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Inter-American Council for Integral Development  
(CIDI)



**MEETING OF THE WORKING GROUPS 1 AND 2  
OF THE XX INTER-AMERICAN CONFERENCE  
OF MINISTERS OF LABOR (IACML)**  
December 3 – 5, 2019  
Quito, Ecuador

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**SUMMARY AND CENTRAL IDEAS OF THE MEETING OF WORKING GROUP 2 OF  
THE XX IACML**

“Institutional Strengthening to promote and protect workers’ and employers’ rights and obligations and foster cooperation”

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**I. DESCRIPTION AND PARTICIPANTS**

The meeting of Working Group 2 of the XX Inter-American Conference of Ministers of Labor (IACML) of OAS was held in Quito, Ecuador, on December 3 – 5, 2019, in conjunction with the meeting of WG1 and the First Preparatory Meeting of XXI IACML. The meeting was coordinated by the Department of Human Development, Education and Employment, SEDI of the OAS, as Technical Secretariat of the IACML and organized jointly with the Ministries of Labor of Argentina (Chair), Canada and Costa Rica (Vice-Chairs). The meeting was financed with resources from the Inter-American Network for Labor Administration (RIAL), as decided by the IACML authorities, and resources from the Government of Ecuador, as Chair of WG1.

This Meeting was attended by delegations of 20 Ministries of Labor of the OAS member States. Moreover, representatives of the consultative bodies, COSATE, CEATAL, and specialists from the International Labor Organization (ILO), the International Organization for Migration (IOM), the World Bank, the Inter-American Commission of Women (CIM) and OAS also attended.

All the information of this Meeting is available at: [www.oas.org/sedi](http://www.oas.org/sedi) ([click here](#))

## II. BACKGROUND

The IACML Working Groups were redefined during the XX IACML held in Bridgetown, Barbados in December 2017, to reflect the current priorities of the Ministries of Labor and the spirit of the Bridgetown Declaration and Plan of Action. At that time, its authorities were also chosen, namely:

- Working Group 1: “Integrated public policies for productive employment and decent work with social inclusion”. Ministries of Labor of Ecuador (Chair), Brazil and Chile (Vice-Chairs)
- Working Group 2: “Institutional Strengthening to promote and protect workers’ and employers’ rights and obligations and foster cooperation”. Ministries of Labor of Argentina (Chair), Canada and Costa Rica (Vice-Chairs).

According to the Plan of Action of Bridgetown (XX IACML), the Working Groups were established “to advise the IACML regarding the objectives of the Declaration of Bridgetown 2017” and, therefore, “will examine in greater depth the topics identified in this Plan of Action, facilitate exchanges of experience, provide pertinent information and studies, and follow up on related hemispheric initiatives”.

Moreover, Article 8 of the Plan of Action of Bridgetown states that Working Group 2 will follow up on the following topics of the Declaration of Bridgetown: Promoting awareness of the rights of all workers, including migrant workers, enforcement of labor legislation and regulations, strengthening of social dialogue and collective bargaining mechanisms, prevention and eradication of child labor, occupational health and safety, and the strengthening of the Inter-American Network for Labor Administration (RIAL), among others.

## III. MAIN IDEAS OF THE MEETING

Based on both the mandates formulated in the Plan of Action of Bridgetown and the decisions taken during the IACML Planning Meeting in April, 2018, the Work Plan 2018-2020 of the IACML defined the following priority topics for this meeting: “prevention and eradication of child labor” and “regular, safe and orderly labor mobility”. These topics were discussed in two thematic panels which had introductory presentations and spaces of dialogue, whose central elements are listed below. The meeting also had two discussion and information sessions on “Reports from the Inter-American Network for Labor Administration (RIAL)” and “Follow up on the RIAL Workshop on compliance with labor legislation”.

The second meeting of WG2 of the XIX IACML that is reported in this document, was inaugurated by Mr. Marcelo Bancalari, International Relations Advisor of the Ministry of Production and Labor of Argentina, representing the Chair of WG2, who thanked participants and the Ministry of Labor of Ecuador for its hospitality. Mr. Bancalari noted the importance that political dialogue and regional cooperation forums like the IACML have for Ministries of Labor to achieve their objectives.

