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MANDATES AND BACKGROUND INFORMATION
TO PREPARE THE WORK PLAN 2022-2024 OF THE INTER-AMERICAN
CONFERENCE OF MINISTERS OF LABOR

MANDATES AND BACKGROUND INFORMATION TO PREPARE THE 2022-2024 WORK PLAN OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)

INTRODUCTION

This document presents a chart of the IACML's priority topics, its most recent background information, and the mandates received from the Conference and the Summit of the Americas. Its main purpose is to contribute to the planning of activities to be implemented by the IACML in 2022 - 2024 and support IACML authorities, COSATE, CEATAL and international organizations to answer 2 basic questions:

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

NOTE ON THE TOPICS

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

- The importance of the world of work to COVID-19 recovery and to the development of more resilient, sustainable, just and inclusive societies.
- Better coordination of economic, education, health and labor policies to address and overcome the effects of the crisis and achieve the future of work we want
- Institutionalized social dialogue to recover from the crisis and secure a future of work with social justice and sustainable development
- Strengthening Ministries of Labor to address emerging changes in the world of work and the effects of the pandemic.

CONTENT OF THE CHART

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)

MANDATES AND BACKGROUND INFORMATION TO PREPARE THE IACML 2022-2024 WORK PLAN

Keys:

PA: Plan of Action

Dec: Declaration

WG: Working Group

Relevant information:

- XXI IACML - 2021 virtually, under the Chairmanship of Argentina
- XX CMIT - 2017 in Bridgetown, Barbados
- XIX CMIT - 2015 in Cancún, Mexico
- VIII Summit - 2018 in Lima, Peru (no mandates related to labor)
- VII Summit - 2015 in Panama City, Panama
- VI Summit - 2012 in Cartagena, Colombia

TOPIC	MANDATES
TOPICS FOR WORKING GROUP 1	
<p>a. Future of work with equity, inclusion, social justice, decent work, and productive employment;</p>	<p><u>Background:</u></p> <ul style="list-style-type: none"> - In the Meetings of the WG1 in 2019 and 2020, work in digital platforms and telework were analyzed as manifestations of the “future of work,” with interventions from Ministries, COSATE, CEATAL, ILO and the World Bank. - In 2019, the Intersectoral RIAL Workshop on Skills of the Future with Ministries of Labor and Education was carried out in Chile, where information on this issue was shared, and recommendations were developed to strengthen the identification and development of digital, technical and socio-emotional skills. - This topic was first addressed by the IACML in the WG1 meeting in 2016 with interventions from Ministries, COSATE, CEATAL, OAS, IADB, OECD and the ILO. <p><u>Mandates:</u></p> <p>Dec-XXI IACML:</p> <ul style="list-style-type: none"> - We recognize the central role that Ministries of Labor play, jointly with the institutions in charge of education, health and economic policies, to address the effects of the crisis as well as the challenges and opportunities posed by the future of work. We will continue strengthening their institutional and human capacities, and we acknowledge that cooperation and exchange of knowledge and experiences, as well as monitoring and evaluation mechanisms, are essential in this effort. For this reason, we will continue to strengthen and actively participate in the Inter-American Network for Labor Administration (RIAL), as the IACML's cooperation arm. (23) <i>Common mandate with topics “I” and “v”</i> - We will analyze, with the contribution of tripartite social dialogue, the development, design, and implementation of appropriate regulations that address the opportunities and challenges of existing and new forms of work, such as work on digital platforms, telework,

	<p>work from home, and alternating between the workplace and remote work. We will promote regional cooperation in this matter, as well as in other areas related to the future of work and sustainable enterprises. (25) <i>Common mandate with topics “b” and “n”</i></p> <ul style="list-style-type: none"> – We reaffirm our commitment to achieve a greater incidence in the process of preparation for the IX Summit of the Americas, in order to adopt measures to build a more inclusive, sustainable and resilient work future of work (15) <p>PA-XXI IACML: In coordination with other institutions, improve professional training, upskilling and reskilling for people to transition into new economic sectors considering the decrease in employment in some sectors due to technological change, climate change, and the effects of the pandemic. This action will entail: improving the quality, relevance and inclusion of training, where appropriate; strengthen, update, and expand competency certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training; among others. (7c) <i>Common mandate with topics “e”, “f”</i></p> <p>Dec-XX IACML: We will place special emphasis on meeting the new challenges of the future of work in the face of the fourth industrial revolution, and on addressing them with multiple actions, such as incorporating them into the design of modern and relevant curricula and training trajectories in education and training systems. We also assume the need to approach the business world with this new conception of work, in order to ensure for youth a successful entrance into the labor market. We acknowledge the trends and developments in this digital age where traditional approaches to work are being reshaped. We recognize that these developments give rise to new challenges and we shall strive to equip our workforce, particularly our youth, our less-skilled workers, and those workers displaced by new developments, with the technical and socio-emotional skills needed to meet the new and emerging realities of the world of work. These changes require social dialogue and proactive policies to guarantee benefits for all. (10) <i>Also, a mandate in topic “e”</i></p> <p>PA-XX IACML: Further the study and analysis of the impact on the world of work of the sharing economy and the progress of the fourth industrial revolution. In particular, facilitate spaces for social dialogue to consider those issues and develop policy recommendations. To that end, the current global discussions on the future of work held in diverse international forums, such as the ILO, will be taken into consideration, with particular emphasis on the following components: work and society, decent jobs for all, the organization of work and production, and the governance of work. (7.a) <i>Also a mandate in topic “n”</i></p>
<p>b. Work on digital platforms, telework and new forms of employment;</p>	<p><u>Background:</u></p> <ul style="list-style-type: none"> – This topic has gained increasing importance for the IACML in recent years, particularly during the COVID-19 pandemic. – The 2nd Hemispheric Dialogue on Gender of the RIAL, carried out in 2021, resulted in a series of recommendations to develop gender-responsive telework policy that would contribute to reaching a balance in the distribution of caregiving tasks. – In the WG1 virtual meeting in 2020, telework was one of the most emphasized topics. The Ministries shared their efforts to regulate and promote telework in the framework of the pandemic. – In the WG1 meeting in 2019, a panel specifically addressed the topic of work in digital platforms, where the Ministries of Labor, workers and employers shared their concerns and needs for an appropriate regulation. The panel had the participation of the ILO and the World Bank, who shared their most recent analysis and data on this phenomenon, including the difference between work on web-based or geographic-area based platforms. This same topic was reviewed in the WG1 virtual meeting in 2020, considering the effects of the pandemic in this phenomenon. <p><u>Mandates:</u></p> <p>Dec-XXI IACML: We will analyze, with the contribution of tripartite social dialogue, the development, design, and implementation of appropriate regulations that address the opportunities and challenges of existing and new forms of work, such as work on digital platforms,</p>

	<p>telework, work from home, and alternating between the workplace and remote work. We will promote regional cooperation in this matter, as well as in other areas related to the future of work and sustainable enterprises. (25) <i>Common mandate with topics “a” and “n”</i></p> <p>PA-XXI IACML: Promote all forms of participative social dialogue, in particular, intersectoral and institutionalized social dialogue to address work on digital platforms, telework and work from home, in order to analyze and implement, as needed, mechanisms, legislation, and policies to advance equity and decent work, and promote the respect of rights and responsibilities of workers and employers. Generate greater knowledge, information, and statistics on these phenomena, with the aim of having informed and evidence-based policymaking. (7,b) <i>Common mandate with topic “n”</i></p>
<p>c. Coordination of the economy, education, health and labor to overcome the effects of the crisis;</p> <p><i>(In the specific case of articulation with Education, the mandates and background are gathered under topic “e”)</i></p>	<p><u>Background:</u></p> <ul style="list-style-type: none"> – Coordination with the education sector has been a priority since the XIX IACML, which included dialogues with Ministers of Education. In the XIX IACLM, there was participation from the President of the Inter-American Commission on Education (CIE). These dialogues have reaffirmed the commitment of both sectors to extend their collaboration. The background and progress of this collaboration are detailed in the section on topic “e”. – Throughout its history, the IACML has had a wide collaboration with the Pan-American Health Organization (PAHO), which has materialized with the participation of this organization in the IACML process, as well as in the development of various webinars on Occupational Health and Security in 2017, 2018 and 2019. – The WG1 virtual meeting in 2020 included the panel “Occupational Health and Security: Intersectoral coordination and work inspection”, where the Ministries shared joint initiatives with Health to address the pandemic. This panel also had the participation of PAHO. – Within the framework of the XXI IACML, and analyzing the necessary actions to overcome the crisis, the Ministries of Labor opted to extend the articulation with education to the health and economy sectors. <p><u>Mandates:</u></p> <p>Dec-XXI IACML:</p> <ul style="list-style-type: none"> – We will develop and implement labor policies that, together with education, health and macroeconomic policies, can help to achieve socioeconomic and employment recovery, while fostering decent work and sustainable enterprises, and encouraging social investment to achieve the inclusion in the labor market of the most vulnerable populations. We will promote investments in strategic sectors, those most affected by the crisis and those who have a strong potential to create decent work opportunities, working with other relevant ministries, where appropriate. (16) – We acknowledge that, in facing the pandemic and safeguarding workers' and employers' health, we have worked more closely with Ministries of Health, and we commit to continue our efforts to strengthen our inter-institutional coordination. Within these efforts, we will work towards: updating guidance, protocols and regulations related to health emergencies; developing measures to promote mental health in the workplace; while promoting safety and health at work from a preventive approach, in accordance with the World Health Organization (WHO) guidelines (17) <i>Common mandate with topic “t” and “u”</i> <p>PA-XXI IACML: Deepen interaction and coordination with the Ministries of Economy and Finance and other appropriate Ministries to achieve socioeconomic and employment recovery promoting decent work, productive employment, and sustainable enterprises; combat informality and labor precarization; and build a future of work with equity and social justice. (7,a)</p> <p>Dec-XX IACML:</p>

