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Inter-American Council for Integral Development
(CIDI)



**PREPARATORY MEETING FOR THE
TWENTY-FIRST INTER-AMERICAN CONFERENCE
OF MINISTERS OF LABOR (IACML)**
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VIRTUAL

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COMPILATION OF COMMENTS TO THE DRAFT DECLARATION OF BUENOS AIRES
RECEIVED THROUGH THE VIRTUAL FORUM^{1/}

Note from the Technical Secretariat – The following delegations submitted comments through the Virtual Forum: Barbados, Brazil, Canada, Colombia, Costa Rica, Ecuador, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Saint Vincent and the Grenadines, Trinidad and Tobago, United States, and Uruguay; as well as COSATE y CEATAL. All comments or edits made to paragraphs in the Declaration are included below; general comments are incorporated at the end of this document.

“BUILDING A MORE RESILIENT WORLD OF WORK WITH SUSTAINABLE
DEVELOPMENT, DIGNIFIED EMPLOYMENT AND SOCIAL INCLUSION”

**TRINIDAD AND TOBAGO, UNITED STATES: BUILDING A MORE RESILIENT
WORLD OF WORK WITH SUSTAINABLE DEVELOPMENT, ~~DIGNIFIED EMPLOYMENT~~
DECENT WORK AND SOCIAL INCLUSION”**

**CEATAL: “BUILDING A MORE RESILIENT WORLD OF WORK WITH SUSTAINABLE
DEVELOPMENT, **PRODUCTIVE EMPLOYMENT AND DECENT WORK** ~~DIGNIFIED
EMPLOYMENT~~ AND SOCIAL INCLUSION”**

1. We, the Ministers and Heads of Delegation participating in the XXI Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States (OAS), have met in the City of Buenos Aires, Argentina, on September 22, 23 and 24, 2021, to take steps towards the construction of a more resilient world of work with sustainable development, dignified employment and social inclusion, which have become urgent needs for the region following the health, social and economic consequences of COVID-19.

BRAZIL: *Comment: BRAZIL thinks there must be a way to make sure the meeting was held virtually, and not in person.*

TRINIDAD AND TOBAGO: We, the Ministers and Heads of Delegation participating in the XXI Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States (OAS), have met in the City of Buenos Aires, Argentina, on September 22, 23 and 24, 2021,

1. The Virtual Forum of the Inter-American Conference of Ministers of Labor (IACML) was open to receive comments to the draft Declaration and Plan of Action of Buenos Aires between May 3 and June 30, 2021.

to take steps towards ~~the constructing~~ **creating** a more **human-centered and** resilient world of work ~~with~~ **based on** sustainable development, dignified employment and social inclusion, which have become urgent needs for the region following the health, social, and economic consequences of **the COVID-19 pandemic**.

URUGUAY: We, the Ministers and Heads of Delegation participating in the XXI Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States (OAS), have met in the City of Buenos Aires, Argentina, on September 22, 23 and 24, 2021, to take steps towards the construction of a more **fair and efficient** ~~resilient~~ world of work with sustainable development, dignified employment and social inclusion, which have become urgent needs for the region following the health, social and economic consequences of COVID-19.

UNITED STATES: We, the Ministers and Heads of Delegation participating in the XXI Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States (OAS), **convened** ~~have met~~ in the City of Buenos Aires, Argentina, on September 22, 23 and 24, 2021, to **discuss the impacts of the COVID-19 pandemic and measures to build** ~~take steps towards the construction of~~ a more resilient, **inclusive, and sustainable future** world of work ~~with sustainable development, dignified employment and social inclusion, which have become urgent needs for~~ **in** the region. ~~following the health, social and economic consequences of COVID-19.~~
Comment: Edits for conciseness and focus on labor and employment issues

CEATAL: We, the Ministers and Heads of Delegation participating in the XXI Inter-American Conference of Ministers of Labor (IACML) of the Organization of American States (OAS), have met in the City of Buenos Aires, Argentina, on September 22, 23 and 24, 2021, to take steps towards the construction of a more resilient world of work with sustainable development, **productive and decent work** ~~dignified employment~~ and social inclusion, which have become urgent needs for the region following the health, social and economic consequences of COVID-19.

2. We reaffirm our strong commitment to promoting and respecting the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well as the principles of regional solidarity and cooperation; equity; decent employment and wages; limited hours of work; social protection floor; human rights and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American Democratic Charter; the Social Charter of the Americas; the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO Centennial Declaration for the Future of Work.

BARBADOS: We reaffirm our strong commitment to promoting and respecting the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well as the principles of regional solidarity and cooperation; equity; decent employment and wages; ~~limited hours of~~ **regulation of working time**; social protection floor; human rights and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American

Democratic Charter; the Social Charter of the Americas; the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO Centennial Declaration for the Future of Work.

COSTA RICA: We reaffirm our strong commitment to promoting and respecting the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well as the principles of regional solidarity and cooperation; equity; decent employment and wages; limited hours of work; social protection floor; human rights and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American Democratic Charter; the Social Charter of the Americas; **the American Declaration on the Rights of Indigenous Peoples;** the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO Centennial Declaration for the Future of Work- **and the Resolution on a global call to action for a human-centered recovery from COVID-19 crisis that is inclusive, sustainable, and resilient.**

ECUADOR: We reaffirm our strong commitment to promoting and respecting the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well as the principles of regional solidarity and cooperation; equity; decent employment and wages; limited hours of work; social protection floor; human rights and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American Democratic Charter; the Social Charter of the Americas; the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO Centennial Declaration for the Future of Work- **and its human-centered approach; as well as the global call for a human-centered action on the crisis caused by COVID-19, adopted at the 109th International Labor Conference.**

HONDURAS: *Comment on “limited hours of work”: Is it assumed as the maximum legal working day?*

MEXICO: We reaffirm our strong commitment to promoting and respecting the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well as the principles of regional solidarity and cooperation; equity; decent employment and wages; ~~limited hours of~~ **fair** working day; social protection floor; human rights and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American Democratic Charter; the Social Charter of the Americas; the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO Centennial Declaration for the Future of Work.