## **Panel 1: Prevention and Eradication of Child Labor**

Moderator: Marcelo Bancalari Sola, International Relations Advisor, of the Ministry of Production and Labor of Argentina, Chair of WG2

Presentations by: Ana López Castelló, Principal Technical Advisor of the Program on Prevention and Eradication of Child Labor of the ILO Regional Office for Latin America and the Caribbean; Federico Gomera, Director of Prevention and Eradication of Child Labor of the Ministry of Labor of the Dominican Republic; Eltonia Anthony-Rojas, Labor Commissioner of the Ministry of Legal Affairs, Public Safety, and Labour of Antigua and Barbuda; and presentation on the experience of Argentina by the moderator.

In addition to the presentations, there was a dialogue space in which the delegates of Honduras, Saint Kitts and Nevis, the United States, Mexico, Colombia, Belize, Guatemala, Bahamas, Ecuador, Barbados, Peru, COSATE, and CEATAL participated.

The following points summarize the main elements of the presentations and interventions during the dialogue:

- Child labor continues to represent a complex challenge for the region. The latest ILO estimates published in 2017 indicate that 75% of child labor in Latin America and the Caribbean can be classified as hazardous and most of it is informal, reaching levels of up to 90% in some countries. The most affected are children and adolescents from 14 to 17 years old, and 68% is unpaid family work. Agriculture is still the sector where more child labor is registered (48%).
- The lack of information available on some forms of child labor represents an important challenge to address the issue integrally and attack all its angles. Some examples are: the situation of girls and adolescents, who even though are over-represented in hazardous and other worst forms of child labor (especially in human trafficking), are under-visualized in the data; the absence of data on the impact that migration has on child labor; and the scarce information available on forced labor and worst forms of child labor.
- Although child labor has been significantly reduced in recent years (17% between 2008 and 2016), this pace is not enough to meet the 8.7 SDG target, which includes ending child labor in all its forms by 2025. With the current pace of reduction, eradication would not be achieved until 2040. There is broad consensus on the need to strengthen and accelerate efforts in the area of identification, prevention, and eradication of child labor.
- With the goal of strengthening regional action for the eradication of child labor, ILO shared the efforts made through the Regional Initiative Latin American and Caribbean Free of Child Labour, a tripartite network of 30 Member States, 7 workers' organizations, 7 employers' organizations, and the ILO Regional Office for Latin America and the Caribbean as Technical Secretariat. It was specially noted that the Initiative can benefit from structures such as the IACML to hold high-level dialogue on the eradication of child labor.
- The Child Labour Risk Identification Model developed jointly by the aforementioned network and the Economic Commission for Latin America and the Caribbean (ECLAC) was recognized as a useful tool to strengthen actions on the prevention of child labor, especially for its approach focused on the life cycle and its objective of interrupting the path of entry to child labor. This model provides new and different information to obtain

an estimate of child labor vulnerability that allows the adjustment of existing public services at the local level to prevent this practice.

- The above-mentioned Model has been implemented in Argentina, Brazil, Chile, Colombia, Costa Rica, Mexico, and Peru. It is in the process of being implemented in Guatemala, Guyana, Jamaica, and Paraguay, and has achieved estimates of child labor vulnerability in more than 9 thousand municipalities.
- The following are the Regional Initiative's next steps to advance efforts against child labor:
  - Strengthen intersectoral articulation, both nationally and sub-nationally, to have an impact on the prevention and eradication of child labor.
  - Boost local preventive policies by extending the application of the risk identification model to more countries.
  - Continue to generate knowledge on emerging issues that have an effect on child labor, such as migration, value chains, climate change and security, prioritizing specially information on population groups that require special attention, such as girls and adolescents, indigenous populations, Afro-descendants, among others.
  - By 2021, measure the progress of the countries of the region towards the eradication of child labor to have a progress evaluation 4 years before the goal set by the 2030 Agenda.
  - Strengthen South-South and triangular cooperation actions.
- There is a trend of Ministries strengthening joint strategies with local authorities to address child labor, in accordance with the Regional Initiative. Some examples shared by countries stand out:
  - The Ministry of Labor of the Dominican Republic, after creating the National Steering Committee for the Fight against Child Labor, launched 49 Local, Provincial and Municipal Steering Committees, which have established 55 surveillance cells to identify and prevent cases of child labor. Training has been provided to the institutions of these committees, and sensitization workshops have been launched for religious and neighborhood leaders. As part of the national strategy, a subsidy is provided to families with children at risk of entering child labor, which extends until the father or mother enters the labor market. There is also an agreement with the Agricultural Bank of the Dominican Republic to suspend credits to agricultural companies where cases of child labor have been identified.
  - The Ministry of Production and Labor of Argentina has the National Commission for the Eradication of Child Labor (CONAETI), which integrates all the agencies of the executive branch, trade union sector, employer sector - through the Network of Businesses Free of Child Labor-, and international organizations as advisers. At the local level, there are 24 Provincial Commissions for the Prevention and Eradication of Child Labor (COPRETI) with a tripartite composition and NGO support. CONAETI and COPRETIS jointly developed the National Plan for the Eradication of Child Labor and Protection of Adolescent

Work 2018 – 2022 and work on its implementation. As a result of the Child Labor Risk Identification Model implementation, 26 files were prepared, one per province, to identify child labor risks in Argentina.