	<ul style="list-style-type: none"> - We further recognize the vital role our respective ministries of labor play in articulating and integrating economic and social policies that place full, productive employment and decent work at the center of their objectives. We encourage our respective ministries throughout the Hemisphere to enhance cooperation and coordination among labor authorities and institutions and among our counterparts in finance, economics, education, health, environment, and trade in promoting development that is sustainable and inclusive. (4) - We recognize the relationship that exists between decent work, productive employment, and education, and we celebrate the dialogue and cooperation that we have sustained since the XIX IACML with the ministries of education through the Inter-American Committee on Education (CIE). Therefore, we will promote greater interministerial coordination to provide quality, inclusive, and equitable education, training, and learning that better respond to the new challenges and opportunities of the world of work, technological changes, and the demands of the various productive sectors.(7) - We encourage integrated policies and programs and we will work to deepen intersectoral collaboration between ministries of labor, ministries of education, training institutions, and social partners to strengthen our education and training systems, in particular technical and vocational education; generate and preserve full and productive employment and decent work; and promote sustained, inclusive economic growth. (8) <i>Common mandate with topic “f”</i> <p>PA-XX IACML: Continue furthering dialogue and cooperation between labor and education ministries under the aegis of the IACML and the Inter-American Committee on Education, in order to ensure greater coordination between education, labor, and employment policies and to improve labor insertion for youth and other vulnerable groups in each country, as well as their development in the world of work. (7d)</p> <p>Dec-XIX IACML: We are concerned with the levels of inequality, despite some advances in the region, and how these affect economic growth and social cohesion. We will continue to promote a wide range of labor, social and productive measures that address this problem for their integration with economic and financial measures. (7)</p> <p>PA-XIX IACML: Deepen intersectoral collaboration between Ministries of Labor and Ministries of Education in order to strengthen education and continuing training systems to better prepare the workforce, particularly young people, in accordance with the sustained, sustainable and inclusive development needs of our countries and the demand of the productive sectors, paying special attention to vulnerable populations. (6,f) <i>Also a mandate in topic “e”</i></p>
<p>d. Equality in the labor market, elimination of all forms of employment discrimination, and labor inclusion of vulnerable populations;</p>	<p><u>Background:</u></p> <ul style="list-style-type: none"> - In the virtual meetings of the WGs in 2020, considering the greater impact that the pandemic had on vulnerable populations, this topic came up transversally in all the discussions. - The WG1 meeting in 2019 included the panel “Equality in the labor market, elimination of all forms of employment discrimination, and labor inclusion of vulnerable populations”, that continued the discussions from the WG meetings in 2017 and 2014. - The WG1 meeting in 2017 addressed this topic with the panel “Equality in the labor market, elimination of all forms of employment discrimination, and labor inclusion of vulnerable populations – emphasis on youth and persons with disabilities”, which continued the discussions from the WG meeting in 2014 and the Workshop “Toward fairer working conditions: promoting labor inclusion with equity” from the Bahamas (2013) with presentations from the Inter-American Commission on Human Rights (IACHR), OAS, World Bank, Chile, Paraguay, Guatemala and San Kitts and Nevis. <p><u>Mandates:</u></p>

Dec-XXI IACML:

- We commit to redouble our efforts to promote both employment and business recovery; fight informality, labor precarization, poverty, and inequality in all its dimensions; and serve populations that have been most affected by the crisis such as women, indigenous peoples, persons with disabilities, persons that work in the informal economy, older persons and persons belonging to racial and ethnic minorities in the face of pre-existing inequalities that have deepened as a result of the COVID-19 pandemic (7).
- We will strengthen national actions and international cooperation to achieve the objectives related to work, employment and development, well-being and social inclusion within the framework of the Program of Action for the Decade of the Americas for the Rights and Dignity of Persons with Disabilities considering the impact of the pandemic on this population and with a view to avoiding all multiple forms of discrimination along with interconnected social, economic, and other conditions, including those that may result in vulnerability and the deepening of inequality. (13)
- We reaffirm our commitment to formulate decent work policies aimed at the indigenous peoples of the Americas in order to address the inequalities increased by the COVID 19 crisis and the new demands of the world of work. (14)
- We will advance strategies aimed at promoting youth employment; at reducing unemployment and precarious youth employment; at facilitating school-to-work transition and providing technical and vocational education and training opportunities for this age group, especially for those who are in situation of greater vulnerability due to various intersectionalities, including young women, youth with disabilities, migrants, indigenous youth, as well as youth who are involuntarily not in employment, education or training. (20) *Common mandate with topic "e"*

PA-XXI IACML:

- Deepen the exchange of information, knowledge, and experiences on the identification and development of skills for the future, emphasizing on foundational and transferable skills, including digital and socio-emotional skills. Strengthen youth employment strategies as well as training for the most vulnerable populations with this approach on skills for the future. (7,d) *Common mandate with topic "e"*
- Promote equal access of vulnerable persons to the labor market and full protection of their labor rights, aware that they have been disproportionately affected by the pandemic. Promote collaborative work among Ministries of Labor, other public institutions, and civil society organizations; inform and sensitize the general population on topics of inclusion and non-discrimination; improve access to education and training for individuals that face the greatest challenges at work; and promote the creation and strengthening of inclusive enterprises (7,k)

Dec-XX IACML:

- We recognize the contribution and potential contribution of persons with disabilities to sustainable development. We will, therefore, promote policies and programs that will provide greater access to decent work for persons with disabilities. We commit to working with public- and private-sectors organizations and civil society to ensure equitable access to opportunities for decent work. (27)
- We will redouble efforts to develop, implement, and evaluate policies and programs for greater inclusion of rural populations in labor market activities and their economic advancement, in collaboration with relevant institutions, recognizing the job instability and high level of informality in rural areas. We recognize that those involved in the production of traditional and indigenous goods and services can make significant contributions to meet the objectives of integral and sustainable development. Special attention should be paid, in conjunction

with the relevant national authorities, to the education and training needs, and other social and economic needs of these populations, and to supporting their traditional industries. (31)

PA-XX IACML:

- Design, implement, and evaluate comprehensive public policies for inclusion and nondiscrimination in the labor market, including the strengthening of inclusive enterprises, development of awareness-raising actions, and improved access to training systems by groups that face the greatest challenges in the world of work, such as youth, women, people with disabilities, Afro-descendants, indigenous peoples, and migrants. (7.f)
- Exchange experiences and continue technical cooperation through RIAL on innovative approaches to ensure compliance with labor laws and effective observance of fundamental principles and rights at work, with particular emphasis on strategies that aim to protect the rights of groups that face the greatest challenges at work. (9.h) *Also a mandate in topics "m" and "n"*

Dec-XIX IACML:

- In particular, we commit to promote on an ongoing basis equitable and inclusive job conditions and opportunities for vulnerable populations and all groups that face the most significant challenges in the labor market, preventing and eliminating all forms of discrimination in labor relations, including those on the grounds of race, color, sex, sexual orientation, language, religion, political or other opinions, national or social origin, property, birth, and cultural identity, for which reason we will promote respect for their labor rights (18)
- We will strengthen policies and programs that ensure substantive equality between men and women in the world of work. We reiterate our commitment to gender mainstreaming in labor and employment policies, eradicating discrimination, harassment and violence based on gender or sexual orientation, and striking a balance between family and professional responsibilities (19) *Also a mandate in topic "j"*

PA-XIX IACML:

- Strengthen efforts to prevent and eliminate all forms of discrimination and achieve full equality in the workplace. These efforts include working with other government institutions such as the ministries of social development, education and mechanisms and programs for the advancement of women; strengthening labor inspection; supporting and training enterprises to develop inclusive practices; and developing recruitment incentives and special programs for populations that face greater challenges in the labor market. (6,a)
- Study, in further detail, how inequality is generated and reproduced in labor markets, and the policies that could be implemented to improve this situation, taking into account recent studies by international agencies showing the negative impact of inequality on economic growth. (6,b)
- Develop initiatives to effectively enforce the rights of all workers, with special emphasis on vulnerable populations. (6,c)

e. Coordination among education, professional training, and employment; qualification frameworks; and

Background

- The articulation with education has had a growing emphasis in the IACML, as mentioned in the Background of topic c. Since the XIX IACML the conferences have had the participation of the President of the Inter-American Commission on Education (CIE), contributing to strengthening the collaboration between both state portfolios and allowing the definition of concrete actions, particularly through the RIAL.
- In 2021, in the framework of this collaboration, the OAS: 1) launched, in conjunction with the Internet Society, a training program on internet governance, in which officials from more than 20 countries from these state portfolios participated, and 2) supported the course

development of skills for the future;

f. Training, reskilling, and public employment services to address the effects of the crisis;

(Given the similarities between topics e and f, they have been grouped under a single section in this Chart)

“Advancing towards a Regional Qualifications Framework”, under the leadership of the ILO-Cinterfor and in conjunction with the CIE and UNESCO, in which the Ministries of Labor and Education participated, as one more step toward the development of a Regional Framework.

- The WG1 virtual meeting in 2020 addressed this topic through the panel “Measures by the Ministries of Labor to protect income and promote training and re-skilling of the workforce”, where the IDB and several Ministries of Labor shared their initiatives in the framework of the pandemic.
- In 2019, the Intersectoral RIAL Workshop on “Skills for the Future” was held in Chile, with participants from the Ministries of Labor, Education, COSATE and CEATAL; representatives from academia, such as MIT and technical training institutes, and representatives of the private sector such as Google, Fundación Telefónica, among others. As a result of the Workshop, a series of recommendations were made to the governments to strengthen the development of the skills of the future.
- The IACML has given an important emphasis on the topic of youth employment. In the WG1 meeting in 2017, there was a panel on this matter with presentations from the OAS and the World Bank, and in 2016, there was a field visit to a center of the JobCorps program, one of the most recognized youth employment programs in the United States.
- The Inter-Sectoral Workshop on Youth Employment: Articulation between Education and Labor, held in 2016 in Brazil, brought together officials from Ministries of Labor and Ministries of Education to analyze the strategies that they develop to improve youth employment, including actions to improve education and training systems, the school-to-work transition, employment services and labor market information systems. The Workshop also had the participation of the ILO, OECD, OAS, World Bank, MANPOWER, COSATE, CEATAL, the Inter-American University Organization (OUI) and youth representatives. The conclusions are included in a RIAL-OAS publication.
- The RIAL-OAS developed the publication “The Articulation between Education and Labor in the Americas”, which contains articles from international organizations, country experiences, and perspectives of key social actors, as well as a recount of the lessons learned and policy recommendations identified in the aforementioned Workshop. The publication was distributed at the XX IACML.