NICARAGUA: We reaffirm our strong commitment to promoting and respecting the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well

as the principles of regional solidarity and cooperation; equity; decent employment and wages; limited hours of work; social protection floor; human rights; **strengthening of tripartism in labor relations as a means to achieve and maintain social peace** and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American Democratic Charter; the Social Charter of the Americas; the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO Centennial Declaration for the Future of Work.

TRINIDAD AND TOBAGO: We reaffirm our strong commitment to promoting and respecting the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well as the principles of regional solidarity and cooperation; equity; decent employment and wages; limited hours of work; social protection floor; human rights and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American Democratic Charter; the Social Charter of the Americas; the **International Labour Organization (ILO) Declaration** ~~of the International Labor Organization (ILO)~~ on Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO **Centenary** ~~and~~ Declaration for the Future of Work.

URUGUAY: We reaffirm our strong commitment to promoting and respecting the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well as the principles of regional solidarity and cooperation; equity; decent employment and wages; limited hours of work; social protection floor; human rights and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American Democratic Charter; the Social Charter of the Americas; **the Constitution of the International Labour Organization**, the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO Centennial Declaration for the Future of Work.

UNITED STATES: We **emphasize the importance of decent work for COVID-19 response and recovery, and** reaffirm our strong commitment to **advance its four pillars: promoting employment; developing and enhancing social protection measures; promoting social dialogue and tripartism; and respecting,** promoting, and ~~respecting~~ **realizing** the fundamental principles and rights at work.² ~~freedom of association and the effective recognition of the right to collective bargaining; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well as the principles of regional solidarity and cooperation; equity; decent employment and wages; limited hours of work; social protection floor; human rights and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American Democratic Charter; the Social Charter of the Americas; the Declaration of the International Labor Organization (ILO) on~~

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Which comprise freedom of association and the effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labor, effective abolition of child labor, and elimination of discrimination in respect of employment and occupation.

~~Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO Centennial Declaration for the Future of Work.~~

Comment: Edits for conciseness and clarity

CEATAL: We reaffirm our strong commitment to promoting and respecting the fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining **free and voluntary** ; elimination of all forms of forced or compulsory labor; effective abolition of child labor; and elimination of discrimination in respect of employment and occupation; as well as the principles of regional solidarity and cooperation; equity; **productive** employment and **decent** wages; limited hours of work; social protection floor; human rights and social inclusion enshrined in the Charter of the Organization of American States; the Inter-American Democratic Charter; the Social Charter of the Americas; the Declaration of the International Labor Organization (ILO) on Fundamental Principles and Rights at Work; the ILO Declaration on Social Justice for a Fair Globalization; and the ILO Centennial Declaration for the Future of Work.

3. We underscore our commitment to the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs) as a framework for designing and implementing human-centered public policies aimed at achieving social and economic recovery of our countries after the COVID-19 pandemic. We emphasize in particular Goal 8 regarding the promotion of inclusive and sustainable economic growth and decent employment and work, as we understand that achieving decent work is essential to fight inequality and eradicate poverty. In this same sense, and considering that the impact of the COVID-19 crisis was greater among the most vulnerable sectors of our societies, as well as among women, we understand that observance of Goals 5, 10 and 1 is essential in this context as they refer to gender equality, the reduction of inequality and the end of poverty, respectively.

BARBADOS: We underscore We emphasize in particular Goal 8 regarding the promotion of inclusive and sustainable economic growth, ~~and decent employment and work~~ **full and productive employment and decent work for all**, as we understand that achieving decent work is essential to fight inequality and eradicate poverty. In this same sense, and considering that the impact of the COVID-19 crisis was greater among the most vulnerable sectors of our societies, **including the youth** as well as among women, we understand that observance of Goals 5, 10 and 1 is essential in this context as they refer to gender equality, the reduction of inequality and the end of poverty, respectively.

ECUADOR: *Comment: It is recommended to emphasize only in the Sustainable Development Goal No. 5 corresponding to achieving equality between genders and empower all women and girls.*

MEXICO: We underscore In this same sense and considering that the impact of the COVID-19 crisis was greater among the most vulnerable sectors of our societies, ~~as well as among~~ **them** women, we understand that observance of Goals 5, 10 and 1 is essential in this context as they refer to gender equality, the reduction of inequality and the end of poverty, respectively.

PANAMA: We underscore We emphasize in particular Goal 8 regarding the promotion of inclusive and sustainable economic growth, ~~and~~ decent employment and work, as we understand that achieving decent work is essential to fight inequality and eradicate poverty. In this same sense...

PARAGUAY: We underscore our commitment to the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs) as a framework for designing and implementing human-centered public policies aimed at achieving social and economic recovery of our countries after the COVID-19 pandemic. We emphasize in particular Goal 8 regarding the promotion of inclusive and sustainable economic growth and decent employment and work **for all**. ~~as we understand that~~ **this objective urge us to achieving inclusive and sustained economic growth, creating decent work for all, if possible, with better living standards, maintaining the achievements made, accelerating the implementation of pending measures, seeking economic resilience, as this pandemic has caused a historic recession with the record level of unemployment and shortages creating humanitarian crises in the poorest countries . Therefore, to Goal 8 that concerns us are added 1: End to Poverty, 2: Zero hunger, 5: Gender Equality and Empowerment of Women and 10: Reduce inequality within and among countries. Our strategic policies must eliminate the causes of unemployment, and the social exclusion of the population groups, which determine a high vulnerability to diseases, ignorance and other disasters that prevent a decent life, directly linked to social inequality that undermines social coercion, increasing political and social tension driving instability and conflict.** ~~is essential to fight inequality and eradicate poverty. In this same sense and considering that the impact of the COVID-19 crisis was greater among the most vulnerable sectors of our societies, as well as among women, we understand that observance of Goals 5, 10 and 1 is essential in this context as they refer to gender equality, the reduction of inequality and the end of poverty, respectively.~~

TRINIDAD AND TOBAGO: We underscore our commitment to the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs) as a framework for designing and implementing human-centered public policies aimed at achieving social and economic recovery of our countries ~~after~~ **from** the COVID-19 pandemic. We emphasize in particular Goal 8 regarding the promotion of **sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all** ~~and decent employment and work~~ as we understand that achieving decent work is essential to fight inequality and eradicate poverty. **In a similar vein** ~~this same sense and~~ considering that the impact of the COVID-19 crisis was greater among the most vulnerable sectors of our societies, as well as among women, we understand that observance of Goals 5, 10 and 1 is essential in this context as they refer to gender equality, the reduction of inequality and the end of poverty, respectively.