- The Ministry of Labor of Colombia works together with local governments and mayors to include in their development plans the child labor eradication policy promoted at the national level, with the goal of improving the effectiveness and having a comprehensive strategy that goes from the local to the national level.
- In Guatemala, the 22 Departments have Departmental Committees for the Prevention and Eradication of Child Labor made up of different Ministries at the local level and the private sector.
- There is still a broad consensus recognizing child labor as a problem that must be addressed from an inter-institutional perspective and through social dialogue. In this regard, most delegations stated that they have cross-cutting strategies where there is collaboration with other relevant Ministries. Below are some innovative approaches to inter-institutional coordination, which pay special attention to groups at risk or use of technology.
  - The Ministry of Legal Affairs, Public Safety, and Labour of Antigua and Barbuda is working to create a link between the labor, education, and immigration sectors to ensure the integration of children from migrant families into society.
  - The Ministry of Labor of Ecuador has a platform called the Unique Registry of Child Labor, where specific cases identified by the inspectorate are registered and are automatically referred to the relevant institution (Ministry of Health, Ministry of Economic and Social Inclusion, among others).
  - The Government of Mexico reported that since 2017 the Ministry of Labor implements cross-cutting strategies with other government agencies to provide assistance to migrant day laborers and avoid cases of child labor in this sector.
  - The Ministry of Labor and Employment Promotion of Peru has intersectoral commissions with representatives of the Ministry of Women, Ministry of Health, and the Police. They also have the program “Ponte en Carrera” (*Get in career*) jointly with the Ministry of Education.
- The private sector is a fundamental ally in the fight against child labor, and many countries shared joint actions undertaken with companies. Some examples:
  - The delegate of CEATAL expressed the commitment of employers in the fight against child labor, although he recognized the complexity of the challenge to guarantee value chains free of child labor in a globalized world. He highlighted the participation of many of the members of CEATAL both in the Regional Initiative and national efforts. He also emphasized the launch of their own plans and strategies to support companies to be free of child labor.
  - The Ministry of Labor of Argentina highlighted the trajectory of the Network of Businesses against Child Labor, whose objective is to work committedly with the public sector to achieve the elimination of child labor in value chains. A total

of 108 companies are part of the network, as well as different chambers of sector, and among their actions are raising awareness and providing technical assistance to projects for the eradication of child labor.

- Mexico shared on its Distinction Agricultural Company Free Of Child Labor (DEALTI), which recognizes agricultural work centers that have a child care and protection policy, and implement actions for the development of the children of laborers families.
  - The Ministry of Labor of Ecuador said it has a network of companies free of child labor that currently has 87 members.
- The delegates of Barbados, Bahamas, Saint Kitts and Nevis, and Antigua and Barbuda agreed that in their respective countries the issue of child labor should be addressed from a preventive approach; since there is no record of cases of child labor, beyond jobs during vacations or on weekends within the legal age.
- In addition to those cited above, the following national experiences were mentioned:
  - The Ministry of Labor and Social Security of Honduras referred to its regulatory framework in relation to child labor, highlighting the approval of a new labor inspection law, and the creation of an inspection protocol for child labor.
  - The Government of Belize noted that with the support of the US Department of Labor, legislation on child labor was reviewed, and labor officers were trained to identify cases of child labor.
- The delegate of COSATE said that ending forced and child labor is of the greatest interest for the workers in the region. He considered that the “fundamental problem” behind child labor and other labor challenges is inequality in economic distribution, which he called the Conference to attend.
- Delegations agreed that it is necessary to strengthen data collection in order to develop better strategies to prevent, identify, and eradicate child labor. In many cases, delegations informed that they are already implementing new strategies with national information and statistical systems.
- There was broad consensus in recognizing the positive impact that international cooperation has on efforts to prevent, identify, and eradicate child labor, both through international and regional initiatives, and through bilateral technical cooperation. In this regard, the efforts of the United States Department of Labor in conducting programs with Belize, Ecuador, Guatemala, Mexico, and Paraguay were recognized.

