



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



PLANNING MEETING OF THE AUTHORITIES
CIDI Ministerial Process – Labor
 February 3 and 4 2022
 Washington, D.C.
 (Virtual Meeting)

OEA/Ser. L/XIX
 CIDI/CIMT/RPA/doc.33/22 rev.1
 25 January 2022
 Original: English

INPUT FOR THE PLANNING MEETING OF AUTHORITIES OF THE
 INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)
 FOR THE PERIOD 2022 - 2024

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In preparation for the Planning Meeting of Authorities, the Technical Secretariat sent a questionnaire to all ministries of labor of the region, COSATE and CEATAL, to request information on their priorities, expectations and suggestions in the framework of the IACML. This was done in order to guarantee that the drafting of the Conference’s 2022 – 2024 Work Plan takes into account the perspectives of all its members.

The questionnaire was answered by 25 Ministries, COSATE and CEATAL. This document is a compilation of the answers received; in addition, it includes a set of guidelines proposed by the Technical Secretariat to guide the different sessions of the Planning Meeting.

I. EXPECTED ACHIEVEMENTS OF THE IACML

The Members of the IACML were consulted on the achievements or products that they would like to see developed by the Conference during the next three years. Their responses are grouped and summarized below:

- Achieve greater institutional strengthening and modernization of the Ministries of Labor to face the emerging changes in the world of work and overcome the crisis effectively and appropriately, as well as to achieve better decision-making processes and better policies.
- Strengthen and develop mechanisms and policies to overcome the effects of the pandemic, and work on recovery strategies. Develop high-level strategic plans with a vision of the future that complement the programs currently developed by the different governments.
- Advance institutionalized social dialogue, regional cooperation and integration processes based on solidarity and the search for necessary consensus to address the changes that have occurred in the world of work.
- Deepen democratic processes with the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs).
- Promote public policies on the coordination between education and labor.
- Integrate the strategies that Ministries of Labor in the region are carrying out to close the gaps on access to employment between men and women.
- Advance jointly in the region in the articulation of migration policies and develop more measures and frameworks to address labor mobility at the regional level.
- Develop mechanisms and activities, through the IACML Technical Secretariat, its Working Groups and the RIAL, that facilitate the regular and periodic exchange of experiences, and technical assistance between countries.
- Materialize the commitments of the Declaration and the Plan of Action through cooperation efforts within the RIAL. To be stricter in reports and follow-up processes of lessons learned, to achieve better results and generate changes.
- Greater commitment of Member States to implement the elements of the Declaration and Plan of Action of Buenos Aires.
- The Ministries highlighted that they wish to make progress on the following specific issues, with the support of the IACML and the RIAL:
 - o Enhanced enforcement of labor laws and regulations.
 - o Improved workers' voice and awareness of worker rights.
 - o Achieve full respect of the rights of freedom of association and collective bargaining.
 - o Increased measures and better implementation in terms of combating violence and harassment in the workplace.
 - o Advance in the elimination of child labor in all its forms.

- Develop strategies and policies for the formalization of employment, given the high number of people whose income depends on informal activities.
- Direct joint efforts to develop policies and strategies that encourage the creation of new sources of work and promote the generation of formal employment.
- Greater incorporation of telework, work on digital platforms and new forms of employment in national regulatory frameworks.
- Have more tools to promote increased labor insertion and training. Invest in human capital to increase employability, especially among youth.

II. GUIDANCE FOR DEVELOPING THE 2022-2024 WORK PLAN AND PROPOSALS FOR ACTIVITIES

The activities that have to be included in the IACML 2022-2024 Work Plan are of two types:

- 1) Political process meetings
- 2) Technical activities within de RIAL

In addition, when defining the Work Plan recent achievements and ongoing processes within the IACML and RIAL must be taken into account.

a. Political process meetings

The meetings of the political process include those established in the Triennial Ministerial Cycle approved by the Inter-American Council for Integral Development (CIDI) for all sectorial meetings, as well as some of the IACML process' own meetings that have proven to be useful in following up on the Work Plan and guiding the work of the Conference.

Meeting of the Working Groups

Description: The Ministerial cycle establishes that this meeting will take place one year before the next IACML. Its purpose is to examine in greater depth the topics identified in the Plan of Action of Buenos Aires, facilitate the exchange of experiences, provide pertinent information and studies, and follow up on related hemispheric initiatives, in line with the Article 5 of the Plan of Action of Buenos Aires

Date and place: Washington D.C. or host to be determined, 2023 (month to be determined)

Funding sources: OAS.