URUGUAY: We underscore In this same sense, and considering that the impact of the COVID-19 crisis was greater among the most vulnerable sectors of our societies, as well as among women, we understand that observance of Goals 5, 10 and 1 is essential in this context as they refer to gender equality, the reduction of inequality and ~~the end~~ **the reduction** of poverty, respectively.

UNITED STATES: We underscore our commitment to the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs) as a framework for designing and implementing human-centered public policies aimed at achieving social and economic **equality** ~~recovery of~~ **as** our countries **recover from** ~~after~~ the COVID-19 pandemic. We emphasize ~~in particular~~ Goal 8 ~~regarding the promotion of inclusive and sustainable economic growth and decent employment and work, as we understand that~~ **recognizing that** achieving decent work is essential to ~~fight~~ **combatting** inequality, and ~~eradicating~~ **e** poverty. ~~In this same sense, and~~ **C** considering that the impact of the COVID-19 crisis was greater among the most vulnerable **and disadvantaged**

members ~~sectors~~ of our societies, as well as among women, ~~we understand that~~ observance of Goals 5, 10 and 1 is essential ~~in this context~~ as **these goals** ~~they~~ refer to gender equality, the reduction of inequality and the end of poverty, respectively.

CEATAL: We underscore We emphasize in particular Goal 8 regarding the promotion of inclusive and sustainable economic growth and **productive** employment decent and work, as we understand that achieving decent work is essential to fight inequality and eradicate poverty. In this same sense, and considering that the impact of the COVID-19 crisis was greater among the most vulnerable sectors of our societies, as well as among women, we understand that observance of Goals 5, 10 and 1 is essential in this context as they refer to gender equality, the reduction of inequality and the end of poverty, respectively.

4. We reaffirm our will to strengthen the role of Ministries of Labor, social dialogue, regional integration and cooperation processes based on solidarity and the search for consensus in the face of the new normal and the changes that have arisen in the world of work. We express our commitment to address the challenges that these pose in terms of developing the required skills: the emergence of new forms of work such as telework, working from home and working on digital platforms; social security sustainability; the promotion of sustainable enterprise and the enhancement of regional integration in value chains.

CANADA: *Comment(on the concept of “new normal”): While Canada understands that this is a commonly used term to refer to these times of post-Covid-19, Canada would seek clarification on the use of this term in the context of this Declaration, or perhaps include quotation marks, i.e. “new normal”.*

GUATEMALA: We reaffirm our will to strengthen the role of Ministries of Labor, social dialogue, regional integration and cooperation processes based on solidarity and the search for consensus in the face ~~of the new normal and~~ the changes that have arisen in the world of work. We express our commitment

Comment on “New normal”: It is suggested to refer to changes in the world of work, which already imply a different normality. Not only could it be redundant, but to date it is still not known exactly what that normality will be.

HONDURAS: We reaffirm We express our commitment to address the challenges that these pose in terms of developing the required **job** skills: the emergence of new forms of work such as telework, working from home and working on digital platforms; social security sustainability; the promotion of sustainable enterprise and the enhancement of regional integration in value chains.

MEXICO: *Comment: In Mexico, “work from home” refers to the kind of work which is usually carried out for an employer, at the worker’s home, without the immediate supervision or direction of the person providing the work. It is about the transformation of raw materials or supplies for their subsequent sale. The concept of “working from home” referred to in this paragraph is similar to the one used in Mexico. (It is considered convenient to clarify on this point)*

TRINIDAD AND TOBAGO: We reaffirm our will to strengthen the role of Ministries of Labor, social dialogue **mechanisms**, regional integration and cooperation processes based on solidarity and the search for consensus in the face of the **COVID- 19 pandemic and the resultant** new normal and the changes that have arisen in the world of work. We express our commitment to address the challenges that these pose in terms of developing the required skills **to respond to:** the

~~emergence~~ **increased thrust towards** ~~of~~ new forms of work such as telework, working from home and working on digital platforms; social security sustainability; the promotion of sustainable enterprises and the enhancement of regional integration in value chains.

UNITED STATES: We reaffirm our ~~goal will~~ to strengthen the role of ~~labor m~~ **Ministries of Labor**, social dialogue, **and** regional ~~integration and cooperation processes based on solidarity and the search for consensus in the face of the new normal and the~~ **to address** changes that have arisen in the world of work. We express our commitment to ~~address the challenges that these pose in terms of developing the required~~ **needed** skills; ~~the emergence~~ **and addressing the prominent use of existing and** ~~of new forms of work, including such as telework, working from home and working on~~ **through** digital platforms; **while promoting** social security, sustainability, ~~the promotion of sustainable enterprises, and the enhancement of~~ regional integration in value chains, **and decent work.**

Comment: We note “regional integration” is unclear and recommend deleting

Comment: What does “regional integration in value chains” mean?

5. Therefore, we, the Ministers of Labor and Heads of Delegation of OAS Member States adopt the following recommendations to serve as a frame of reference for developing labor policies to face the effects of the crisis, contribute to recovery and address the challenges brought about by changes in the world of work with dignified employment, sustainable development and social justice.

BARBADOS: Therefore, we, the Ministers of Labor and Heads of Delegation of OAS Member States adopt the following recommendations to serve as a frame of reference for developing labor policies to face the effects of the crisis, contribute to recovery and address the challenges brought about by changes in the world of work ~~with~~ **by promoting and fostering policies aimed at supporting** dignified employment, sustainable development and social justice.