Mandates:

Dec-XXI IACML:

- We will continue improving the interaction and coordination between labor, education and training. In this regard, we celebrate the dialogue and cooperation that we have sustained since the XVIII IACML with the Ministries of Education within the framework of the OAS, and we will continue to promote, through active public policies, the coordination between professional training and formal education systems placing special emphasis on: technical and professional training; lifelong learning and reskilling; harmonization between training supply and labor demand; greater access to connectivity and affordability of digital technologies; the development of foundational and transferable skills including digital and socio-emotional skills relevant to changes in the world of work; the development, in accordance with national circumstances of each member state, of national and regional qualification frameworks, and the promotion of entrepreneurship (18)
- We will promote the adaptation, integration, and strengthening of our public employment services to respond to the challenges posed by the pandemic and to the requirements that the transformations of the world of work present to us. According to our national realities, we will continue working to expand employment services, particularly for those in situations of greater vulnerability, by providing them with relevant job guidance, support for job transition, and counseling programs. (19)
- We will advance strategies aimed at promoting youth employment; at reducing unemployment and precarious youth employment; at facilitating school-to-work transition and providing technical and vocational education and training opportunities for this age group,

especially for those who are in situation of greater vulnerability due to various intersectionalities, including young women, youth with disabilities, migrants, indigenous youth, as well as youth who are involuntarily not in employment, education or training. (20) *Common mandate with topic “d”*

PA-XXI IACML:

- In coordination with other institutions, improve professional training, upskilling and reskilling for people to transition into new economic sectors considering the decrease in employment in some sectors due to technological change, climate change, and the effects of the pandemic. This action will entail: improving the quality, relevance and inclusion of training, where appropriate; strengthen, update, and expand competency certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training; among others. (7c) *Common mandate with topic “a”*
- Deepen the exchange of information, knowledge, and experiences on the identification and development of skills for the future, emphasizing on foundational and transferable skills, including digital and socio-emotional skills. Strengthen youth employment strategies as well as training for the most vulnerable populations with this approach on skills for the future. (7,d) *Common mandate with topic “d”*
- Continue strengthening dialogue and cooperation among Ministries of Labor, Ministries of Education and Professional Training Institutions through the IACML and the Inter-American Committee on Education (CIE), with the aim of achieving better coordination between education, training, and employment policies. (7,e)
- Encourage ILO-CINTERFOR, OAS and UNESCO to continue working jointly in the development of a Regional Qualifications Framework at the level of the Americas to guide the design and implementation of national qualification frameworks. (7,g)

Dec-XX IACML:

- We encourage integrated policies and programs and we will work to deepen intersectoral collaboration between ministries of labor, ministries of education, training institutions, and social partners to strengthen our education and training systems, in particular technical and vocational education; generate and preserve full and productive employment and decent work; and promote sustained, inclusive economic growth. (8) *Also a mandate on topic “d”*
- We will place special emphasis on meeting the new challenges of the future of work in the face of the fourth industrial revolution, and on addressing them with multiple actions, such as incorporating them into the design of modern and relevant curricula and training trajectories in education and training systems. We also assume the need to approach the business world with this new conception of work, in order to ensure for youth a successful entrance into the labor market. We acknowledge the trends and developments in this digital age where traditional approaches to work are being reshaped. We recognize that these developments give rise to new challenges and we shall strive to equip our workforce, particularly our youth, our less-skilled workers, and those workers displaced by new developments, with the technical and socio-emotional skills needed to meet the new and emerging realities of the world of work. These changes require social dialogue and proactive policies to guarantee benefits for all. (10) *Also a mandate in topic “a”*
- We will strengthen our technical and vocational education and training (TVET) systems, as we recognize the vital role they play in facilitating access to decent, dignified, and quality employment opportunities, particularly among youth and adult job seekers, as well as in diversifying the workforce, especially in areas where there may be significant opportunity for growth and development. Recognizing that social dialogue is the fundamental instrument for carrying out strategic and permanent partnerships, we call on relevant stakeholders, particularly our private sector, to engage in mutually beneficial, smart partnerships with our training institutions and employment promotion programs. (11) *Common mandate with topic “n”*.

- We call for long-term, multi-faceted approaches to strengthen our public employment services, as we agree that modernized, well-equipped employment services resourced with appropriately trained personnel are a critical element in our labor market strategies. We will continue to promote a range of available services and will strive to ensure that the best orientation and employment programs, coaching, counseling and employment services information are available to students, job seekers, employers, and other stakeholders seeking to enter or re-enter the world of work, in particular those social groups that are most vulnerable in the labor market. We will ensure that information and career guidance are tailored to today’s modern and dynamic work environment and growing economic sectors (14)
- We affirm our responsibility to create an enabling environment in which young persons can find or create decent and productive jobs. Conscious of the call for action on youth employment adopted by member states at the International Labour Conference in 2012 and SDG 8, we are resolute in our commitment to take effective action in reducing youth unemployment through the development and strengthening of specific policies geared towards this objective. We recognize that this can contribute to preventing social problems associated with the lack of social mobility and the perpetuation of intergenerational inequities. (15)

PA-XIX IACML:

- Strengthen labor market information systems and better equip them to produce labor market forecasts and anticipate changes in the skills and competencies required by the productive sectors in each country. In addition, make effective use of those information systems to collaborate in the definition of national strategies and policies on education and technical and vocational training, and align labor supply and demand with the skills and qualifications needed to face the challenges of the fourth industrial revolution. (7.b) *Also a mandate of topic “g”*
- Strengthen and update technical and vocational education and training (TVET) systems, skills certification systems, and public employment services. Improve the responsiveness of training institutions and employment services to changes in prevailing conditions; this includes strengthening and updating the training supply, serving the needs of adult workers who need retraining, increasing the flexibility of teaching methods, expanding online and modular training, and improving training in socioemotional skills, favoring social dialogue and tripartite participation.(7c)
- Design, execute, and evaluate youth employment programs and strategies within a broad, coordinated framework of policies, covering training, professional guidance, advice, promotion adult workers of entrepreneurship, labor practices, and hiring incentives, in accordance with the specific demands of each country. (7.e)

Dec-XIX IACML:

- We reiterate our commitment to the strengthening of education and continuing training systems to better prepare the workforce, particularly young people, in accordance with the sustained, sustainable and inclusive development needs of our countries, and the demand of the productive sectors. Toward that end, in order to facilitate the transition from school to work, we will encourage the development and implementation of integrated public policies that promote collaboration between the economic sectors and institutions of training and education, as well as cooperation with the ministries involved, primarily by strengthening our coordinated work with the Ministries of Education, and with employers’ and workers’ organizations. We will continue developing policies to promote access for young people and other vulnerable people to the labor market with full respect for their labor rights (12)
- We will continue, with the participation of social actors, to promote ongoing technical vocational education and training, with special emphasis on the current and projected productive development needs of each country. Particular attention will be given to the

	<p>development of skills related to technological advances and the use of innovative tools, in order to improve labor market access for our workforce. Such measures will help to improve productivity and competitiveness in our economies (13)</p> <ul style="list-style-type: none"> - We will strengthen public employment services, given their fundamental role in bringing together jobseekers and those offering employment as well as their function of equipping jobseekers with tools, providing guidance on training opportunities, and promoting the acquisition of the new skills required by the labor market (15) <p>PA-XIX IACML:</p> <ul style="list-style-type: none"> - Deepen intersectoral collaboration between Ministries of Labor and Ministries of Education in order to strengthen education and continuing training systems to better prepare the workforce, particularly young people, in accordance with the sustained, sustainable and inclusive development needs of our countries and the demand of the productive sectors, paying special attention to vulnerable populations. (6,f) <i>Also a mandate in topic “d”</i> - Strengthen public employment services and professional training systems. That entails integrating the services and programs they offer and adapting them to the needs of beneficiaries, achieving greater coverage and greater linkages with the productive sector, establishing performance-based management, and making them more autonomous, decentralized, and stronger in terms of their institutional capacity. (6.g) - Propose solutions and develop greater efforts to achieve a better match between, on the one hand, the contents of the training and skills of the workforce, and on the other, the needs of the productive sector. These efforts should include tools that anticipate demands for training, such as labor market observatories and prospective sector studies, as well as social dialogue platforms such as sectoral councils and spaces for tripartite discussions and decisions. (6,i) <i>Also a mandate on topic “g”.</i> <p>Dec- VII Summit: To strengthen specific public policies and programs for young people with a view to striving to halve by 2025 the number of young people neither studying nor working, through ongoing technical and vocational education and training, promotion of scholarships and academic mobility, and by fostering human talent through new pedagogies influenced by the arts, innovation and entrepreneurship to help enable them to successfully transition from school to the work place (2)</p> <p>Mandate-VI Summit: To develop and strengthen, as appropriate, strategies and policies on youth employment, as well as to promote technical and vocational education and training opportunities in order to improve and increase the entry of young people into the labor market, the quality and stability of their jobs, as well as their social protection. (16, Chapter: Poverty, Inequality and Inequity)</p>
<p>g. Labor market information systems and prospective analysis for the identification of emerging and dynamic sectors for employment creation;</p>	<p><u>Background</u></p> <ul style="list-style-type: none"> - During the virtual meetings of the WGs in 2020, in the context of the pandemic, the need for better labor market information systems was emphasized to establish better strategies for labor inclusion of vulnerable populations, gender equality and to adequately respond to phenomena such as teleworking, and work on digital platforms. - This topic has been addressed in RIAL events (Workshops on Skills of the Future, Gender, Occupational health and safety, Employment services and Labor migration). <p><u>Mandates:</u></p> <p>PA-XXI IACML: In coordination with other institutions, strengthen and enhance the updating of labor market information systems to have reliable and timely information on the current and future needs of the labor market, as well as provide timely figures on the dynamics of the labor market with the objective of enhancing the use of data for the formulation of public policies, and provide feedback to the education and professional training strategies based on this information. Improve the capacity of information systems to generate analysis and prospective</p>

