these priorities: Knowledge generation, technical assistance, strengthening of employers and workers' organizations, and dissemination of required knowledge and experiences.
- It mentioned the ILO Centennial in 2019 and recalled that the first conference was held in Washington at the OAS headquarters in 1919.

Inter-American Commission of Women (CIM)

- CIM's representative mentioned the different activities carried out between 2007 and 2013 on gender equality and gender mainstreaming in the framework of the IACML, which were carried out jointly by the Technical Secretariat of the IACML and the CIM, and included studies, participatory gender audits, Hemispheric workshops and sub-regional training.

- CIM reiterated the commitment to continue supporting the actions of the IACML, specifically those that follow up on mandate 7, h of the Plan of Action, in order to advance gender equality in the world of work.
- As part of its 2016-2019 Work Plan, CIM has worked extensively in the region, strengthening capacities of government institutions to mainstream gender in their operations, policies, and programs. As such, it is offered to Ministries of Labor to update and / or review existing policies and procedures to ensure that specific needs and rights of women are addressed in policies, programs, and institutional operations.
- Highlighted the need to continue with the high-level dialogues between Labor Ministers (as) and authorities of the Women's Mechanisms.

Inter-American Conference on Social Security (CISS)

- CISS reiterated its commitment to work with the IACML and mentioned concrete efforts in follow-up to mandate 9, m of the Bridgetown Plan of Action, which mandates strengthening the work between both institutions on bilateral or multilateral social security agreements.
- The efforts and actions that the CISS will continue to carry out in support of the mandates of the XX IACML and in coordination with the Technical Secretariat are: 1) update the database on bilateral and multilateral social security agreements, which are the responsibility of both social security agencies and Ministries of Labor, 2) create an inter-American observatory to monitor multilateral and bilateral social security agreements that integrate recommendations, best practices and mechanisms to improve the operation of these agreements and 3) offer the facilities and expertise of the CISS to hold regional workshops.

Pan American Health Organization (PAHO)

- PAHO expressed its willingness to continue providing technical assistance to the Ministries of Labor in the field of occupational health. It especially highlighted the issue of mental health and labor including occupational stress, in which, it has been working more intensely in the last three years, through campaigns, initiatives and virtual seminars.
- It highlighted the construction of national outlooks on workers' health, where needs and challenges have been identified. It reiterated his willingness to support countries in the preparation of these outlooks and action plans, which have already been consolidated in several countries.
- To commemorate the World Day for Safety and Health at Work in 2018, which had as its theme "A safe and healthy generation", the PAHO, with the support of the ILO and the OAS, held a mini-series of 3 virtual seminars for raise awareness and provide support on health and safety among the youngest workers. PAHO invited all those present to join this celebration.

Economic Commission for Latin America and the Caribbean (ECLAC)

- ECLAC expressed its intention to continue supporting the work of the Conference, as it has done from the Economic Development Division.
- ECLAC can contribute to the discussions and activities of the IACML on education-work, youth employment, and the future of work, among others. The publication "Are you studying or working?, the long road towards economic independence for young people in Latin America", which is a contribution to the diagnosis of the transition from school to work among young people aged 15 to 29 in 18 countries of the region, and the most recent ECLAC-ILO joint report "Employment Situation in Latin America and the Caribbean: The transition of young people from school to the labor market" stands out. In addition, ECLAC is developing two projects on the future of work, the first focused on technological transformations and their impact on labor markets, and the second on the identification of the demand for qualifications, which already has three studies. All publications available on ECLAC website.

International Organization for Migration (IOM)

- IOM reiterated its firm commitment to support the work of the OAS and the IACML process, specifically in implementing the Bridgetown commitment
- It presented its key programmatic thematic areas regarding human mobility and human development: 1) Global policy coherence, which includes mainstreaming migration in international development planning and assist states to operationalize and monitor the SDGs, the 2030 agenda incorporated migration for the first time into general development policy, 2) support to regional cooperation, 3) skills development, 4) diaspora engagement, and 5) promotion of ethical recruitment and rights' protection through private sector partnerships, with tools like the International Recruitment Integrity System (IRIS) and the Corporate Responsibility Program in eliminating slavery and trafficking (CREST), a programme designed to help companies and their suppliers uphold the labor and human rights of workers, particularly migrant workers in their operations and supply chains.



ANNEX

Calendar of the Work Plan 2018 - 2021 of the Inter-American Conference of Ministers of Labor (IACML)

ACTIVITIES	2018						2019						2020						2021					
	J-F	M-A	M-J	J-A	S-O	N-D	J-F	M-A	M-J	J-A	S-O	N-D	J-F	M-A	M-J	J-A	S-O	N-D	J-F	M-A	M-J	J-A	S-O	N-D
0 Planning Meeting of the XX IACML - Washington D.C.		Apr																						
1 RIAL Workshop - Enforcement of Labor Laws (Social Dialogue) - Costa Rica					Dec 6-7																			
2 RIAL Workshop - Skills for the future (edu/labor) - Chile								May 16-17																
3 RIAL Study and Workshop on Gender Equality								Study																
4 RIAL Workshop - Gender Mainstreaming														Canceled		Virtual activities				Virtual activities				
5 Virtual meetings of WG authorities and troika						25-Jan							Feb 13	May 22					28-Jan					
6 Working Groups Mtg and 1st Prep XXI IACML - Ecuador											Dec 3-5													
6a Virtual meeting of Working Groups																Sept. 10, 15								
7 CIDI mtg to start negotiation - Washington D.C.															Jul 28									
8 2nd Preparatory Mtg of XXI IACML																						TBD		
9 XXI IACML																							Sept 22 / 24	
10 Worker-Employer Dialogue at OAS General Assembly			Jun.3					Jun.26									Oct						Oct	
11 11th, 12th and 13th Calls for RIAL Bilateral Cooperation	Call		Activities				Call	Activities				Call	Activities					Call	Activities					
Meeting of the Governing Body, ILO - Geneva					Oct25-Nov8		Mar 14-28			Oct24-Nov.7													Mar 15 - 25	
International Labor Conference - ILO - Geneva			May28-Jun8					Jun 10-21															Jun 7 - 18	
Meeting of Ministers of Labor of the G20 - Argentina, Japan, Italy					Sept. 6-7			Sept 1-2															23-Jun	
Meeting of Ministers of Social Development, OAS - Guatemala								Mar 28-29																
19th Americas Regional Meeting ILO - Panamá					Oct. 2-5																			
Celebration of ILO 100 Anniversary at OAS - Washington											Nov 19													
Conference of Ministers of Labor of Ibero-America - Guatemala					Oct 18-19																			
Meetings of Ministers of Education of OAS and CIE					Oct 4-5			Jul.8-9																