PANAMA: Therefore, we, the Ministers of Labor and Heads of Delegation of OAS Member States adopt the following recommendations to serve as a frame of reference for developing labor policies to face the effects of the crisis, contribute to recovery and address the challenges brought about by changes in the world of work ~~with dignified employment, sustainable development and social justice.~~

TRINIDAD AND TOBAGO: Therefore, we, the Ministers of Labor and Heads of Delegation of OAS Member States adopt the following recommendations to serve as a frame of reference for developing labor policies to face the effects of the crisis, contribute to **sustainable** recovery, **build resilience**, and address the challenges brought about by changes in the world of work with dignified employment, sustainable development and social justice **for all.**

UNITED STATES: Therefore, we, ~~the Ministers of Labor and Heads of Delegation of OAS Member States~~ adopt the following recommendations to serve as a frame of reference for developing labor **and employment** policies **that aim to promote recovery and address** ~~face~~ the effects of the crisis, ~~contribute to recovery and address the challenges brought about by changes in the world of work~~ **through decent work** ~~with dignified employment,~~ sustainable development, and social justice.

Comment: Recommend deleting from paragraph 5 to avoid redundancy with paragraph 1.

THE CONTRIBUTION OF THE WORLD OF WORK TO POST-COVID-19 RECOVERY AND TO THE BUILDING OF MORE RESILIENT, JUST, AND EQUITABLE SOCIETIES

HONDURAS: THE CONTRIBUTION OF THE WORLD OF WORK TO POST-COVID-19 RECOVERY AND TO THE BUILDING OF MORE RESILIENT, JUST, AND **INCLUSIVE EQUITABLE** SOCIETIES

UNITED STATES: THE **IMPORTANCE** ~~CONTRIBUTION~~ OF THE WORLD OF WORK ~~TO~~ **IN** POST-COVID-19 RECOVERY AND TO THE BUILDING OF MORE RESILIENT, JUST, AND EQUITABLE SOCIETIES

CEATAL: THE CONTRIBUTION OF THE WORLD OF WORK TO POST-COVID-19 RECOVERY AND TO THE BUILDING OF MORE **SOSTENIBLES** RESILIENT, JUST, AND EQUITABLE SOCIETIES

6. We commit to amplifying our efforts to promote both employment and business recovery; fight the precariousness of work, poverty and inequality in all its dimensions; and serve populations in situations of greater vulnerability in the face of pre-existing inequalities deepening as a result of the COVID-19 pandemic and its serious impact on employment, economic activity, workers and businesses.

CANADA: We commit to amplifying our efforts to promote both employment and business recovery; fight the precariousness of work, poverty and inequality in all its dimensions; and serve populations in situations of greater vulnerability **such as women, Indigenous peoples, persons with disabilities, older persons and visible minorities** in the face of pre-existing inequalities deepening as a result of the COVID-19 pandemic and its serious impact on employment, economic activity, workers and businesses.

Comment: Canada proposes the inclusion of this language to highlight those vulnerable groups that have been particularly impacted by the pandemic crisis.

ECUADOR: We commit to amplifying our efforts to promote both employment and business recovery; fight the precariousness of work, poverty and inequality in all its dimensions; and serve populations in situations of greater vulnerability **and informality** ~~in the face of pre-existing inequalities deepening~~ as a result of the COVID-19 pandemic ~~and its serious impact on employment, economic activity, workers and businesses.~~

PANAMA: We commit to amplifying our efforts to promote both employment and business recovery; fight the precariousness of work, poverty and inequality in all its dimensions; and serve populations in situations of greater vulnerability in the face of pre-existing inequalities deepening as a result of the COVID-19 pandemic ~~and its serious impact on employment, economic activity, workers and businesses.~~

TRINIDAD AND TOBAGO: We commit to amplifying our efforts to promote both employment and business recovery; fight the precariousness of work, poverty and inequality in all its dimensions; and serve populations in situations of greater vulnerability in the face of pre-existing inequalities **which are deepening** ~~deepening~~ as a result of the COVID-19 pandemic and its

serious impact on employment, economic activity, workers and businesses **particularly in those sectors hardest hit by the pandemic.**

UNITED STATES: We commit to amplifying our efforts to promote both employment and business recovery; fight ~~the precariousness of~~ work, poverty, and inequality in all its dimensions; and serve populations in situations of greater vulnerability in the face of pre-existing inequalities **that have deepened** as a result of the COVID-19 pandemic and its serious impact on employment, economic activity, workers, and businesses.

CEATAL: We commit to amplifying our efforts to promote both employment and business recovery; fight ~~the~~ **informality** ~~precariousness of work,~~ poverty and inequality in all its dimensions; and serve populations in situations of greater vulnerability in the face of pre-existing inequalities deepening as a result of the COVID-19 pandemic and its serious impact on employment, economic activity, workers and businesses.

7. Thus, we will develop active policies and human-centered strategies guided by social justice, equity, decent work and sustainable development, and are aimed at creating and formalizing employment and reducing labor informality.

BARBADOS: Thus, we will develop active policies and human-centered strategies **which are** guided by **the ideals of** social justice, equity, decent work and sustainable development, and are aimed at creating and formalizing employment and reducing labor informality.

COSTA RICA: Thus, we will **continue** developing active policies and human-centered strategies guided by social justice, equity, decent work and sustainable development, and are aimed at creating and formalizing employment and reducing labor informality.

HONDURAS: Thus, we will develop active policies and human-centered strategies guided by social justice, equity, decent work and sustainable development, and are aimed at ~~creating~~ **generating** and formalizing employment and reducing labor informality.

MEXICO: Thus, we will develop active policies and human-centered strategies, **and will strengthen the existing ones,** guided by social justice, equity, decent work, and sustainable development, and are aimed at creating and formalizing employment, ~~and~~ reducing labor informality **and job insecurity, as well as promoting job training.**

NICARAGUA: Thus, we will develop active policies and human-centered strategies guided by social justice, equity, decent work and sustainable development, and are aimed at creating and formalizing employment and reducing labor informality, **as well as a timely address to other forms of work like entrepreneurship and self-employment.**

PANAMA: ~~Thus, we~~ We will develop human active policies and human-centered strategies, **aimed at creating and formalizing employment, and reducing labor informality,** guided by social justice, equity, decent work and sustainable development. ~~and are aimed at creating and formalizing employment and reducing labor informality.~~

TRINIDAD AND TOBAGO: Thus, we will develop active policies and human-centered strategies guided by social justice, equity, decent work and sustainable development, ~~and~~ **that are** aimed at creating and formalizing employment and reducing labor informality.