	<p>studies, use traditional and non-traditional information sources (take advantage of big data technologies), identify skills gaps and emerging sectors, and anticipate changes in the skills and competences required by the productive sector. (7,f)</p> <p>Dec-XX IACML: We reaffirm our commitment to further developing modern labor market information systems that provide vital information for policy makers, the business sector, the education and professional training sector, and job-seekers and employers. We recognize that with quality, accurate, and timely information, we will be better placed to monitor labor-related trends and developments, in order to design and evaluate public policies that promote the creation and preservation of full and productive employment and decent work. (13)</p> <p>PA-XX IACML: Strengthen labor market information systems and better equip them to produce labor market forecasts and anticipate changes in the skills and competencies required by the productive sectors in each country. In addition, make effective use of those information systems to collaborate in the definition of national strategies and policies on education and technical and vocational training, and align labor supply and demand with the skills and qualifications needed to face the challenges of the fourth industrial revolution. (7.b) <i>Also a mandate of topic “f”</i></p> <p>Dec-XIX IACML: We underscore the importance of career guidance to facilitate education and training choices and improve access to the labor market. Accordingly, we will collaborate with relevant institutions, especially the Ministries of Education. To that end, we will strengthen labor market observatories and labor market information systems, so they can provide up-to-date information on labor supply and demand, on education and training programs at all levels, as well as on the needs of the productive sectors (16)</p> <p>PA-XIX IACML: Propose solutions and develop greater efforts to achieve a better match between, on the one hand, the contents of the training and skills of the workforce, and on the other, the needs of the productive sector. These efforts should include tools that anticipate demands for training, such as labor market observatories and prospective sector studies, as well as social dialogue platforms such as sectoral councils and spaces for tripartite discussions and decisions. (6,i) <i>Also a mandate on topic “f”.</i></p>
<p>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;</p>	<p>Background:</p> <ul style="list-style-type: none"> – This topic has gained relevance in recent years in the framework of the IACML and has been dealt with in conjunction with other issues, especially social dialogue. – The OAS General Assembly approved the “Inter-American Business Charter” in 2021, which includes provisions related to this topic. The Technical Secretariat, COSATE and CEATAL were able to provide inputs during the negotiation of the Charter among the Member States. <p>Mandates:</p> <p>Dec-XXI IACML: We will redouble our efforts for an inclusive, sustainable, and resilient recovery, the promotion of enabling environments for entrepreneurship, and the creation and development of sustainable enterprises, providing special attention to the promotion of micro and small enterprises, cooperatives and social economy enterprises. We recognize the important contribution of the actors of the world of work in economic growth, poverty reduction, sustainable development, social inclusion, decent work, and employment formalization. (10)</p> <p>PA-XXI IACML: Contribute to the design and implementation of policies for a productive recovery that promote the creation and development of sustainable enterprises, providing special attention to the promotion of micro and small enterprises, cooperatives and enterprises of the social economy. Enhance regional integration and decent work in value chains (7,h)</p> <p>Dec-XX IACML: We are committed to policies that promote and facilitate the development of productive, competitive, and sustainable enterprises, including micro, small, and medium-sized enterprises and other production units, as we recognize their contribution to employment generation, economic growth, and social inclusion. We agree to work towards the creation and maintenance of an enabling</p>

	<p>environment for the establishment and growth of sustainable enterprises, and we commit to strengthening programs aimed at reducing informality and providing technical assistance in the financial, social, and environmental aspects of business. (17)</p> <p>PA-XX IACML: Strengthen programs aimed at the provision of technical assistance in the financial, social, and environmental aspects of business to promote the creation and development of sustainable enterprises, including micro, small, and medium-sized enterprises and other production units. (7.i)</p> <p>Dec-XIX IACML: We recognize that sustainable enterprises, as defined in resolution on the Promotion of Sustainable Enterprises, adopted at the 96th International Labor Conference, and particularly micro, small and medium-sized enterprises constitute a strategic force to facilitate entrance into the labor-market and the creation of formal jobs, ensuring compliance with workers’ labor rights. We will therefore continue to pursue, in collaboration with other relevant institutions, initiatives and strategies to encourage entrepreneurship, particularly among young people, together with integrated public policies to foster the creation of sustainable enterprises, such as micro, small and medium-sized enterprises, and other of production units, including self-managed enterprises (17).</p>
<p>i. Transition from the informal to the formal economy</p>	<p><u>Background:</u></p> <ul style="list-style-type: none"> – This topic has been a priority for the IACML, especially considering the latent risk that informality will increase after the pandemic. It has been a cross-cutting theme in the meetings of the WGs and RIAL Workshops as part of discussions on policy articulation, employment generation and social protection, among others. – The first RIAL Workshop dedicated to this subject was held in Barbados in 2014, titled “Social Dialogue for Formalization”, with the objective of exchanging information and identifying actions to take at the national and hemispheric level to promote formalization. It included presentations by ILO/FORLAC, OAS, experiences from the United States, Colombia, Paraguay, Brazil, Barbados and Argentina, and perspectives from COSATE and CEATAL. It concluded with a document of lessons and recommendations. <p><u>Mandates:</u></p> <p>Dec-XXI IACML: Thus, we will continue developing active policies and human-centered strategies aimed at promoting the creation and formalization of employment, reducing informality and labor precarization, and guided by the ideals of social justice, equity, full and productive employment and decent work, and sustainable development (8)</p> <p>Dec-XX IACML: We are committed to the promotion of policies, programs, and approaches that protect the rights of workers in formal and informal economies, recognizing that the informal economy is heterogeneous and must be addressed with multifaceted, intersectoral, and tripartite approaches, taking into account ILO Recommendation No. 204 concerning the Transition from the Informal to the Formal Economy. Further, we highlight the continuing emergence of various nonstandard forms of employment that may present challenges to decent work, and the need for building normative frameworks and good practices that are compatible with respect for and promotion of the labor rights of workers in the Hemisphere. (32)</p> <p>Dec-XIX IACML: We highlight the need to address precarious work and will pay special attention to reducing the levels of unregistered work and to the gradual formalization of the informal economy in compliance with labor standards, recognizing that it is a heterogeneous phenomenon among the countries of the Hemisphere and within each one of them, while taking into consideration Recommendation 204 of the ILO concerning the Transition from the Informal to the Formal Economy, adopted at the 104th session of the International Labor Conference of the ILO (20).</p> <p>PA-XIX IACML: Define and promote new and innovative methods to address the phenomenon of informality and follow up on the various recommendations found in Recommendation 204 of the ILO on the Transition from the Informal to the Formal Economy as well as in the Inter-</p>

	<p>American Network for Labor Administration (RIAL) Workshop "Social Dialogue for Formalization". We highlight the continuous need to address the situations of workers engaged in precarious work. (6.j)</p> <p>Mandate-VI Summit: To promote the gradual formalization of the informal economy, recognizing its heterogeneous and multidimensional nature, through policies such as registration and information systems to facilitate formalization and access to credit, social protection mechanisms, improvement of occupational health and safety, strengthening of labor inspection, and effective enforcement of labor laws. (13, Chapter: Poverty, Inequality and Inequity)</p>
<p>j. Gender equality and gender mainstreaming in labor and employment policies; and</p>	<p>Background:</p> <ul style="list-style-type: none"> – In the period between the XX and XXI IACML (2017-2021), the IACML made more progress on this matter than in any other period of the Conference. Some of the actions carried out were: <ol style="list-style-type: none"> 1) Three hemispheric dialogues among Gender Units, resulting in the analysis and exchange of information on the challenges faced by women, increased by the pandemic, and the formulation of recommendations for a telework policy with a gender focus, among others. 2) Development of a Manual or “ABC” for Gender Units in the Ministries of Labor to support the creation and operation of said units. 3) Development and launch of the Virtual Course on Gender Violence at Work, available on the Educational Portal of the Americas and whose contents were prepared with the Inter-American Commission of Women (CIM). The Spanish version began at the end of 2021 with the participation of officials from 16 countries. The English version will be released in the first quarter of 2022. 4) Development and publication of the study “The Institutionalization of the Gender Approach in the Ministries of Labor: Balance of a Decade”, carried out in 2020 and 2021 and presented to the XXI IACML. – In addition, in previous years, the RIAL, in alliance with the CIM and the ILO, carried out hemispheric and subregional workshops, bilateral cooperation, Participatory Gender Audits in three Ministries, and studies to continue strengthening the incorporation of the gender approach in labor administrations. <p>Mandates:</p> <p>Dec-XXI IACML:</p> <ul style="list-style-type: none"> – We recognize that COVID-19 has disproportionately affected women. For this reason, we will place special emphasis on promoting policies that aim to achieve gender equality through women's labor force participation, achieving non-discrimination and the elimination of violence and harassment. We will focus on promoting co-responsibility and an equitable and fair distribution of household tasks and on developing and formalizing the care economy, as we work to achieve pay equity and promote equal opportunities in all labor spheres. In this regard, we celebrate efforts made by the IACML and the Inter-American Network for Labor Administration (RIAL), in partnership with the Inter-American Commission of Women (CIM), to advance gender mainstreaming and institutionalization in our Ministries of Labor. We commit to continue promoting and deepening gender mainstreaming in labor and employment programs and policies, and ministerial structures. (12) <p>PA-XXI IACML:</p> <ul style="list-style-type: none"> – Continue deepening the institutionalization of gender in the Ministries of Labor as a means to achieve gender equality. This involves institutional strengthening of gender units; bolstering the relationship with the mechanisms for the advancement of women; and

	<p>continuing to deepen training and cooperation among Ministries in this regard through the Inter-American Network for Labor Administration (RIAL) and in partnership with the Inter-American Commission of Women (CIM). (7,i)</p> <ul style="list-style-type: none"> - Promote full participation of women in the labor market and productive activities including eliminate barriers to their effective participation such as unequal distribution of caregiving responsibilities, discrimination, violence, and harassment in the workplace. Promote the incorporation of a gender approach in telework and work from home regulations and promote shared caregiving responsibilities to achieve recovery with equality. (7,j) <i>Common mandate with topic “k”</i> <p>Dec-XX IACML:</p> <ul style="list-style-type: none"> - We pledge to reinforce policies and programs, as well as to promote the updating of our legal frameworks to allow for an effective reduction in the disparities that exist between men and women in the world of work, eradicate discrimination, harassment, and violence based on gender or sexual orientation, and lead to a better balance between family and work responsibilities. We will continue to work towards mainstreaming a gender perspective into employment and labor policies, as well as into our ministries’ operations and structures. (23) - We recall the “Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-discrimination within a Decent Work Framework,” presented at the XV IACML in Port of Spain in 2007, which spearheaded the work of RIAL on gender equality in the world of work, with the support of the Inter-American Commission of Women (CIM). We agree to review those guidelines and update them, as needed. (24) <p>PA-XX IACML: Continue to promote gender mainstreaming in labor and employment policies and programs, as well as in the operation of the ministries of labor and the actions of the IACML. In that context, review and update the “Strategic Guidelines of the XV IACML for Advancing Gender Equality and Non-discrimination within a Decent Work Framework,” presented at the XV IACML in Port of Spain in 2007, and to explore actions for strengthening the work of the IACML in that area with the support of the Inter-American Commission of Women (CIM). (7.h)</p> <p>Dec-XIX IACML: We will strengthen policies and programs that ensure substantive equality between men and women in the world of work. We reiterate our commitment to gender mainstreaming in labor and employment policies, eradicating discrimination, harassment and violence based on gender or sexual orientation, and striking a balance between family and professional responsibilities (19). <i>Also a mandate for topic “d”</i></p>
<p>k. Combat violence and harassment in the world of work</p>	<p><u>Background:</u></p> <ul style="list-style-type: none"> - In November 2021, officials from 16 Ministries of Labor from Spanish-speaking countries in the region began a Virtual Course on Gender Violence at Work, which was developed by the RIAL in partnership with the CIM and the Educational Portal of the Americas. The objective of this course being to provide officials from all areas of the Ministries of Labor with tools and knowledge to learn how to identify, combat and eradicate gender-based violence at work. <p><u>Mandates:</u></p> <p>PA-XXI IACML: Promote full participation of women in the labor market and productive activities including eliminate barriers to their effective participation such as unequal distribution of caregiving responsibilities, discrimination, violence, and harassment in the workplace. Promote the incorporation of a gender approach in telework and work from home regulations and promote shared caregiving responsibilities to achieve recovery with equality. (7,j) <i>Common mandate with topic “j”</i></p>
<p>TOPICS FOR WORKING GROUP 2</p>	