Preparatory Meeting of the XXII IACML

Description: The projects of Declaration and Plan of Action to be approved on the XXII IACML will be negotiated in these meetings.

Place and date: Washington D.C., at least three months before the XXII IACML in 2024

Funding: Host country of the XXII IACML

XXII 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. During the XXII IACML, the meetings of COSATE and CEATAL will also be held.

Place and date: Colombia, 2024

Funding sources: Host Country and OAS

Virtual Meetings of the Authorities

Description: The annual meetings of IACML authorities have the following objectives: monitor and guide the development of the IACML Work Plan, and review the financial situation of the RIAL and decide on the use of available resources.

Place and dates: Virtual Meetings, February, 2023 and February, 2024.

Funding sources: To be determined

b. Technical Activities within the RIAL

The activities undertaken by the RIAL, as the IACML cooperation mechanism, include hemispheric workshops and dialogues, studies, bilateral cooperation activities, bi-weekly newsletters, and portfolio of programs.

The IACML members were consulted on the products and activities that they wish to see included in the Work Plan and which, considering their technical nature, can be undertaken through the RIAL.

Topics where there is broad agreement, including concrete products or activities mentioned:

- **New forms of work (telework, work on platforms):**
 - In-depth and balanced debate on the new forms of work.
 - RIAL study and technical assistance on respect of fundamental labor rights in the new digital work realities.
 - Study on the initiatives implemented to regulate telework, digital platforms and new forms of employment.
 - Workshop on telework and the platform economy.

- **Coordination between education and labor, development of skills, employment services and information systems:**
 - Provide advice to States in the development of public policies aimed at improving training and reskilling. This requires to identify successful experiences of the countries of the region and replicate management models.
 - Webinars to develop a common agenda for all the countries of the Americas on the following topics: education and labor, informality, growth and development with social justice and inclusion.
 - Webinars/workshop on Education and Labor, labor insertion and professional training.
 - Comparative analysis of good practices, systematization of information and lessons learned on modernization of employment services and the generation of information systems and prospective studies, which make it possible to identify the skills gap and anticipate changes in competences required by the productive sector.
 - Workshops and training for the design and implementation of modern, updated and reliable labor market information systems.
 - Develop a study or note anticipating the skills of the future in the region.
 - Technical cooperation to undertake a skills gap analysis.
 - Training workshops, exchanges, bilateral cooperation on the modernization of employment services for job placement and the improved employability.

- **Occupational safety and health**
 - A technical meeting to identify and consider responses to occupational health and safety issues arising from the COVID-19 pandemic, including addressing psychosocial health.
 - Workshops or virtual / in-person bilateral cooperation activities, as well as comparative studies on regulations, protocols, tools and information systems on health and safety at work, with an emphasis on COVID-19.
 - Technical workshop to exchange experiences on labor inspection, including in the area of OSH. Identify existing challenges, gaps, good practices, and future opportunities for cooperation/coordination.

- **Labor Formalization:**
 - List of proven efficient strategies for the formalization of labor, including means to modernize employment services.
 - Dialogue on Social Protection and transition from the informal to the formal economy.

- **Gender mainstreaming:**
 - Study and workshop on mainstreaming of a gender approach in the Ministries of Labor and mechanisms to guarantee equality and non-discrimination, considering crisis contexts such as the COVID-19 pandemic.
 - RIAL study and workshop on resilience strategies in the world of work that are inclusive and with a gender approach for the recovery from the crisis generated by COVID-19.

Products mentioned by one or two Ministries:

- Technical and financial assistance to establish a computerized labor administration management information system.
- Activity on the formulation of policies and cooperation through the RIAL, understanding that achieving substantive changes requires both timely and effective formulation and execution of plans/policies, as well as well-structured cooperation actions with established roadmaps.
- Tripartite dialogues for the exchange of experiences in the region on the promotion of freedom of association.
- Workshop on decent work and institutionalized social dialogue to overcome the crisis.
- Workshops, studies or projects to strengthen measures to protect workers' rights.
- Workshop on labor and employment measures taken by governments to support workers during the pandemic. Countries could share experiences regarding successful responses, and strategies for emerging and future needs.
- Study on prevalence of child labor and successful measures to address this issue.