UNITED STATES: Thus, we will develop active policies and human-centered strategies guided by social justice, equity, decent work and sustainable development, and ~~are~~ aimed at creating and formalizing employment and reducing labor informality.

CEATAL: Thus, we will develop active policies and human-centered strategies guided by social justice, equity, **productive employment**, decent work and sustainable development, and are aimed at creating and formalizing **productive** employment and reducing labor informality.

8. We will strengthen and introduce substantive changes in our social security and social protection systems to guarantee their soundness, sustainability and foundation in the principles of solidarity, labor inclusion and non-discrimination in the world of work, as well as take steps towards universal social protection.

CANADA: We will strengthen and introduce substantive changes in our social security and social protection systems to guarantee their soundness, sustainability and foundation in the principles of solidarity, labor inclusion and non-discrimination in the world of work, **including the prevention of ageism and harassment and sexual violence in the workplace**, as well as take steps towards universal social protection **and pay equity**.

Comment: Canada proposes new language to include ageism, harassment and sexual violence, and pay equity. However, these references could possibly be moved elsewhere in the Declaration.

COLOMBIA: We will strengthen and introduce substantive changes in our social security and social protection systems to guarantee their soundness, sustainability and foundation in the principles of solidarity, **progressive realization**, labor inclusion and non-discrimination in the world of work, as well as take steps towards universal social protection, **according to the national circumstances of each country**.

COSTA RICA: We will **promote the strengthening** and ~~introduction of~~ substantive changes in our social security and social protection systems to guarantee their soundness, sustainability and foundation in the principles of solidarity, labor inclusion and non-discrimination in the world of work, as well as take steps towards universal social protection.

GUATEMALA: We will strengthen and introduce substantive changes in our social security and social protection systems to guarantee their soundness, sustainability and **universality with** foundation in the principles of solidarity, labor inclusion and non-discrimination in the world of work, ~~as well as take steps towards universal social protection.~~

MEXICO: **In coordination with the competent institutions,** ~~We~~ we will strengthen and introduce ~~substantive changes in~~ our social security and social protection systems to guarantee their soundness, sustainability, and foundation in the principles of solidarity, labor inclusion and non-discrimination in the world of work, as well as take steps towards universal social protection.

Comment : In Mexico, this action ("we will introduce substantive changes") is beyond the competence of the Ministry of Labor and Social Security. Therefore, in any case, the collaboration of other institutions would have to be involved, which is why the content proposal is made.

PANAMA: We will strengthen ~~and introduce substantive changes in~~ our social security and social protection systems to guarantee their soundness, sustainability and foundation in the principles of solidarity, ~~labor~~ **social** inclusion and non-discrimination in the world of work, ~~as well as~~ **in order to** take steps towards universal social protection.

TRINIDAD AND TOBAGO: We will strengthen and introduce substantive changes in our social security and social protection systems to guarantee their soundness, sustainability and **ensure that they are** ~~foundation in~~ **built on** the principles of solidarity, labor inclusion and non-discrimination in the world of work, as well as take steps towards **achieving** universal social protection.

URUGUAY: We will strengthen ~~and introduce substantive changes in our~~ social security and social protection systems to guarantee their soundness, sustainability and foundation in the principles of solidarity, labor inclusion and non-discrimination in the world of work, as well as take steps towards universal social protection.

UNITED STATES: We will **seek to** strengthen ~~and introduce substantive changes in our social security and~~ social protection systems, ~~to guarantee their~~ **financial solvency** ~~soundness,~~ **and** sustainability, **taking into account** ~~and foundation in~~ the principles of solidarity, ~~labor~~ **social** inclusion, and non-discrimination ~~in the world of work~~, as well as ~~take~~ steps towards universal social protection³, **including social protection floors**.

CEATAL: We will strengthen and introduce substantive changes in our social security and social protection systems to guarantee their soundness, sustainability and foundation in the principles of solidarity, labor inclusion and non-discrimination in the world of work, as well as take steps towards ~~universal~~ **adequate and sustainable** social protection.

9. We express our commitment to promoting sustainable enterprises, recognizing their important contribution to economic growth, poverty reduction, sustainable development, social inclusion, decent employment and employment formalization.

CANADA: We express our commitment to promoting **the health and growth of civil society organizations and** sustainable enterprises, recognizing their important contribution to economic growth, poverty reduction, sustainable development, social inclusion, decent employment and employment formalization.

Comment: Canada suggests this addition to reflect the difference between: 1) promoting the health and growth of civil society organizations and social enterprises (that is, social purpose businesses) as inherent drivers of social, economic and sustainable development; and 2) encouraging traditional industry to adopt more sustainable businesses practices as part of their core businesses strategies and operations (e.g. through legislation, regulation, procurement power, partnerships etc.).

³ The term universal social protection was recently defined at the 2021 International Labor Conference as follows: “Universal social protection entails actions and measures to realize the human right to social security by progressively building and maintaining nationally appropriate social protection systems, so that everyone has access to comprehensive, adequate and sustainable protection over the life cycle, in line with ILO standards.”

COSTA RICA: ~~We express our commitment to~~ **We will redouble our efforts to** promoting sustainable enterprises, recognizing their important contribution to economic growth, poverty reduction, sustainable development, social inclusion, decent employment and employment formalization.

ECUADOR: We express our commitment to **productive recovery**, promoting sustainable enterprises, recognizing their important contribution to economic growth, poverty reduction, sustainable development, social inclusion, decent employment and employment formalization.

HONDURAS: *Comment: It is suggested to analyze the use of options such as: decent work; decent and productive employment.*

MEXICO: We express our commitment to promoting sustainable enterprises, recognizing their important contribution to economic growth, poverty reduction, sustainable development, social inclusion, decent employment, and employment formalization. **Similarly, we recognize the important role that workers' organizations play, and we will promote an inclusive social dialogue that guarantees economic development, with respect for labor rights and principles.**
Comment: Mexico considers that it is also important to highlight the contribution of workers' organizations in the economic recovery. In this regard, the proposal is made to add the text indicated here.