<p>I. 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</p>	<p><u>Background:</u></p> <ul style="list-style-type: none"> - This is a new topic for the IACML, as it mentioned strengthening to deal with the effects of the pandemic. However, the institutional strengthening of the Ministries of Labor is the main objective of the RIAL, created by the IACML in 2005. All of the RIAL’s actions have aimed at improving the human and institutional capacities of the Ministries and, to that end, this network will continue to be a means to strengthen the Ministries in the current circumstances. <p><u>Mandates:</u></p> <p>Dec-XXI IACML:</p> <ul style="list-style-type: none"> - We recognize the central role that Ministries of Labor play, jointly with the institutions in charge of education, health and economic policies, to address the effects of the crisis as well as the challenges and opportunities posed by the future of work. We will continue strengthening their institutional and human capacities, and we acknowledge that cooperation and exchange of knowledge and experiences, as well as monitoring and evaluation mechanisms, are essential in this effort. For this reason, we will continue to strengthen and actively participate in the Inter-American Network for Labor Administration (RIAL), as the IACML's cooperation arm. (23) <i>Common mandate with topics “a” and “v”</i> - We reaffirm our commitment to continue strengthening the role of our Ministries in reviewing, formulating, implementing, monitoring, and evaluating employment and labor public policies; as well as in enforcing labor laws and advancing effective observance of fundamental principles and rights at work. We also agree on the urgent need to strengthen labor inspection due to the increase in job precariousness and informality levels caused by the pandemic and the new forms of work. (24) <i>Common mandate with topic “m”</i> <p>PA-XXI IACML: Promote the process of digital transformation of the Ministries of Labor and continue deepening the efforts made to digitize their services as an promote the process of digital transformations of the ministries of labor to improve service axis of institutional strengthening that facilitates better service to workers, workers' and employers' organizations, and the general public (9,i)</p>
<p>m. Strengthening enforcement of labor legislation and regulations, and effective exercise of fundamental principles and rights at work;</p> <p><i>(This topic includes labor inspection)</i></p>	<p><u>Background:</u></p> <ul style="list-style-type: none"> - Between 2018 and 2021, several RIAL cooperations were carried out on this topic, including strengthening inspection and alternative conflict resolution. - In December 2018, the Workshop “Strategies to improve compliance with labor legislation” was held in Costa Rica, where 18 Ministries, COSATE and CEATAL shared their experiences and challenges in this area. The Workshop resulted in a document of recommendations, many of them focused on strengthening labor inspection and taking advantage of new technologies. - In almost all the WG2 meetings, this topic has been discussed with presentations from Ministries, COSATE, CEATAL, and the ILO. The emphasis has been on sharing experiences in labor inspection, although experiences of dissemination of information and awareness have also been considered. <p><u>Mandates:</u></p> <p>Dec-XXI IACML: We reaffirm our commitment to continue strengthening the role of our Ministries in reviewing, formulating, implementing, monitoring, and evaluating employment and labor public policies; as well as in enforcing labor laws and advancing effective observance of fundamental principles and rights at work. We also agree on the urgent need to strengthen labor inspection due to the increase in job precariousness and informality levels caused by the pandemic and the new forms of work. (24) <i>Common mandate with topic “l”</i></p> <p>PA-XXI IACML:</p>

- Develop and maintain communication and coordination mechanisms that continue to address the most pressing labor issues, such as occupational safety and health, labor inspection, and labor migration. (9,c) *Common mandate with topics “p” and “t”*
- Strengthen labor inspection as one of the central institutions for safeguarding the health and safety of workers and guaranteeing compliance with labor legislation in both urban and rural areas. Provide the appropriate training and resources to inspectors, including technological tools to facilitate and increase the effectiveness of their work, including the ability to reach the most vulnerable populations. Employ a preventive approach for labor law enforcement, through information campaigns and innovative strategies. (9,d)
- Continue to develop and promote alternative labor dispute resolution mechanisms, especially labor mediation and conciliation, as effective methods to avoid and/or resolve conflicts, achieve compliance with labor legislation, ensure respect for workers' and employers' rights, discourage recidivism of labor infractions, and prevent judicial backlogs. (9,e)

Dec-XX IACML: We are committed to strengthening our systems of labor inspection and administration, ensuring independence and professionalism in their operations as we strive towards the effective enforcement of our national labor laws and the promotion of international labor standards. We recognize that effective enforcement must go beyond labor inspection, and therefore we will reinforce strategies to promote a culture of compliance through cooperation and collaboration, as well as programs of sensitization, education and promotion of labor rights. At the same time, it is necessary to maintain and strengthen processes for sanctions in cases of noncompliance with existing laws (25)

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- Strengthen labor inspection in both urban and rural areas, incorporating innovative approaches to expand the scope of inspections carried out on an ex officio basis or following the presentation of a complaint, such as by using technology to conduct inspections remotely or to identify workplaces according to their potential risk of noncompliance in order to target preventive inspections; and providing labor inspectors with the training and resources needed for them to perform their duties effectively, along with the modernization of process management systems. (9.a)
- Ensure that sanctions or fines imposed for labor rights violations are effectively and efficiently enforced to guarantee their deterrent effect. (9.b)
- Develop and implement appropriate strategies to guarantee workers the effective exercise of their labor rights, for example through timely access to justice, prompt investigations, and restitution of their rights. (9.d)
- Combine efforts with other government bodies, such as ministries of agriculture, mining, infrastructure, and others, and work in coordination with them to achieve greater compliance with labor laws and effective protection of workers' rights. (9.f)
- Exchange experiences and continue technical cooperation through RIAL on innovative approaches to ensure compliance with labor laws and effective observance of fundamental principles and rights at work, with particular emphasis on strategies that aim to protect the rights of groups that face the greatest challenges at work. (9.h) *Also a mandate of topic “d”.*

Dec-XIX IACML: We will strengthen supervisory and inspection functions in our Ministries of Labor, in order to ensure enforcement of labor legislation that protect the rights of migrant workers. We will also pursue the professionalization of labor inspectors, using available resources (29).

PA-XIX IACML: Complement labor inspection with other mechanisms to promote the enforcement of labor laws, including raising awareness among the community so it can play an active role in generating decent and dignified work; and training workers and employers on their labor rights and responsibilities (8.a)

n. Strengthening of institutionalized social dialogue for the achievement of more just, equitable, and resilient societies;

Background:

- This issue has been a priority and a cross-cutting issue in the activities of the IACML and the RIAL. In addition, the OAS has strengthened social dialogue by opening a dialogue space for workers and employers with governments in the framework of the OAS General Assemblies and the Summits of the Americas.
- Within the framework of the XXI IACML, a plenary session was held for the first time with the direct participation of the members of COSATE and CEATAL.
- During the virtual meeting of WG2 in 2020, the panel “Social Dialogue in the response to COVID-19” was held where the Ministries of Labor, COSATE and CEATAL shared the role that social dialogue mechanisms had in formulating policies in response to the crisis, as well as the main challenges faced by workers and employers in this period.

The RIAL has carried out two specific workshops and a virtual seminar on the subject:

- The webinar “Social Dialogue with Results” held in March 2019, where the social actors and the government of Castilla y León, Spain, shared with the OAS Member States their experiences to achieve a fruitful social dialogue.
- The RIAL Workshop “Social Dialogue for Formalization” held in Barbados in 2014, which emphasized the importance of social dialogue in achieving the transition from the informal economy to the formal economy and;
- The Workshop on “Social Dialogue and Social Cohesion” held in April 2008 in Montevideo, where the characteristics and challenges of different social dialogue mechanisms in the region were discussed, such as Advisory Committees, Employment Councils, Economic and Social Forums, among others. The conclusions of the Workshop were presented at the WG2 meeting in 2009.

Mandates:

Dec-XXI IACML:

- We will deepen regional cooperation and coordination among Ministries of Labor, the actors of the world of work and civil society organizations, to answer to the challenges brought about by the crisis and achieve recovery with full and productive employment and decent work for all (11) *Common mandate with topic “v”*
- We recognize that social dialogue is now more important and urgent than ever in the search for consensus and solutions that allow for a sustainable economic recovery and aim to build a new and better world of work with social justice and sustainable development. We will promote, strengthen, and expand inclusive, open, transparent, and intergenerational social dialogue.(21)
- We consider that broad and participatory social dialogue is an important instrument to strengthen labor institutions and promote the effective realizations of fundamental principles and rights at work. It also constitutes a primary mechanism for generating trust between governments and social actors of the world of work; reaching fair, equitable, and lasting agreements; prevent and resolve conflicts; encourage responsible business conduct and strengthen sustainable enterprises. Therefore, we support and promote institutionalized social dialogue at both domestic and regional levels for building a new and better world of work.(22)
- We will analyze, with the contribution of tripartite social dialogue, the development, design, and implementation of appropriate regulations that address the opportunities and challenges of existing and new forms of work, such as work on digital platforms, telework, work from home, and alternating between the workplace and remote work. We will promote regional cooperation in this matter, as well as in other areas related to the future of work and sustainable enterprises.(25) *Common mandate with topics “a” and “b”*

PA-XXI IACML:

- Promote all forms of participative social dialogue, in particular, intersectoral and institutionalized social dialogue to address work on digital platforms, telework and work from home, in order to analyze and implement, as needed, mechanisms, legislation, and policies to advance equity and decent work, and promote the respect of rights and responsibilities of workers and employers. Generate greater knowledge, information, and statistics on these phenomena, with the aim of having informed and evidence-based policymaking. (7,b) *Common mandate with topic “b”*
- Strengthen mechanisms to facilitate institutionalized social dialogue in policy formulation for creating a fairer, more equitable, and resilient world of work. (9,a)
- Develop and implement, with the contribution of social dialogue, strategies that reinforce occupational safety and health and promote a preventive approach that includes awareness and education campaigns. (9,b) *Common mandate with topic “t”*

Dec-XX IACML:

- We will strengthen our technical and vocational education and training (TVET) systems, as we recognize the vital role they play in facilitating access to decent, dignified, and quality employment opportunities, particularly among youth and adult job seekers, as well as in diversifying the workforce, especially in areas where there may be significant opportunity for growth and development. Recognizing that social dialogue is the fundamental instrument for carrying out strategic and permanent partnerships, we call on relevant stakeholders, particularly our private sector, to engage in mutually beneficial, smart partnerships with our training institutions and employment promotion programs. (11) *Also a mandate of topic “f”*.
- We recognize social dialogue as a fundamental mechanism for preventing and resolving labor issues and reaching agreements among social partners at the enterprise, sectorial, and national levels. We commit to fostering open and inclusive institutional mechanisms and forums for social dialogue, with the purpose of building just and equitable societies. (21)

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- Further the study and analysis of the impact on the world of work of the sharing economy and the progress of the fourth industrial revolution. In particular, facilitate spaces for social dialogue to consider those issues and develop policy recommendations. (7.a) *Also a mandate of topic “a”*.