In addition to the proposals for concrete actions, the Ministries and consultative bodies generically proposed to exchange experiences on multiple aspects:

- Future of Work
- Work on digital platforms, telework and new forms of employment that incorporate a gender approach (legislation and experiences).
- Institutionalized Social Dialogue in the Americas.
- Labor regulations to learn about legal changes adopted.
- Employment policies
- Protection of the rights of workers, with emphasis on women, youth and vulnerable populations.
- Freedom of association and collective bargaining
- Gender
- Mediation and conciliation
- Management and protection of post-pandemic employment
- Union registration
- Violence and harassment at work, including types and mechanisms of attention
- Eradication of child labor
- Labor mobility

Proposal by CEATAL: Workshops on 1) productive development policies and their impact on job creation; 2) positive effects of enabling environments for the development of sustainable enterprises and their impact on the creation of productive employment, decent work and opportunities for all; 3) innovative approaches to achieve the transition from the informal to the formal economy, based on a Study on the subject; 4) Workshop and study on the need to address the digital divide in the continent: tools, skills and technologies.

Proposals of activities with hosting offers

Proposal 1: Hemispheric workshop on any of the following topics: 1) work on digital platforms, telework and new forms of employment, 2) institutionalized social dialogue, 3) coordination between education and labor, job placement and professional training.

Proposed by: Argentina (to be the host of the event)

Description: Exchange of experiences, analysis and identification of lessons learned and policy recommendations on the subject of the Workshop. The contents and focus of the event would be defined in accordance with the mandates of the Declaration and Plan of Action of Buenos Aires on the matter.

Funding source: To be defined.

Place and date: To be defined.

Proposal 2: Workshop or technical exchange on the topic of labor inspection, focusing on OSH and COVID response)

Proposed by: United States (to be the host of the event)

Description: Idem to Proposal 1

Funding source: To be defined. USDOL is consulting internally on this matter.

Place and date: To be defined.

In addition to these 2 proposals, the following Ministries expressed interest or willingness to host some activity:

- Costa Rica expressed its willingness to host an activity, provided it can count on the financial support of other organizations. They did not indicate a topic of preference.
- Trinidad and Tobago indicated that its Ministry is considering hosting an event; however, as of the date of the Questionnaire response, they could not make a firm commitment.

c. Achievements and ongoing processes within the IACML

When developing the Work Plan, it is recommended to include actions that continue and consolidate progress made and processes underway within the IACML. In the most recent period, two areas where progress has been made are:

- Gender equality and gender mainstreaming in the Ministries of Labor – In the last two years, a new study on this topic was published, three hemispheric dialogues were held among officers responsible for gender in the Ministries, a Manual or “ABC” for the operation of gender units was prepared, and a Virtual Course on Gender Violence at Work was developed and launched in partnership with the Inter-American Commission of Women (CIM). There is broad interest and willingness within the Ministries to continue these efforts and set up a network of gender focal points within the RIAL.

- The articulation between labor and education – The political commitment to continue working for greater intersectoral coordination has been endorsed by both the IACML and the Inter-American Commission on Education (CIE) of the OAS. There is also a commitment from the OAS and ILO/CINTERFOR to continue working towards a Regional Qualifications Framework, after some training actions carried out in 2021. When considering this issue, it is suggested to consult the responses on intersectoral coordination included in section IV of this document.

III. PRIORITY TOPICS

In the Plan of Action of Buenos Aires (XXI IACML – 2021), the Conference established 22 topics, corresponding to Working Groups 1 and 2, as shown in Appendix 1. To define the topics on which the IACML should focus its actions in the next 3 years, the questionnaire sent out included two questions¹:

- The first question requested that a score be assigned to EACH of the IACML topics: *“Please indicate your institution’s level of interest does your institution have in deepening cooperation in each of the following topics (list of 20). Score each topic from 1 to 5, with 1 meaning: no interest, 2: low interest, 3: indifferent, 4: much interest, 5: maximum interest.”*
- The second requested that five priority topics be selected: *“Of the above-mentioned topics, please indicate the 5 topics of greatest interest to your Ministry and specify which aspects or sub-topics you would like to explore in greater depth: Topic 1 (greatest interest), etc.”*

As has previously been the case with this type of questionnaire, there is a high concentration of high scores in the answers to the first question. For example, the average of all answers is 4.29. With the exception of the topics referred to sustainable enterprises (topic h) and labor mobility (topic p), which received a score of 3.77 and 3.92, respectively, all the other topics received a grade above 4.00. Therefore, it is suggested that these results be left as a secondary criterion. Appendices 2 and 3 contain a table with all replies to this question and graphs of averages.