PARAGUAY: We express our commitment to promoting sustainable enterprises, recognizing their important contribution to economic growth **supporting them with more flexible and less bureaucratic tax policies in order to increase investment that will result in increased jobs, which will contribute to** poverty reduction, sustainable development, social inclusion, decent employment and employment formalization.

UNITED STATES: We **commit** ~~express our commitment to~~ promoting sustainable enterprises, recognizing their important contribution to economic growth, poverty reduction, sustainable development, social inclusion, decent **work** ~~employment~~ and employment formalization.

CEATAL: We express our commitment to promoting **enabling environments for entrepreneurship, creation, and development of** sustainable enterprises, recognizing their **fundamental** ~~important~~ contribution to economic growth, **innovation**, poverty reduction, sustainable development, social inclusion, **the creation of productive** ~~decent~~ employment **and decent work** and employment formalization.

10. We consider it urgent and necessary to deepen institutionalized coordination between our Ministries of Labor, the actors of the world of work and civil society organizations, to find answers to overcome the challenges brought about by the crisis, and to enhance regional cooperation and integration in value chains to achieve recovery with dignified employment and productive development.

COSTA RICA: ~~We consider it urgent and necessary to~~ **We will** deepen institutionalized coordination between our Ministries of Labor, the actors of the world of work and civil society organizations, to find answers to overcome the challenges brought about by the crisis, and to

enhance regional cooperation and integration in value chains to achieve recovery with dignified employment and productive development.

HONDURAS: We consider it urgent and necessary to deepen institutionalized coordination between our Ministries of Labor, the actors of the world of work and civil society organizations, to **produce or generate** ~~find~~ answers to overcome the challenges brought about by the crisis, and to enhance regional cooperation and integration in value chains to achieve recovery with dignified employment and productive development.

MEXICO: We consider it urgent and necessary to deepen institutionalized coordination between our Ministries of Labor, the actors of the world of work and civil society organizations, to **work in coordination to define actions that contribute to address** ~~find answers to overcome~~ the challenges brought about by the crisis, and to enhance regional cooperation and integration in value chains to achieve recovery with dignified employment and productive development.

NICARAGUA: We consider it urgent and necessary to deepen institutionalized coordination between our Ministries of Labor, the actors of the world of work and ~~civil society~~ organizations **that represent labor relations**, to find answers to overcome the challenges brought about by the crisis, and to enhance regional cooperation and integration in value chains to achieve recovery with dignified employment and productive development.

PANAMA: *Change only applies to the Spanish version.*

TRINIDAD AND TOBAGO: We consider it urgent and necessary to deepen institutionalized coordination between our Ministries of Labor, the actors of the world of work and civil society organizations, to ~~find solutions to~~ overcome the challenges brought about by the crisis, and to enhance regional cooperation and integration in value chains to achieve recovery with dignified employment and productive **and sustainable** development, **that benefits all member states**.

URUGUAY: ~~We consider it urgent and necessary to deepen~~ **We aspire to** institutionalized coordination between our Ministries of Labor, the actors of the world of work and civil society organizations, to find answers to overcome the challenges brought about by the crisis, and to enhance regional cooperation and integration in value chains to achieve recovery with dignified employment and productive development.

UNITED STATES: We consider it urgent and necessary to deepen **regional cooperation and** ~~institutionalized coordination between our~~ **among labor** ~~Ministries of Labor,~~ **trade unions,** ~~the~~ **businesses,** ~~actors of the world of work~~ and civil society organizations, ~~to find answers to overcome the challenges brought about by the crisis, and to enhance regional cooperation and integration in value chains~~ to achieve recovery with dignified **full, productive and freely chosen** employment and **decent work for all** ~~productive development~~.

Comment: The use of "institutionalization" is unclear in this sentence

Comment: We note "integration of value chains" is unclear

CEATAL: We consider it urgent and necessary to deepen institutionalized coordination between our Ministries of Labor, the actors of the world of work and civil society organizations, to find answers to overcome the challenges brought about by the crisis, and to enhance regional

cooperation and integration in value chains to achieve recovery with **productive dignified** employment and ~~productive~~ **sustainable** development.

11. We recognize that the COVID-19 impact has not been the same for all genders and that women have been the most affected. For this reason, we will place special emphasis on promoting policies that aim to achieve gender equality through women's labor inclusion under equal conditions and free of violence in all its forms; on promoting co-responsibility and an equitable and fair distribution of household tasks and on developing and formalizing the care economy. Along the same line, we celebrate efforts made by the IACML and the Inter-American Network for Labor Administration, in partnership with the Inter-American Commission of Women (CIM), to advance gender mainstreaming and institutionalization in our Ministries of Labor and we commit to continue working in this direction, promoting and deepening the incorporation and mainstreaming of a gender approach in labor and employment programs and policies, and ministerial structures.

CANADA: *Comment: Canada would seek clarification on what is meant by “formalizing the care economy”*

COSTA RICA: **We will place special emphasis on promoting policies that aim to achieve gender equality through the labor inclusion of women under equal conditions and without any type of violence; the promotion of co-responsibility and an equitable and fair distribution of household chores and the development and formalization of the Care Economy, since we** ~~Recognize~~ **recognize** that the impact of COVID-19 has not been the same for all genders and that women have been the most affected. ~~For this reason, we will place special emphasis on promoting policies that aim to achieve gender equality through women's labor inclusion under equal conditions and free of violence in all its forms; on promoting co-responsibility and an equitable and fair distribution of household tasks and on developing and formalizing the care economy.~~ Along the same line, we celebrate efforts made by the IACML and the Inter-American Network for Labor Administration, in partnership with the Inter-American Commission of Women (CIM), to advance gender mainstreaming and institutionalization in our Ministries of Labor and we commit to continue working in this direction, promoting and deepening the incorporation and mainstreaming of a gender approach in labor and employment programs and policies, and ministerial structures.