Dec-XIX IACML: With the utmost conviction, we will continue to promote social dialogue, which we recognize as a preminent tool for forging more just and equitable societies. We intend to strengthen inclusive, open, and transparent institutional fora for social dialogue at all levels and that have an effective leadership role in the process of formulating public policies. We will promote the implementation of the conclusions on the Recurrent Discussion on Social Dialogue, adopted at the 102nd Session of the International Labor Conference (9)

PA-XIX IACML:

- Establish institutionalized social dialogue and collective bargaining spaces that enable ongoing interaction of governments, workers and employers with a view to formulating policies, settling disputes and making joint decisions on key issues of national, regional and hemispheric agendas (8.b) *Also a mandate of topic “o”*
- Support and expand mechanisms for social dialogue at the national, regional and hemispheric levels, and promote efforts for the effective recognition of the right to collective bargaining and freedom of association. (8.c) *Also a mandate of topic “o”*.

<p>o. Freedom of association and collective bargaining;</p>	<p><u>Background:</u></p> <ul style="list-style-type: none"> – The panel “Social dialogue for labor stability through freedom of association, collective bargaining and sustainable enterprises with decent work” was held during the WG1 Meeting in 2014, which included presentations by COSATE, CEATAL, Bolivia and Costa Rica. – The RIAL Seminar “Freedom of Association, collective bargaining and sustainable development in a context of economic crisis: Preservation of citizenship” was held in Washington, D.C. in 2012, where relevant aspects related to the topic were identified, initiatives and positive experiences were exchanged by governments, workers and employers to make more effective public policies and programs designed to promote freedom of association and collective bargaining, and more consistent knowledge with respect to challenges, possibilities and promotion strategies was obtained. <p><u>Mandates:</u></p> <p>PA-XXI IACML: Strengthening respect, in the law and in practice, of the right to organize, freedom of association of workers and employers, and collective bargaining. Exchange good practices and positive experiences to overcome the challenges that the region faces in this matter, through the RIAL.(9, k)</p> <p>Dec-XX IACML: We recognize the universal principles and rights of freedom of association and collective bargaining for both workers and employers as key to addressing, <i>inter alia</i>, the challenges of decent working conditions, including fair wages, reasonable working hours, and safe working conditions. We reaffirm our commitment to promoting and protecting the functioning of appropriate and effective mechanisms through which respect for these principles and rights are guaranteed, taking into consideration the ILO fundamental conventions and the 1998 ILO Declaration on Fundamental Principles and Rights at Work. (20)</p> <p>PA-XX IACML: Protect workers’ and employers’ fundamental rights to freedom of association and collective bargaining, for example by establishing measures to eliminate unfair and improper practices that affect trade-union autonomy and independence that may cause imbalances in labor relations. (9.c)</p> <p>Dec-XIX IACML: We recognize collective bargaining as an essential tool for advancing agreements between workers and employers on issues of importance in the world of work, and we reaffirm the importance of promoting freedom of association of workers and employers, as well as the rights that guarantee its application (10)</p> <p>PA-XIX IACML:</p> <ul style="list-style-type: none"> – Develop initiatives so that employers and workers may effectively exercise the right to freedom of association in accordance with the ILO Declaration on Fundamental Principles and Rights at Work (6,d) – Establish institutionalized social dialogue and collective bargaining spaces that enable ongoing interaction of governments, workers and employers with a view to formulating policies, settling disputes and making joint decisions on key issues of national, regional and hemispheric agendas (8,b) <i>Also a mandate of topic “n”.</i> – Support and expand mechanisms for social dialogue at the national, regional and hemispheric levels, and promote efforts for the effective recognition of the right to collective bargaining and freedom of association. (8,c) <i>Also a mandate of topic “n”.</i>
<p>p. Regular, safe, and orderly labor mobility</p>	<p><u>Background:</u></p>

- The WG2 meeting in Quito in 2019 included the panel “Regular, Safe and Orderly Labor Mobility”, which features presentations from the IOM, ILO and OAS, and interventions from the Ministries of Labor, COSATE and CEATAL. In this panel, the latest statistics of the migratory phenomenon in the region were outlined and resulted in a series of recommendations for the governments of the region.
- The RIAL Workshop “Labor Migration: Contributions from the Ministries of Labor of the Americas”, held in 2017 in Costa Rica and co-organized by the OAS, ILO and IOM, which brought together directors or persons responsible for migration in the Ministries of Labor to analyze experiences in two areas in which they have direct responsibility: 1) labor market information systems and their contribution to achieving comprehensive migration policies and, 2) the protection of labor rights of migrant workers. Policy recommendations were identified.
- The Workshop “Migrant Workers: Protection of their labor rights and labor market programs”, in Ottawa, Canada, in November 2006, as an activity of the RIAL. Some recommendations were made at the Workshop, which were approved by the Working Groups in May 2007. These include identifying and analyzing valuable experiences in managing migration at the national and regional levels and following up on international and regional meetings and initiatives on the topic.

Mandates:

Dec-XXI IACML: We reaffirm that all migrants, regardless of their immigration status, should be accorded the full protection of human rights and the full observance of labor laws applicable to them, including the principles and labor rights embodied in the ILO Declaration on Fundamental Principles and Rights at Work. Thus, we commit to continue our efforts to achieve comprehensive labor migration policies (27)

PA-XXI IACML:

- Develop and maintain communication and coordination mechanisms that continue to address the most pressing labor issues, such as occupational safety and health, labor inspection, and labor migration. (9,c) *Common mandate with topics “m” and “t”*
- Ensure, in conjunction with migration and consular authorities, and workers' and employers' organizations, compliance with the human and labor rights of migrant workers in the region through providing information on their labor rights, conducting and strengthening labor inspections, including targeted inspections, and campaigns focused on combating discrimination and xenophobia. Continue the development of programs aimed at the labor inclusion of migrant workers. (9,h)

Dec-XX IACML:

- We believe that in an increasingly competitive environment and in the face of growing labor mobility, there is a vital need for workers to attain certification that can be recognized locally, regionally, and internationally. Therefore, we will continue to strengthen our local and national skills certification systems and empower workers who have acquired their skill sets through their education, job training, and experience with every opportunity to demonstrate them and obtain their appropriate certification. We will also promote more regional and international cooperation so that skills certifications are accepted across national borders. (12)
- We reaffirm the importance of protecting the human and labor rights of migrants, regardless of their migratory status and of the full observance of applicable labor laws and international standards. We will continue to work towards developing appropriate programs and strategies that protect the labor rights of migrant workers, inform them of their rights and responsibilities, and contribute to the effective management of labor migration and the prevention and elimination of trafficking in persons and forced labor, in order to ensure safe, orderly, and regular migration. We recognize the rights and responsibilities of States to manage and control their borders, and we will undertake to collaborate with counterpart agencies at the national and hemispheric levels, as well as with workers' and employers' organizations and civil society, recognizing the crosscutting dimensions of this phenomenon. (26)

PA-XX IACML:

- Develop and implement appropriate strategies to guarantee workers the effective exercise of their labor rights, for example through timely access to justice, prompt investigations, and restitution of their rights. (9.d)
- Continue developing strategies for education, awareness-raising, and cooperation regarding labor rights and obligations, including through the use of social media and the promotion of those subjects in school study programs. (9.e)
- Exchange experiences and continue technical cooperation through RIAL on innovative approaches to ensure compliance with labor laws and effective observance of fundamental principles and rights at work, with particular emphasis on strategies that aim to protect the rights of groups that face the greatest challenges at work. (9.h) *Also a mandate of topics "d" and "m"*
- Continue working toward comprehensive approaches to labor migration, involving actions by ministries of labor, immigration authorities, social security institutions, and workers' and employers' organizations. Continue involving workers, employers, and migrants themselves in the governance of migration; overseeing the protection of migrant workers' rights at all stages in the migration cycle; improving labor market information systems that can feed into the definition of migration policy; and bolstering the ability of labor inspection to address migrant workers. (9,j)

Dec-XIX IACML:

- We recognize the importance of fostering inclusive labor markets, of promoting the protection of human and labor rights of migrants, regardless of their immigration status, and fostering cooperation and exchanges regarding the functioning of labor markets between those countries that send migrant workers and those that receive them (6)
- We reiterate our commitment to encourage efforts to develop, in a tripartite manner, national qualification and certification systems based on skills standards, consistent with national law and practices, trying to make them equivalent among Member States of the OAS; in order to also facilitate labor mobility (14)
- We will promote public policies in the Americas to eliminate all forms of worker exploitation, including sexual exploitation, human trafficking, slavery and child labor, with a comprehensive approach that ensures support to workers, children and adolescents, including migrant workers (25)
- We recognize the important contributions made by migrant workers to the economic, social and cultural development of both the countries of origin as well as the countries of destination. We will therefore continue to promote the adoption of labor migration policies and the implementation of campaigns and programs that inform such workers of fundamental rights at work and applicable labor laws, as well as of the mechanisms available to them for asserting those rights, regardless of their immigration status, as well as on the rights they have at their places of origin during the recruitment process. For this, we will continue to request the assistance of international organizations, especially that of the ILO (27)
- Aware that some migrant workers are accompanied by their families, we will promote the development of joint mechanisms with other institutions, and in accordance with national legislation of each state, for safe, regular and orderly labor mobility, previously agreed on by our countries, based on existing successful models and good practices, in accordance with the realities of our nations. We also encourage the development of data and information on labor migration to further enhance evidence-based policy making (28).