The second question provides a clearer overview of the priority topics, since each Ministry, COSATE, and CEATAL selected only the five topics they considered most important. In this question, the topics are to be rated based on two criteria:

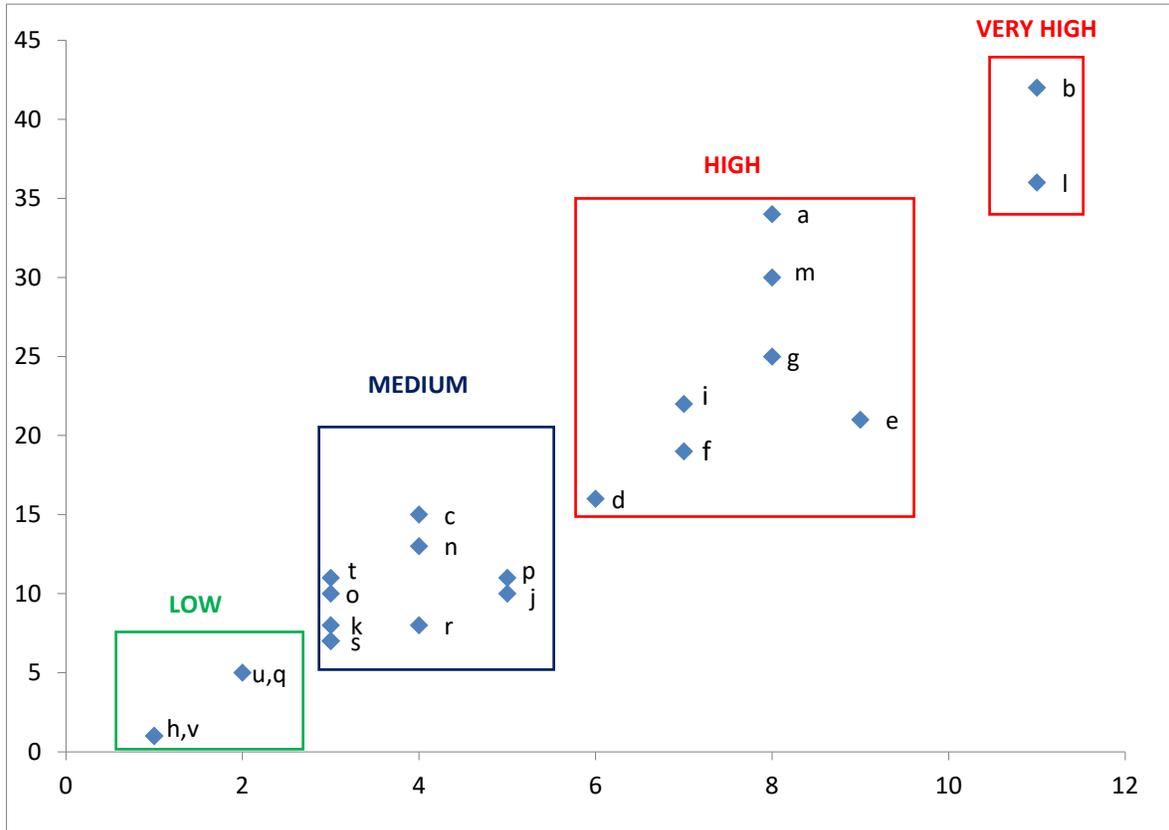
- 1) The number of countries that selected them as part of their five priorities; and
- 2) The level of priority assigned in each case.

Graph 1 shows each of these two criteria. The “level of priority” (Y-axis) was obtained by giving a value to the score for each issue on the priority scale and weighing more heavily the topics in the first places (the highest priority topic is weighted more heavily than the second topic; the second topic is weighted more heavily than the third; etc).

¹ Important clarification: The questions did not seek to identify the priority assigned by each Ministry to each issue, but rather its interest in continuing to analyze it and exchange experiences thereon in the framework of the IACML. “High,” “low,” and “medium” priority used in this document should be understood in that context.