ECUADOR: We recognize that the COVID-19 impact ~~affected women has not been the same for all genders and that women have been~~ **the most affected, exacerbating inequalities, especially in the access to formal employment .** For this reason, we will place special emphasis on promoting policies that aim to achieve gender equality through women's labor inclusion under equal conditions and free of violence in all its forms; on promoting co-responsibility and an equitable and fair distribution of household tasks and on developing and formalizing the care economy. Along the same line, we celebrate efforts made by the IACML and the Inter-American Network for Labor Administration, in partnership with the Inter-American Commission of Women (CIM), to advance gender mainstreaming and institutionalization in our Ministries of Labor and we commit to continue working in this direction, promoting and deepening the incorporation and mainstreaming of a gender approach in labor and employment programs and policies, and ministerial structures.

HONDURAS: We recognize that the COVID-19 impact has not been the same for all genders and that women have been the most affected. For this reason, we will place special emphasis on promoting policies that aim to achieve gender equality through women's labor inclusion under equal conditions and free of violence in all its forms; on promoting co-responsibility and an equitable and fair distribution of household tasks and on developing and formalizing the care economy. Along the same line, we celebrate efforts made by the IACML and the Inter-American Network for Labor Administration, in partnership with the Inter-American Commission of Women (CIM), to advance gender mainstreaming and institutionalization in our Ministries of Labor and we commit to continue working in this direction, promoting and deepening the incorporation and mainstreaming of a gender approach in labor **markets** and employment programs and policies, and ministerial structures.

Comment on "Ministerial structures": It is estimated that it includes but does not limit the creation of Gender Units in the Ministries of Labor. In the case of Honduras, it involves creation that consequently has a budgetary effect.

MEXICO: We recognize that the COVID-19 impact has not been the same for all genders and that women have been the most affected. For this reason, we will place special emphasis on promoting policies that aim to achieve gender equality through women's labor inclusion under equal conditions and free of violence in all its forms; on promoting co-responsibility, **an equitable representation and participation in all labor spheres, as well as** ~~and~~ an equitable and fair distribution of household tasks and on developing and formalizing the care economy. Along the same line, we celebrate efforts made by the IACML and the Inter-American Network for Labor Administration, in partnership with the Inter-American Commission of Women (CIM), to advance gender mainstreaming and institutionalization in our Ministries of Labor and we commit to continue working in this direction, promoting and deepening the incorporation and mainstreaming of a gender approach in labor and employment programs and policies, and ministerial structures.

PANAMA: We recognize ~~that the COVID-19 impact has not been the same for all genders and~~ that women have been the most affected **by the social, economic and health crisis as a consequence of the impact of COVID-19.** For this reason, we will place special emphasis on promoting policies that aim to achieve gender equality through women's labor inclusion under equal conditions and free of violence in all its forms; on promoting co-responsibility and an equitable and fair distribution of household tasks and on developing and formalizing the care economy. Along the same line, we celebrate efforts made by the IACML and the Inter-American Network for Labor Administration, in partnership with the Inter-American Commission of Women (CIM), to advance gender mainstreaming and institutionalization in our Ministries of Labor, and **committing ourselves** to continue working in this direction, ~~promoting and deepening the incorporation and mainstreaming of a gender approach in labor and employment programs and policies, and ministerial structures.~~

TRINIDAD AND TOBAGO: We recognize that the **impacts of COVID-19 impact** has not been the same for all genders and that women have been the most affected. For this reason, we will place special emphasis on promoting policies that aim to achieve gender equality through ~~women's labor~~ **greater inclusion of women in the labor market** under equal conditions and free of violence in all its forms; on promoting co-responsibility and an equitable and fair distribution of household tasks and on developing and formalizing the care economy. ~~Along the same line~~ **In this regard,** we celebrate efforts made by the IACML and the Inter-American Network for Labor Administration, in partnership with the Inter-American Commission of Women (CIM), to advance

gender mainstreaming and institutionalization in our Ministries of Labor and we commit to continue working in this direction, promoting and deepening the incorporation and mainstreaming of a gender approach in labor and employment programs and policies, and ministerial structures.

URUGUAY: We recognize that the COVID-19 impact has not been the same for all genders and that women have been the most affected. For this reason, we will place special emphasis on promoting policies that aim to achieve gender equality through women's labor inclusion under equal conditions and free of violence in all its forms; ~~on promoting co-responsibility and an equitable and fair distribution of household tasks and on developing and formalizing the care economy.~~ Along the same line, we celebrate efforts made by the IACML and the Inter-American Network for Labor Administration, in partnership with the Inter-American Commission of Women (CIM), to advance gender mainstreaming and institutionalization in our Ministries of Labor and we commit to continue working in this direction, promoting and deepening the incorporation and mainstreaming of a gender approach in labor and employment programs and policies, and ministerial structures.

UNITED STATES: We recognize that ~~the COVID-19 impact has not been the same for all genders and that women have been the most~~ **has disproportionately** affected **women**. For this reason, we will place special emphasis on **This underscores the importance of** promoting policies that aim to achieve gender equality through women's labor **force participation under principles of non-discrimination and the** inclusion under equal conditions and free **elimination** of violence **and harassment** in all its forms; **We will focus** on promoting co-responsibility and an equitable and fair distribution of household tasks and on developing and formalizing the care economy, **while improving wages and working conditions**. Along the same line, ~~We~~ 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 **labor m**Ministries. of Labor and ~~We~~ we commit to continue ~~working in this direction,~~ promoting and deepening the incorporation and mainstreaming of a gender approach in labor and employment programs and policies, and ministerial structures.