PA-XIX IACML: Promote the exchange of information on policies and programs aimed at promoting fair recruitment and improving coherence among migration, employment and labor policies in areas such as skills recognition, job matching, portability of social security (6,h)

	<p>Dec VII Summit: To strengthen dialogue processes at the national, subregional, and hemispheric levels to discuss comprehensive migration policies. In that framework, to recognize the pivotal role of work, decent employment, and fair remuneration, as well as the importance of adopting measures, policies, and programs to facilitate orderly and regular labor migration flows and the regularization of migrants, and to promote labor mobility programs, in accordance with each country's laws and in a framework of unfettered respect for the human rights of migrant workers and their families, especially underscoring the importance of family reunification and promoting conditions for decent and dignified work (2)</p>
<p>q. Prevention and eradication of child labor</p>	<p>Background:</p> <ul style="list-style-type: none"> – Within the framework of 2021 as the International Year for the Eradication of Child Labor, the RIAL, in alliance with the ILO and the Regional Initiative: Latin America and the Caribbean Free of Child Labor, carried out three bilateral cooperation activities alluding to this issue, specifically on the Network of Companies against Child Labor, Seal of Good Practices in Child Labor and strategies to eradicate child labor in the sugar cane sector. In cooperations of the years 2019 and 2018 this issue was also addressed. – The 2019 WG2 meeting in Quito included the panel “Prevention and Eradication of Child Labor”, with presentations from the ILO and Ministries of Labor, who shared both the updated overview towards the eradication of this practice in the region, as well as the efforts advanced by the Ministries. – At the WG1 meeting in 2017, the panel "Child labor and social protection" was included with presentations from ILO, UNICEF, Argentina, and Paraguay. In WG1 in 2014 the subject was also analyzed. – The RIAL Hemispheric Workshop against Child Labor, “Moving towards better horizons for children and adolescents in the Americas,” was held in February 2013 in Costa Rica, where best practices and successful experiences were exchanged and lessons learned were identified toward preventing and eradicating child labor and its worst forms among the countries of the region. The foremost result of the event was the development of the document of Recommendations of the Americas for the III Global Conference on Child Labor held in Brazil in October 2013. The recommendations were raised at the III GCCL and guided discussions on how to overcome challenges and reinforce the accomplishment of goals proposed in the Road Map adopted at the II GCCL in The Hague in 2010. <p>Mandates:</p> <p>Dec-XXI IACML: We join in commemorating 2021 as the International Year for the Elimination of Child Labor, and we will take measures aimed at eliminating child labor, as well as forced labor, and promote education and integrated social assistance policies, in order to achieve the social inclusion of children and adolescents.(26) <i>Common mandate with topic “r”</i></p> <p>PA-XXI IACML: In coordination with other relevant Ministries and institutions and state and local authorities, continue to develop and strengthen programs and strategies to eliminate child labor. Continue to foster and strengthen dialogue and implementation of programs, in coordination with the private sector and workers', employers', and civil society organizations to guarantee value chains free of child labor and to provide accurate qualitative and quantitative information on the prevalence or risk of child labor. Periodically update the lists of hazardous occupations for children. Promote programs to strengthen the skills and labor market participation of parents of children engaged in or at risk of engaging in child labor. (9,g) <i>Common mandate with topic “r”</i></p> <p>Dec-XX IACML: We will continue to take and support actions and measures to fulfill our governments' international commitment, reaffirmed in Target 8.7 of the 2030 Agenda for Sustainable Development, to end child labor in all its forms by 2025. At the same time, the fulfillment of that target will contribute to progress in different aspects addressed by other SDGs, such as poverty reduction, educational improvement, promotion of gender equity, and implementation of social protection policies. We are firm in our conviction that all children and adolescents</p>

	<p>of the Americas should have access to quality education as the foundation of their development. We reaffirm our support for the Latin America and the Caribbean Free of Child Labour Regional Initiative, its cooperative actions, and the partnerships it has generated. (28)</p> <p>PA-XX IACML: Step up government efforts to eradicate child labor by 2025, in accordance with Target 8.7 of the 2030 Agenda for Sustainable Development, particularly through integrated and coordinated policies with different ministries, comprehensive social protection systems, and interventions that focus not only on children and adolescents, but also on their family and community environments. Support the implementation of the initiatives that resulted from the Fourth Global Conference on the Sustained Eradication of Child Labour, held in Buenos Aires in November 2017, and continue supporting the Latin America and the Caribbean Free of Child Labour Regional Initiative. (9,i)</p> <p>Dec-XIX IACML: We reiterate our commitment to eradicating child labor, which remains a grave scourge in our Hemisphere. Thus, we note the progress and exchanges made under the Regional Initiative Latin America and the Caribbean Free of Child Labour, established in the Declaration of Brasilia signed during the Third Global Conference on Child Labor, and we express our commitment to participate actively at the Fourth Global Conference on Child Labor, to be held in Argentina in 2017 (26)</p> <p>PA-XIX IACML: Improve data collection and improve monitoring of compliance of the Regional Initiative Latin American and the Caribbean Free of Child Labor, signed in Lima, Peru, in 2014 and enforcement of laws preventing child labor. Support the development of social protection policies and support mechanisms for children and their families, strengthening institutional capacities and raising awareness among all stakeholders (8,d)</p> <p>Dec – VI Summit: Protecting children from economic exploitation and from any tasks that may interfere with their education and integral development, according to the principle of the effective abolition of child labor, which is contained in the ILO Declaration on Fundamental Principles and Rights at Work (1998); as well as preventing and eradicating the worst forms of child labor according to Convention 182 of the ILO (1999) (1.b)</p>
<p>r. Elimination of all forms of forced and compulsory labor</p>	<p>Background:</p> <ul style="list-style-type: none"> – The IACML/RIAL has not carried out direct actions on this topic. <p>Mandates:</p> <p>Dec-XXI IACML: We join in commemorating 2021 as the International Year for the Elimination of Child Labor, and we will take measures aimed at eliminating child labor, as well as forced labor, and promote education and integrated social assistance policies, in order to achieve the social inclusion of children and adolescents (26) <i>Common mandate with topic “q”</i></p>
<p>s. Universal social protection for an inclusive, sustainable and resilient recovery;</p> <p><i>(Includes social security)</i></p>	<p>Background:</p> <ul style="list-style-type: none"> – The virtual meeting of WG2 in 2020 included the panel “Social Protection against COVID-19”, with presentations from the ILO, OISS and Labor Ministries. The main focus of this panel was to share the efforts made in the context of the pandemic to expand the coverage and services of social protection systems. – The study “Analysis of Bilateral and Multilateral Social Security Agreements as They Relate to Pensions” was presented during the XIX IACML. It was developed by the OAS and the Inter American Conference on Social Security (CISS), by mandate of the IACML. The study analyzes the implementation of the agreements, the causes that influence it, and provides recommendations for the design of an Inter-American agreement of this nature, if the countries decide to do so. The study has important information not only on Social Security, but also on migration.

- Between 2015 and 2017, the CISS, in partnership with the OAS, developed an information base on bilateral and multilateral social security agreements, in compliance with the mandate of the Cancun Declaration (XIX IACML in 2015). This initiative was presented at the WG1 and Preparatory meeting of the XX IACML in 2017.
- In 2010 and 2014, the RIAL, in partnership with the Inter-American Social Protection Network (RIPSO), held two workshops (in Rio de Janeiro and Mexico City, respectively) that gathered authorities from Ministries of Labor, Social Development and Social Security Institutions to analyze and identify lessons on intersectoral coordination between social protection and employment.

Mandates:

Dec-XXI IACML: In coordination with relevant institutions, we will seek to strengthen our social protection systems, their soundness, fiscal solvency, sustainability and taking into account the principles of solidarity, progressive realization, social inclusion and non-discrimination in the world of work, and take steps towards: achieving universal, adequate and sustainable social protection (9)

PA-XXI IACML: In coordination with relevant institutions, accelerate and deepen the efforts made during the pandemic to increase both contributory and non-contributory social protection coverage and move towards universal social protection, as defined by the ILO, recognizing that it is an integral strategy to combat inequality and build fairer, more equitable, and resilient societies. (9,f)

Dec-XX IACML: We strive to engage in efforts in analysis and policy design in order to ensure the sustainability and coverage of social security systems within our areas of responsibility and consistent with national laws and resources. We shall redouble our efforts to extend coverage to all sectors for which particular challenges may be presented and we undertake to encourage the development of national social security systems that are built on the principles of solidarity, sustainability, inclusiveness, universality, equality, and transparency based on national conditions. We will continue our efforts on analysis and design of mechanisms that facilitate the recognition of nominal pension contributions and pension rights across countries, in accordance with national laws, available resources, and financial viability. (22)

PA-XX IACML:

- Rethink social security systems, expand their coverage, and facilitate access to them for traditionally excluded groups, for those engaged in the sharing economy, and for those who work remotely. To that end, continue working on the analysis and design of mechanisms that facilitate recognition of social security contributions, in accordance with national legislation, available resources, and financial viability. (9,l)
- Strengthen the work of the IACML and Inter-American Conference on Social Security (CISS) and, in addition to updating the database on bilateral and multilateral social security agreements, bring closer together ministries of labor and social security institutions to jointly promote social security policies, and identify and promote mechanisms to facilitate the operation of those agreements, in line with the recommendations of the study “Analysis of Bilateral and Multilateral Social Security Agreements as They Relate to Pensions,” presented at the XIX IACML. (9,m)

Dec-XIX IACML:

- We regard social protection and strategies for employment formalization as tools for boosting employment and social equity. Accordingly, we will encourage the implementation of social protection floors, as minimum standards and commensurate with the situation in each country. We will promote solid, comprehensive, and financially sustainable social protection systems. (21)
- We reiterate our conviction regarding the need to strengthen and expand the coverage of social security systems, ensuring, within our areas of responsibility and consistent with national law, their efficiency and transparency by means of effective policies that take into account the principles of universality and solidarity, enable the sustainability of those systems, and foster justice, equity and social