#### **Discussion and information session: Reports from the Inter-American Network for Labor Administration (RIAL)**

Moderator: José Bazán, Deputy Director of the Labor Program, Ministry of Labor of Canada, and Vice Chair of Working Group 2

OAS Presentation on the Inter-American Network for Labor Administration's activity and financial report by María Claudia Camacho, Chief of Section, and Guillermo Calzada, Program

Officer, Labor and Employment Section, Department of Human Development, Education, and Employment OAS

The main points of the reports presented and the interventions of Argentina, Canada, Colombia, Costa Rica, and COSATE are summarized below.

- The Technical Secretariat presented the RIAL activity (CIMT-20/GT1-GT2/doc.6/19) and financial (CIMT-20/GT1-GT2/doc.7/19) reports, which highlight the main results and impacts that the network has had since its creation by Ministerial mandate in 2005 and its current financial situation, including the main challenges.
- Among the main impacts of the RIAL are the development of new services and employment strategies, the design and improvement of Ministries' programs, the review of internal procedures, the development of regulatory frameworks in labor matters, among others. Some examples are the strengthening of capacities for the eradication of child labor in the coffee sector of Honduras, the improvement of youth employment programs in the Caribbean, more elements and capacities to design a Pilot Implementation Plan for Convention 189 on domestic work in Costa Rica, among many others.
- From 2006 to date, 113 Bilateral Cooperation activities and 24 hemispheric Workshops have been carried out, which have resulted in the training of more than 1,250 public officials. Similarly, it was noted that the Portfolio of Programs has more than 160 programs available online and that more than 145 newsletters have been sent.
- Delegates were shown the operation and tools of the rialnet.org website, highlighting the Portfolio of Programs and the Bilateral Cooperation Activities database.
- Delegates highlighted some of the clearest impacts that the RIAL has had in their respective countries:
  - The Ministry of Labor of Colombia shared that, through the RIAL, the creation of the Tripartite Subcommittee on International Affairs was possible, product of a cooperation with Brazil; and the creation of a policy focused on victims, as a result of cooperation with the Dominican Republic.
  - The Ministry of Labor of Costa Rica stressed that as a result of its cooperation with the Ministry of Labor and Social Security of Uruguay in 2019, a Pilot Plan for the Implementation of ILO Convention 189 is being developed.
  - The Ministry of Labor of Argentina recognized that, as a product of bilateral cooperations with Canada and the United States, they have managed to strengthen their public employment services, specifically in labor intermediation.
- Regarding the financial situation of the RIAL, the Technical Secretariat informed that out of the 34 Member States, only 21 have contributed to the Voluntary Contribution Fund and only half of them with more than USD \$20,000. In this regard, the volatility of the year by year contributions was emphasized, as well as the disparity in both periodicity and amount among the Ministries. The contribution of Canada to the Network, which amounts to USD \$353,000 since the creation of the Fund, was highlighted and appreciated.

- It was concluded that considering the Activities approved for 2020, for which USD \$97,500 have been allocated, the RIAL will have a remaining balance of USD \$43,456.00. The call to the Ministries to make contributions to the Voluntary Contribution Fund was reiterated. Contributions of USD \$120,000 per year are required for the Network to maintain its activities.
- Regarding the financial situation of the RIAL, the Ministries shared that one of the main obstacles to contribute to the Voluntary Fund has to do with internal processes and regulations, so they called for promoting the in-kind financing scheme (through Workshops, financing lodging of delegations of Bilateral Cooperations, among others), as a complementary method of funding. Similarly, a call to think of new strategies to ensure the RIAL's operation was made.
- The Director of Human Development, Education, and Employment of the OAS stressed that the RIAL is “a star product of the Department” for having local impacts and the trust of the Member States, and invited delegations to articulate efforts with other areas and be creative in order to implement new projects.
- There was a broad consensus on the need to continue strengthening the Network.

### **Panel 2: Regular, safe and orderly labor mobility**

Moderator: Ana Lucía Blanco, International Affairs Advisor of the Ministry of Labor and Social Security of Costa Rica and Vice Chair of Working Group 2

Presentations by Roberto Cancel, Technical Specialist on Labor and Human Mobility of the International Organization for Migration; Miryam Hazan, Migration Specialist of the Department of Social Inclusion of the Organization of American States; Adriana Hidalgo, Technical Officer on Labor Migration of the ILO Regional Office for Latin America and the Caribbean; José David Prado, Vice Minister of Social Protection and Employment of Guatemala; and Sharlan Moreno, Undersecretary of Labor of the Ministry of Labor of Ecuador.