Graph No. 1

Priority topics according to number of countries selecting them (x axis) and score (y axis)



Topics with VERY HIGH priority

- b. work on digital platforms, telework and new forms of employment
- l. Strengthening and modernization of the Ministries of Labor to address both the emerging shifts in the world of work and the effects of the pandemic;

Topics with HIGH priority

- a. Future of work with equity, inclusion, social justice, decent work, and productive employment;
- m. enforcement of labor legislation and regulation, and effective application of fundamental principles and rights at work;
- e. coordination among education, professional training, and employment; qualification frameworks; and development of skills for the future;
- i. transition from the informal to the formal economy;

- g. labor market information systems and prospective analysis for the identification of emerging and dynamic sectors for employment creation;
- f. training, reskilling, and public employment services to address the effects of the crisis;
- d. equality in the labor market, elimination of all forms of employment discrimination, and labor inclusion of vulnerable populations;

Topics with MEDIUM priority

- c. coordination of the economy, education, health and labor to overcome the effects of the crisis;
- n. strengthening of institutionalized social dialogue for the achievement of more just, equitable, and resilient societies
- j. gender equality and gender mainstreaming in labor and employment policies; and
- p. regular, safe and orderly labor mobility;
- r. elimination of all forms of forced and compulsory labor
- t. occupational safety and health;
- o. freedom of association and collective bargaining
- k. combat violence and harassment in the world of work
- s. universal social protection for an inclusive, sustainable and resilient recovery;

Topics with LOW priority

- u. address workplace health and safety arising from the Covid-19 crisis
- q. prevention and eradication of child labor;
- v. strengthening the Inter-American Network for Labor Administration (RIAL)
- h. enabling environments for the creation and development of sustainable enterprises, including micro, small and medium-sized enterprises, cooperatives and social economy enterprises, among others;

This categorization is consistent with the average grade per topic (Appendix 2). In general, topics of high importance are the ones that received the highest average grade and *vice versa*, with the exception of the following topics:

Topic “1”: Strengthening and modernization of the Ministries of Labor to address both the emerging shifts in the world of work and the effects of the pandemic. Even though it is one of the topic that appears of “HIGH PRIORITY”, it had a medium average.

Topic “p”: Regular, safe and orderly labor mobility, which appears as “MEDIUM” priority, but had one of the lowest averages.

Top priorities for COSATE and CEATAL.

CEATAL: Two of the topics selected as a priority by CEATAL were also qualified this way by the Ministries: coordination among education, professional training, and employment; qualification frameworks; and development of skills for the future (e) and transition from the informal to the formal economy (i). It also gave high priority to institutionalized social dialogue (n), that appears as a medium priority for the Ministries, and to occupational health and safety (u), which appears as a low

priority for Ministries. Its highest priority topic was the 'h', on sustainable enterprises, which obtained the lowest average (3.83) and was selected only by one Ministry as a priority topic.

COSATE: Two of the topics selected as a priority for COSATE are also a high priority for Ministries: Future of work with equity, inclusion, social justice, decent work, and productive employment (a), and enforcement of labor legislation and regulation, and effective application of fundamental principles and rights at work (m). Its remaining three priority topics are of 'medium priority' for the governments: strengthening of institutionalized social dialogue for the achievement of more just, equitable, and resilient societies (n), freedom of association and collective bargaining (o), and coordination of the economy, education, health and labor to overcome the effects of the crisis (c).

IV. INTERSECTORIAL COORDINATION

The Declaration (Articles 16, 17, 18) and Plan of Action (Articles 7, a; 7, e) of Buenos Aires express the commitment to improve intersectoral coordination with education, health and the economy. The members of the IACML were consulted in what topics do they consider that intersectoral coordination should be deepened.

Intersectoral coordination with EDUCATION:

- The Ministries mentioned the following issues related to training and employment as areas where coordination with education should be deepened:
 - o Development and strengthening of skills and competencies for the future of work
 - o Homologation of subjects and qualifications/degrees for migrant population
 - o Lifelong learning
 - o New model of labor relations whose main factor is professional training
 - o Training / workforce development
 - o Technical training
 - o Job prospecting and identification of skill gaps
 - o Strengthen professional technical education and encourage more people, especially young people, to pursue this type of education

- Other aspects and reflections mentioned on the education-labor coordination:
 - o Efforts in coordinating policies and strategies with the education sector should be directed at improving the quality of students and installing, from the initial levels to higher levels, values and principles, such as equality, non-discrimination, social conscience, and solidarity among equals; this will allow for the protection and improvement of labor relations, avoiding discrimination, violence and harassment based on gender, among others.

 - o Incorporate occupational health as part of basic education and secondary education.

 - o Deepen the prevention and eradication of child labor, developing an educational management model that allows the identification of children and adolescents in child

labor or at risk of being so, through the action of the educational community (families, teachers, directors of educational institutions, and other key actors).