	<p>inclusion, irrespective of the management model adopted. We will combine efforts on the analysis and design of mechanisms to facilitate the recognition of nominal pension contributions and pension rights, according to national legislation and as appropriate (22)</p> <p>PA-XIX IACML:</p> <ul style="list-style-type: none"> - Promote the exchange of information on policies and programs aimed at promoting fair recruitment and improving coherence among migration, employment and labor policies in areas such as skills recognition, job matching, portability of social security and social protection and labor law administration and inspection. (6,h) <i>Common mandate with topic “k”</i> - Continue the dialogue and cooperation between Ministries of Labor, Ministries of Social Development and other relevant institutions on comprehensive social protection systems and their linkages to employment, in order to achieve greater coordination between social protection strategies and productive development and job creation strategies (8,e) - Continue to combine efforts on the analysis and design of mechanisms to facilitate the recognition of nominal pension contributions and pension rights, according to national legislation and as appropriate. With that in mind and considering the study “Analysis of Bilateral and Multilateral Social Security Agreements as they relate to Pensions” presented during this Conference, we request that the Technical Secretariat and the Inter-American Conference on Social Security (CISS) develop a database with the agreements signed to date, and we will continue stimulating the discussion and identifying concrete actions on this subject with social security institutions and other relevant institutions (8.f) <p>Dec-VI Summit: To deepen inter-American cooperation in the area of development and social protection with a view to strengthening human and institutional capacity-building efforts, and generating a skilled workforce, with a gender perspective and giving attention to vulnerable groups (6)</p>
<p>t. Occupational safety and health;</p> <p>u. Address workplace health and safety arising from the Covid-19 crisis</p> <p><i>(Topics t and u, given their close similarity, have been grouped under one section of this Chart)</i></p>	<p>Background:</p> <ul style="list-style-type: none"> - This topic has been a constant theme in the IACML at least in the last 15 years and has been addressed in multiple meetings of the Working Groups and in RIAL technical workshops, always with the presence and technical advice of the Pan-American Health Organization (PAHO). As a product of the pandemic, the issue has gained great relevance. - The 2020 WG2 virtual meeting included the panel “Occupational Health and Safety: Intersectoral Coordination and Labor Inspection”, where the efforts of the Ministries of Labor to address the health and safety of workers in the context of the pandemic were addressed. The panel included the participation of PAHO, Ministries of Labor, COSATE and CEATAL. - Two RIAL Workshops on the subject have been carried out: 1) In October 2008, in Cuzco, Peru, focused on OHS systems, schemes to prevent and control occupational hazards and HIV/AIDS in the workplace, 2) in May 2006, in San Salvador, where subjects on OHS management systems, Information systems on OHS and HIV in the workplace were discussed. These events were organized jointly with PAHO and ILO. Prior to the creation of the RIAL a workshop on this topic was organized by OAS and PAHO in April 2004 in San Salvador. <p>Mandates:</p> <p>Dec-XXI IACML: We acknowledge that, in facing the pandemic and safeguarding workers' and employers' health, we have worked more closely with Ministries of Health, and we commit to continue our efforts to strengthen our inter-institutional coordination. Within these efforts, we will work towards: updating guidance, protocols and regulations related to health emergencies; developing measures to promote mental health in the workplace; while promoting safety and health at work from a preventive approach, in accordance with the World Health Organization (WHO) guidelines (17) <i>Common mandate with topic “c”</i></p>

PA-XXI IACML:

- Develop and implement, with the contribution of social dialogue, strategies that reinforce occupational safety and health and promote a preventive approach that includes awareness and education campaigns. (9,b) *Common mandate with topic "n"*
- Develop and maintain communication and coordination mechanisms that continue to address the most pressing labor issues, such as occupational safety and health, labor inspection, and labor migration. (9,c) *Common mandate with topics "m" and "p"*

Dec-XX IACML:

- We believe that health is a fundamental element for the workforce that may significantly impact workers' and enterprises' productivity. We recognize the need to continue working in coordination with the ministries of health to contribute to the development of workers' health policies that seek to promote wellbeing and healthy lifestyles and reduce absenteeism due to occupational diseases and injuries. (9)
- We will continue to work towards having healthier and safer workplaces, as well as to reducing and preventing occupational injuries and illnesses. We will collaborate with employers and workers to develop strategies that promote a culture of risk prevention in the workplace and to continuously improve occupational health and safety standards and practices. We will work to strengthen our inspection systems, engage in multisectoral and interagency collaboration, and adopt integrated approaches to occupational health and safety that include environmental and health policies, among others, to protect workers' health and wellbeing. (29)
- We reaffirm our commitment to support strategies of the ministries of health and corresponding authorities that will reduce the incidence of, and discrimination related to, HIV and AIDS, substance abuse and addiction, and the growing impact of chronic non-communicable diseases such as cancer, diabetes, hypertension, and mental health disorders on workers and the workplace. We recognize the important role that workplaces can play in this regard through workplace wellness programs. We agree to promote such approaches as we work for the wellbeing of the workforce. (30)

PA-XX IACML: Promote cooperation on occupational health and safety and wellbeing in order to identify, address and, where possible, prevent threats to workers' health and safety, including to their mental health, such as psychosocial risks and stress at work. For the fulfillment of this objective, social dialogue and training for workers and enterprises will be promoted. (9.g)

Dec-XIX IACML: We will encourage strategies, with the participation of social actors, to continuously improve occupational health and safety in order to promote a culture of risk prevention in the workplace.¹ We also encourage updating health and safety regulations and strengthening labor inspection to promote compliance, and foster safe and healthy workplace environments for the protection of workers' health and wellbeing (23)

PA-XIX IACML:

- Reinforce multi-sectoral and interagency collaboration in preventing occupational injuries and illnesses and complying with international and regional standards, and to strengthen legislation, education and awareness in all sectors regarding occupational health and safety. (8,g)
- Promote safe workplaces as a shared responsibility of governments, employers and workers, develop comprehensive regulatory frameworks, improve information and monitoring systems, assess the magnitude and impacts of occupational injuries and illnesses on the economy and society, and collaborate with agencies in the prevention noncommunicable of to address issues of noncommunicable diseases (8,h)

v. Strengthening the Inter-American Network for Labor Administration (RIAL).

Background

- The RIAL was created by the Ministries of Labor of the Americas after the XIV IACML in 2005 with the purpose of strengthening the institutional and human capacities of the Ministries of Labor through cooperation. Until January 2022, 24 hemispheric workshops and two virtual hemispheric dialogues have been organized, 120 bilateral cooperation activities have been implemented, and technical studies have been made, among other results. The RIAL has benefited more than 1200 officers of all the Ministries of Labor in the region. All IACMLs after 2005 have reinforced the RIAL and established a growing commitment from Ministries with this mechanism, as it can be seen in the “Mandates” section below. The impacts of the RIAL have been collected in a publication for its 10th Anniversary in 2015, as well as a video presented at the XXI IACML in 2021.
- At the WG2 meeting in 2010, the Ministries of Labor decided to create the “Voluntary Contributions Fund” to guarantee the financial sustainability of the RIAL. Between 2006 and 2010 most of the activities were funded by the Government of Canada.
- The planning of RIAL activities and their outcomes are discussed in the Working Group meetings and IACML. Its priority areas and activities are decided during the IACML Planning Meeting every two or three years.
- In the Planning Meetings which follow every conference, the authorities have made important decisions on the functioning of the RIAL. In the 2007 and 2009 meetings they elaborated and revised its “Operation Guide”. At the February 2012 meeting the authorities began to decide on the use of the recourses received in the Voluntary Contributions Fund.

Mandates:

Since the XV IACML in 2007, the Declarations and Plans of Action have given specific mandates to the RIAL. Only those from the XXI IACML in 2021 are included here.

Dec-XXI IACML:

- We will deepen regional cooperation and coordination among Ministries of Labor, the actors of the world of work and civil society organizations, to answer to the challenges brought about by the crisis and achieve recovery with full and productive employment and decent work for all (11). *Common mandate with topic “n”*
- We recognize the central role that Ministries of Labor play, jointly with the institutions in charge of education, health and economic policies, to address the effects of the crisis as well as the challenges and opportunities posed by the future of work. We will continue strengthening their institutional and human capacities, and we acknowledge that cooperation and exchange of knowledge and experiences, as well as monitoring and evaluation mechanisms, are essential in this effort. For this reason, we will continue to strengthen and actively participate in the Inter-American Network for Labor Administration (RIAL), as the IACML's cooperation arm. (23) *Common mandate with topics “a” and “l”*

PA-XXI IACML:

- Continue strengthening the Inter-American Network for Labor Administration (RIAL) as a vehicle to strengthen the human and institutional capacities of the Ministries of Labor and contribute to the recovery process and the construction of a new and better world of work (9,j)
- In relation to the Inter-American Network for Labor Administration (RIAL), the IACML determines (14):
 - i. To renew its full support and commitment to the RIAL, recognizing that, since it was created at the XIV IACML in 2005, it has achieved significant results in strengthening the institutional and human capacities of the ministries of labor in the region.

	<ul style="list-style-type: none">ii. To promote the financial sustainability of the RIAL and encourage the ministries of labor to make contributions to its Voluntary Contribution Fund, in accordance with its guidelines and subject to national capacities.iii. To celebrate the RIAL's rapid response to the pandemic through the publication of the Portfolio of Responses from Ministries of Labor to COVID-19 and the Repository of Guides and Protocols for deconfinement and return to work; as well as the undertaking of virtual bilateral cooperation activities, hemispheric dialogues and training activities, including the Course on gender-based violence at work, through the Educational Portal of the Americas.iv. To instruct the Technical Secretariat to continue coordinating the activities of the RIAL, in accordance with the priorities defined by the IACML, while working for the broader participation of its members as well as COSATE and CEATAL. It will also explore possible additional sources of funding for its operations. <ul style="list-style-type: none">- The RIAL will pursue the following actions (15) :<ul style="list-style-type: none">- Include new programs and ensure the ongoing update of the Portfolio of Programs, which includes initiatives on all areas of labor administration.- Select, coordinate, follow up and evaluate the impact of technical bilateral cooperation activities;- Continue expanding the use of information and communications technologies in its cooperation activities, including webinars, on-line discussion forums and videoconferencing, to maximize the use of resources;- Organize technical workshops that complement the WG meetings in further analyzing specific priority areas, in partnership with other organizations; and- Continue to publish periodically the RIAL newsletters and update its web page.- The Ministries of Labor agree to make efforts to promote the effective operation of the RIAL, including designating focal points to serve as links between each ministry and the Network; making technical contributions; providing regular information to the Technical Secretariat on their operations, authorities, important developments and programs; and the continued participation of their officials in RIAL activities. (16)
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