The main points of the presentations and interventions of Colombia, United States, Mexico, Dominican Republic, Peru, COSATE, and CEATAL during the Panel are summarized below:

- There is broad consensus and willingness of the delegations and presenters to recognize the positive effect of people in a situation of labor mobility in host communities, as growth agents and consumption dynamizers.
- It is estimated that a total of 20 million people from Latin America work outside their country, of which 4.35 million do so in other countries of the Hemisphere.
- In recent years, emerging migratory flows have been detected in the region, including the following: a decrease in emigration to Europe and North America, an increase in immigration from Europe to South America, increase in deportations of Latin Americans from the United States, increase in migrants from the Caribbean (especially from Haiti) to Latin America, Migrant Caravans from Central America to North America, and massive emigration of Venezuelans.
- The important challenges posed by the Venezuelan migration phenomenon were highlighted, since migration increased from 700,000 to more than 4 million Venezuelans

outside of their country from 2015 to 2019. Most of them (67%) have migrated to 4 countries: Colombia (32%), Peru (18%), Ecuador (8.3%), and Chile (8.3%). This mobility phenomenon represents an important challenge for some Caribbean host communities, where the percentage of Venezuelan migrants with respect to the total population is higher, for example, Aruba (15%) and Curaçao (9% ).

- Among the actions taken in response to the Venezuelan migration phenomenon, the most under-funded item has been socio-economic integration, while humanitarian care has been given the highest priority.
- For host communities in Latin America and the Caribbean, informality is a factor that makes the challenge of integrating people in human mobility into the labor market even more complex; the broader the informal sector, the greater the risk that the migrant population replaces nationals in the workplace.
- It has been identified that the region is susceptible to xenophobia in host countries, because of the lack of information, a feeling that migrant workers are obtaining the jobs of nationals, and high levels of informality and insecurity. In this regard, participants agreed that it is necessary to accompany the strategies to serve migrant workers with integral communication campaigns to address this sentiment.
- The importance of working towards regional skills certification and qualification validation in the hemisphere was recognized. The Ministry of Labor and Social Welfare of Guatemala shared ongoing efforts at the Central American level with El Salvador, Honduras, and Costa Rica.
- Considering that to the extent that migrant workers are irregular, the informal economy will continue to be encouraged, a special call was made to strengthen and increase the regularization efforts of people in a situation of mobility. The countries shared some of their actions already underway:
  - The Colombian Ministry of Labor highlighted the progress made in regularizing people in condition of human mobility, most from Venezuela, as well as the creation of the Single Registry of Foreign Workers in Colombia, and the soon issuing of a work permit.
  - The Ministry of Labor of Ecuador shared its program “Instructive for foreigners to work in the public sector” and the “Guidelines for the control of the exercise of labor rights of foreign migrant workers in Ecuador”.
  - The Ministry of Labor of the Dominican Republic noted that as part of a regularizing strategy of people in condition of human mobility, the integration of 300,000 people was achieved, who also received access to social security. The delegation stressed that a large number are on their way to obtaining citizenship.
- Public employment services have a fundamental role in facilitating the socio-economic integration of migrants. Some governments shared their experience in this area:
  - The Governments of Mexico and Guatemala indicated that they have implemented specialized employment services for people in labor mobility, mainly returned nationals or people who are waiting for a response to their asylum applications.