- Greater coordination among education, labor, and finance ministries can enhance the promotion of decent work, and help prepare youth for future work, facilitate a just transition for workers to greener jobs, and match labor supply and demand.

Intersectoral articulation with ECONOMY:

- The Ministries mentioned the following topics to deepen the articulation between labor and economy:
 - Adopt measures that encourage the creation of enterprises and the generation of new sources of formal employment
 - Promote entrepreneurship and productive transformation
 - Simplify processes and regularize costs for business registration
 - Support the transition from the informal to the formal economy
 - Increase coverage of social protection
 - Formulate joint economic recovery strategies aimed at combating poverty, inequality and social exclusion, with guarantees for the effective exercise of economic, social and cultural rights

Intersectoral articulation with HEALTH:

- The Ministries mentioned the following topics to deepen the articulation between labor and health:
 - Deepen coordination in occupational health and safety, particularly in the context of COVID-19
 - Develop Occupational Health protocols, including Mental health
 - Update occupational health guidelines, protocols and regulations, related to health emergency care
 - Develop measures to promote mental health in the workplace and promote health and safety at work from a preventive approach
 - Promote a culture of occupational risk prevention
 - Deepen issues relevant to gender equality, such as supporting breastfeeding and the use of institutional lactation centers, and promote co-responsibility for care

V. COMMENTS AND RECOMMENDATIONS ON THE RIAL

The consultation to IACML members also included questions regarding the RIAL, which are comprised below.

The Plan of Action of Buenos Aires mandates five specific actions to the RIAL. Ministries were asked to indicate how relevant each of those actions is for them by scoring each action from 1 to 5, with 1 meaning: no relevance, until 5 meaning: very relevant. The scores obtained corroborate that the Ministries assign an important value to the different tools of the RIAL, in particular to technical workshops and exchanges that make use of information and communication technologies.

Chart No. 1

RIAL TOOL	SCORE
Include new programs and ensure the ongoing update of the Portfolio of Programs, which includes initiatives on all areas of labor administration	4.30
Select, coordinate, follow up and evaluate the impact of technical bilateral cooperation activities	4.24
Continue expanding the use of information and communication technologies in cooperation activities, including webinars, on-line discussion forums and videoconferencing, to maximize the use of resources	4.42
Organize technical workshops that complement the Working Groups' meetings in further analyzing specific priority areas, in partnership with other organizations.	4.63
Continue to publish periodically the RIAL newsletters and update its web page	4.23

Use of ICTs and technical capacities for RIAL activities:

- At the Planning Meeting of the XX IACML (2017), the authorities recommended greater use of information technologies to carry out RIAL activities. On that occasion, it was observed that, although most of the Ministries had quality Internet access, not all of them had the necessary tools. In this opportunity, the consultation revealed that all the institutions that responded to the questionnaire have the capabilities and tools to participate in virtual activities, including Internet access and availability of equipment.
- Among the main challenges they face in this regard, some countries highlighted that the Internet connection can be unstable at times, or, in other cases, the lack of specific meeting rooms for videoconferences. However, none of the above would prevent the participation of the Ministries in virtual activities of the RIAL.

General comments on the RIAL:

- The Ministries continue to highlight the relevance of the RIAL as a mechanism to put into practice the commitments and mandates of the IACML. They defined it as a platform that promotes regional integration, enhances knowledge through the exchange of good practices and as a useful tool towards fulfilling the 2030 Agenda.
- The Ministries congratulated the efforts of the RIAL regarding the coordination of bilateral cooperation, hemispheric workshops and -especially during the pandemic- virtual hemispheric dialogues. They highlighted the usefulness of exchanging experiences to consolidate efforts and policies in the realities of each country.

Recommendations for the RIAL:

- Establish a network of contacts that allows for more fluid communication. It is important to note that the RIAL website has a list of focal points.
- Provide feedback to the proposals that were not selected in the Calls for Bilateral Cooperation.
- Establish implementation commitments after bilateral cooperation activities, go beyond presenting a report to ensure the best use of RIAL resources.
- Carry out exchanges more frequently, given the possibility of carrying them out virtually.
- Improve and constantly update the website to facilitate interaction and search for resources.
- Carry out a greater dissemination of the activities and achievements of the Network.

APPENDIX 1

List of topics from the Plan of Action of Bridgetown

Topics of Working Group 1:

- a. Future of work with equity, inclusion, social justice, decent work, and productive employment;
- b. work on digital platforms, telework and new forms of employment;
- c. coordination of the economy, education, health and labor to overcome the effects of the crisis;
- d. equality in the labor market, elimination of all forms of employment discrimination, and labor inclusion of vulnerable populations;
- e. coordination among education, professional training, and employment; qualification frameworks; and development of skills for the future;
- f. training, reskilling, and public employment services to address the effects of the crisis;
- g. labor market information systems and prospective analysis for the identification of emerging and dynamic sectors for employment creation;
- h. enabling environments for the creation and development of sustainable enterprises, including micro, small and medium-sized enterprises, cooperatives and social economy enterprises, among others;
- i. transition from the informal to the formal economy;
- j. gender equality and gender mainstreaming in labor and employment policies; and
- k. combat violence and harassment in the world of work

Topics of Working Group 2:

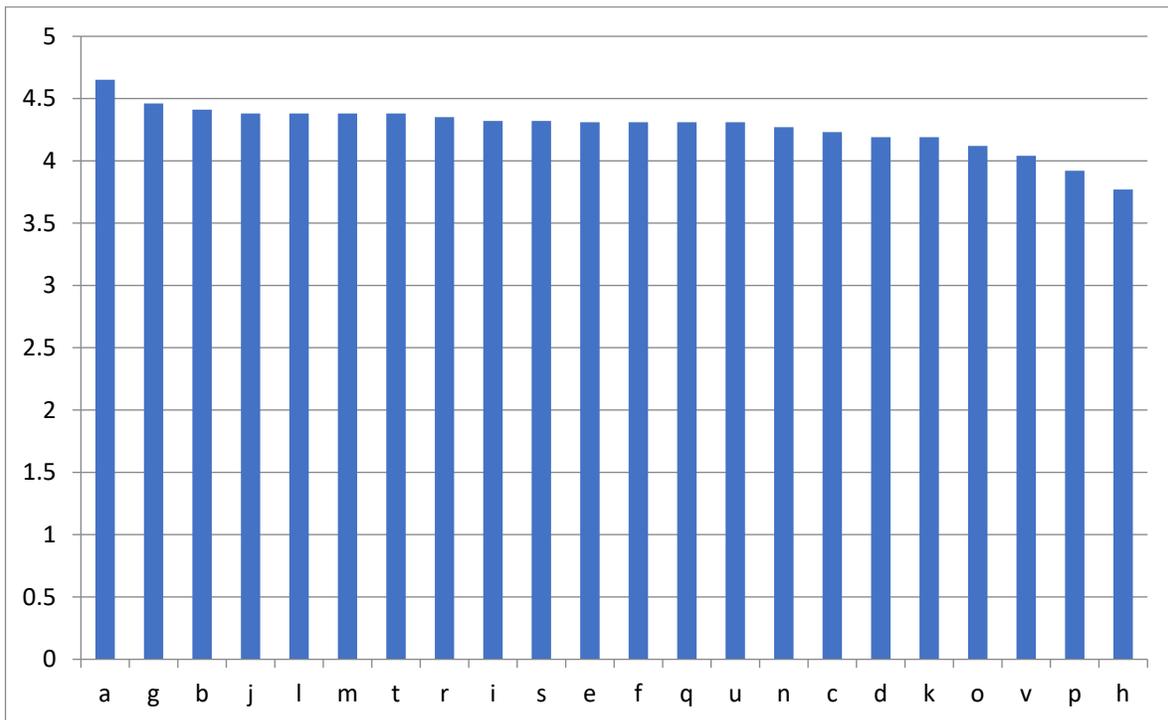
- l. Strengthening and modernization of the Ministries of Labor to address both the emerging shifts in the world of work and the effects of the pandemic;
- m. enforcement of labor legislation and regulation, and effective application of fundamental principles and rights at work;
- n. strengthening of institutionalized social dialogue for the achievement of more just, equitable, and resilient societies;
- o. freedom of association and collective bargaining;
- p. regular, safe and orderly labor mobility;
- q. prevention and eradication of child labor;
- r. elimination of all forms of forced and compulsory labor
- s. universal social protection for an inclusive, sustainable and resilient recovery;
- t. occupational safety and health;
- u. address workplace health and safety arising from the Covid-19 crisis;
- v. strengthening the Inter-American Network for Labor Administration (RIAL)

APPENDIX 2

**Average score given to each topic,
ordered from high to low interest**

(Question 1 of the Questionnaire)

(Responses from 1 to 5; 1: no interest, 5: maximum interest)