- The Ministries of Colombia, Ecuador, the Dominican Republic, and Peru indicated they have expanded their services for the attention of Venezuelan migrant workers, which has resulted in the employment of many of them.
  - The Ministry of Labor of Colombia stressed that they will host a regional meeting on public employment services.
- The progress made in the “V International Technical Meeting on Human Mobility of Venezuelan Citizens in the Region,” held in Bogotá, Colombia, in November 19, 2019, in the framework of the Quito Process and in conjunction with IOM, UNHCR and ILO was presented and applauded. Some of its recommendations are also included in this Report.
- The delegate of CEATAL celebrated the “clear, consistent, and passionate” voice of Latin American governments towards the human rights of migrants and assured the support of the business sector. Emphasizing the importance that labor mobility has for the private sector today, she pointed out that it is an opportunity for Latin America to reduce its skills gap, since it is the region with the highest index of companies that fail to find applicants with the skills they seek. In this regard, she called for an informed, orderly, and transparent labor mobility regulation. In this process, she secured the support of employers to share their experiences and identify areas of opportunity.
- The following recommendations emerged to address the phenomenon of migration:
  - Promote skills certification between countries, work towards the validation of titles and regional certification of competences, as important strategies to achieve socio-economic integration.
  - Improve registration and achieve regularization of people in a situation of labor mobility.
  - Strengthen labor inspection, considering that migrant workers are more vulnerable to abuse in the workplace. The strategies mentioned to improve inspection are: development of targeted operations, training for inspectors in labor mobility, use of innovative technological tools.
  - Promote the production and harmonization of disaggregated data by gender.
  - Expand the scope of public employment services and promote their regional integration. Improve labor intermediation to ensure an effective labor insertion for migrants.
  - Work towards the eradication of human trafficking, forced labor, and sexual exploitation with particular attention to women.
  - Strengthen the link between Ministries of Labor and migration authorities. Considering that migration is primarily a labor phenomenon, it is important that the perspective of labor administrations is considered when deciding on migration policies

- Develop comprehensive communication and sensitization campaigns to prevent and fight against xenophobia.
- Implement new methodologies to obtain better knowledge about the effects of labor migration in host communities; for example, to be able to define whether workers in a situation of labor mobility have complemented or supplanted the offers of nationals.

### **Discussion and information session: Follow up on the RIAL Workshop on Compliance with Labor Legislation**

Moderator: José Bazán, Deputy Director of the Labor Program, Ministry of Labor of Canada, and Vice Chair of Working Group 2

Presentation by Ana Lucía Blanco, International Affairs Advisor of the MTSS of Costa Rica, on the outcomes of the RIAL Workshop on “Strategies to Improve Compliance with Labor Legislation” held in San José, Costa Rica in December 2018

The presentation and dialogue that included interventions by Antigua and Barbuda, Bahamas, Canada, Colombia, Ecuador, the United States, Peru, and Saint Kitts and Nevis are summarized below.

- The delegate of Costa Rica presented the challenges, lessons learned, and policy recommendations that emerged from the Workshop (document CIDI/CIMT/RPA/doc.9/19), in which three issues were addressed: strengthening of labor inspection, alternative resolution of individual and collective labor disputes, and coordination between ministries of labor and other public institutions to improve compliance with labor legislation.
- Among the recommendations included regarding strengthening of labor inspection, are: improving tripartite, permanent, and formal social dialogue and promoting collective bargaining and freedom of association; promote awareness and formal education campaigns to promote knowledge of labor legislation; and encourage the use of technology to improve labor inspection.
- On alternative resolution of individual and collective labor disputes, the recommendations include reviewing and/or defining procedures, better defining the profiles and qualifications of officers in charge of conciliation and mediation, and continue to exchange experiences.
- Regarding the issue of coordination between Ministries of Labor and other public institutions, it was recommended to formalize collaborative relationships, extend education and awareness campaigns on labor issues to other ministries, and promote better use of existing inspection systems, among others.
- There was broad consensus on the importance of addressing the strengthening of inspection systems from an integral perspective and with social dialogue, which addresses all areas of inspection, from inspectors to management, as well as workers' and employers' organizations.

- Delegations recognized that the responsibility of compliance should not fall solely on labor inspection, therefore recognizing the importance of carrying out information campaigns targeting officers, workers, and employers.
- Having continuing education and training campaigns is crucial to achieve the aforementioned. In this regard, Costa Rica shared that the MTSS is about to implement a distance learning program to provide training to employers, workers, and officers.
- The practice of preventive inspections was mentioned as a way to strengthen compliance. The delegate of the United States indicated that this practice has had good results.
- There is a clear trend towards the systematization and digitalization of labor inspection, and the strengthening of compliance, which was also a central recommendations resulting from the workshop. Among the experiences shared in the dialogue between the delegations, the following stand out: the “inspective intelligence” shared by Peru, which has to do with the transfer of information with resources to identify non-compliance; the systematization of inspection indicated by Colombia; and the classrooms for remote focused training, which was announced by the delegation of Costa Rica and whose public are workers and employers.

The meeting concluded with the words of the moderator of the last panel and representative of the Vice Chair of WG2, Mr. Jose Bazán, Deputy Director of the Canadian Labor Program, who thanked all delegations, declared the Group meeting closed, and recalled that the discussions would continue the next day in the framework of the XXI IACML Preparatory Meeting.