APPENDIX 3
Score given to each topic by sub-region and country
(Responses from 1 to 5; 1: no interest, 5: maximum interest)

	Temas GT1 / WG1 Topics											Temas GT2 / WT2 Topics										
	a	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v
Sudamérica / South America																						
Argentina	5	5	5	5	5	5	5	4	5	5	5	5	4	5	4	5	4	4	5	5	5	5
Bolivia	5	5	5	4	5	5	5	5	3	5	4	4	4	4	4	4	4	4	4	4	4	3
Brasil	5	5	4	4	4	5	5	3	5	5	4	5	4	4	4	4	5	5	5	4	4	3
Chile	5	5	3	4	4	5	4	3	5	4	4	4	4	3	3	5	4	5	5	3	3	3
Colombia	5	5	4	4	4	3	4	3	5	5	4	4	4	4	5	5	5	4	5	4	4	5
Ecuador	5	5	4	4	4	5	4	3	5	5	4	4	3	5	5	4	5	5	3	4	3	3
Paraguay	4	4	5	4	5	5	5	4	4	4	4	5	4	3	3	3	4	4	4	4	4	4
Perú	5	5	4	4	5	5	4	5	5	4	4	4	4	5	4	3	4	4	3	4	4	4
Promedio / Average	4.88	4.88	4.25	4.13	4.50	4.75	4.50	3.75	4.63	4.63	4.13	4.38	3.88	4.13	4.00	4.13	4.38	4.38	4.25	4.00	3.88	3.75
Caribe / Caribbean																						
Grenada	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5
Guyana	4	4	4	5	5	4	5	4	4	5	4	4	5	4	3	3	4	4	4	5	4	4
Jamaica	5	5	5	5	4	4	5	3	5	4	4	5	4	4	3	4	4	4	5	5	5	4
República Dominicana	5	5	5	4	5	4	4	4	5	4	4	5	4	4	4	4	4	4	5	4	4	4
San Kitts y Nevis	5	5	5	4	4	4	5	5	2	4	4	5	5	5	4	2	2	4	5	5	5	5
St. Vincent and the Grenadines	5	4	5	5	5	5	5	4	3	5	5	5	5	4	5	5	5	5	5	5	5	5
St Lucia	4	3	3	4	3	4	5	3	2	4	4	5	5	5	4	5	5	5	4	5	5	5
Suriname	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	3	4	4	4	4	4	4
Trinidad and Tobago	5	5	4	3	5	4	5	3	5	4	5	5	5	4	4	4	5	5	4	4	4	4
Promedio / Average	4.67	4.44	4.44	4.33	4.44	4.22	4.78	3.89	3.89	4.22	4.33	4.78	4.67	4.33	4.00	3.89	4.22	4.44	4.56	4.67	4.56	4.44
Centroamérica / Central America																						
Costa Rica	5	4	4	4	4	5	5	4	5	5	4	5	5	4	4	5	4	3	3	5	4	4
Guatemala	5	5	5	5	5	5	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5
Honduras	5	5	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	4
Nicaragua	2	4	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	2	0	
Panamá	5	5	5	5	5	4	5	4	5	5	5	5	5	5	5	4	5	5	5	4	5	5
Promedio / Average	4.40	4.60	4.20	4.20	4.20	4.20	4.40	3.80	5.00	4.40	4.20	4.40	4.40	4.00	4.20	4.20	4.20	3.80	4.50	4.20	4.20	3.60
Norte América / North America																						
Canada	4	3	2	4	2	2	2	2	2	4	4	2	5	4	5	2	4	4	2	4	4	4
Estados Unidos	5	3	3	5	4	4	4	3	4	5	5	3	5	5	5	4	5	5	4	5	5	5
Mexico		4													5							
Promedio / Average	4.50	3.33	2.50	4.50	3.00	3.00	3.00	2.50	3.00	4.50	4.50	2.50	5.00	4.50	5.00	3.00	4.50	4.50	3.00	4.50	4.50	4.50
CEATAL	4	3	5	3	5	5	5	5	5	3	3	5	4	5	3	3	5	5	4	5	5	4
COSATE	5	4	5	4	4	4	4	4	5	5	4	4	5	5		4	4	5	5	5	5	4
PROMEDIO TOTAL / AVERAGE	4.65	4.41	4.23	4.19	4.31	4.31	4.46	3.77	4.32	4.38	4.19	4.38	4.38	4.27	4.12	3.92	4.31	4.35	4.32	4.38	4.31	4.04