NEW – COSTA RICA: We will strengthen national and international cooperation actions 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 the Persons with Disabilities considering the impact of the pandemic on this population and thus avoid the deepening of inequality and the multiple intersectionalities that it faces

BETTER COORDINATION OF THE ECONOMY, EDUCATION, HEALTH AND LABOR TO FACE THE EFFECTS OF THE CRISIS AND ACHIEVE THE FUTURE OF WORK WE WANT

NICARAGUA: BETTER COORDINATION OF THE ECONOMY, EDUCATION, HEALTH AND LABOR TO FACE **AND OVERCOME** THE EFFECTS OF THE CRISIS AND ACHIEVE THE FUTURE OF WORK WE WANT

UNITED STATES: ~~BETTER~~ **PROMOTE THE** COORDINATION OF ~~THE~~ **LABOR,** ECONOMIC, EDUCATION, **AND HEALTH POLICIES** ~~AND LABOR TO ADDRESS FACE~~

THE EFFECTS OF THE **COVID-19** CRISIS AND ACHIEVE THE FUTURE OF WORK WE WANT

12. We underscore our firm commitment to develop and implement labor policies that are articulated and coherent with health and macroeconomic policies in order to achieve socio-economic and employment recovery, guaranteeing decent work and sustainable enterprises.

COSTA RICA: We **will develop and implement** ~~underscore our firm commitment to develop and implement~~ labor policies that are articulated and coherent with health and macroeconomic policies in order to achieve socio-economic and employment recovery, guaranteeing decent work and sustainable enterprises, **strengthening social investment to achieve the effective inclusion of the most vulnerable sectors. We will reinforce efforts to institutionalize and strengthen inter-institutional coordination with the Health Ministries, as well as for the promotion of** ~~13. We acknowledge that, in facing the pandemic, we have worked more closely with Ministries of Health, and we commit to continue our efforts to institutionalize and strengthen our inter-institutional coordination. Within these efforts, we will promote, in coordination with the Ministries of Health, the update of the protocols and regulations related to health emergencies, as well as and the strengthening of occupational safety and health from a preventive approach.~~ **(Includes paragraph 13)**

ECUADOR: We underscore our firm commitment to develop and implement labor policies that are articulated and coherent with health and macroeconomic policies in order to **make a progressive and safe return to in-person work activities**, achieve socio-economic and employment recovery, guaranteeing decent work and sustainable enterprises.

TRINIDAD AND TOBAGO: We underscore our firm commitment to develop and implement labor policies that are ~~articulated and~~ coherent with health, **environment** and macroeconomic policies, in order to achieve socio-economic and employment recovery, guaranteeing decent work and sustainable enterprises.

URUGUAY: ~~We underscore our firm commitment to develop and implement labor policies that are articulated and coherent with health and macroeconomic policies in order to achieve socio-economic and employment recovery, guaranteeing decent work and sustainable enterprises.~~

UNITED STATES: We underscore our firm commitment to develop**ing** and implement**ing** labor policies that, **together** ~~are articulated and coherent~~ with health and macroeconomic policies, **can help** ~~in order to~~ achieve socio-economic and employment recovery, **while promoting** ~~guaranteeing~~ decent work and sustainable enterprises.

13. We acknowledge that, in facing the pandemic, we have worked more closely with Ministries of Health, and we commit to continue our efforts to institutionalize and strengthen our inter-institutional coordination. Within these efforts, we will promote, in coordination with the Ministries of Health, the update of the protocols and regulations related to health emergencies, and the strengthening of occupational safety and health from a preventive approach.

BARBADOS: We acknowledge that, in facing the pandemic, we have worked more closely with Ministries of Health, and we commit to continue our efforts to institutionalize and strengthen our inter-institutional coordination. Within these efforts, we will promote, in coordination with the Ministries of Health, the update of the protocols and regulations related to **public** health emergencies, and the strengthening of occupational safety and health from a preventive approach.

COSTA RICA: *Ideas of this paragraph included in changes to paragraph 12.*

GUATEMALA: We acknowledge that, in facing the pandemic, we have worked more closely with Ministries of Health, and we commit to continue our efforts to institutionalize and strengthen our inter-institutional coordination **to guarantee the protection of the health of employers and workers.** Within these efforts, we will promote, in coordination with the Ministries of Health, **and all competent institutions** the update of the protocols and regulations related to health emergencies, and the strengthening of occupational safety and health from a preventive approach.

MEXICO: *Change only applies to the Spanish version.*

PANAMA: We acknowledge that, in facing the pandemic, we have worked more closely with Ministries of Health, and we commit to continue our efforts to institutionalize and strengthen ~~our~~ inter-institutional coordination. Within these efforts, we will **jointly** promote, ~~in coordination with the Ministries of Health,~~ the update of the protocols and regulations related to health emergencies, and the strengthening of occupational safety and health from a preventive approach.

PERU: *Comment: It is worth noting that the impulse to the strengthening of occupational safety and health from a preventive approach was included.*

TRINIDAD AND TOBAGO: We acknowledge that, in facing the pandemic, we have worked more closely with Ministries of Health, and we commit to continue our efforts to institutionalize and strengthen our inter-institutional coordination. Within these efforts, ~~we will promote~~ in coordination with the Ministries of Health, **we will work towards: updating** of the protocols and regulations related to health emergencies, **as appropriate; developing measures to promote mental health in the workplace;** and ~~the promote~~ strengthened ~~ing~~ of occupational safety and health, ~~from~~ **to facilitate** a preventive approach, **in accordance with the World Health Organization (WHO) COVID-19 guidelines.**

URUGUAY: We acknowledge that, in facing the pandemic, we have worked more closely with Ministries of Health, and we commit to continue our efforts to institutionalize and strengthen our inter-institutional coordination. ~~Within these efforts, we will promote, in coordination with the Ministries of Health, the update of the protocols and regulations related to health emergencies, and the strengthening of occupational safety and health from a preventive approach.~~

UNITED STATES: ~~We acknowledge that, in facing the pandemic, we have worked more closely with Ministries of Health, and we commit to continue our efforts to institutionalize and strengthen our inter-institutional coordination. Within these efforts, We will promote, in coordination with the health Ministries of Health, the update of the guidance, protocols, standards, and regulations related to health emergencies, and the strengthening of occupational safety and health from a preventive approach.~~

Comment: We recommend deleting since this assumes that all ministries have taken the same approach.

14. We acknowledge that, given the acceleration of digital transformation prompted by the pandemic, in order to address the challenges posed by the future of work and create quality employment and decent work, it is imperative to 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 articulation between our professional training and formal education systems through active public policies, placing special emphasis on technical and professional training; harmonization between training supply and labor demand; the development of digital, socio-emotional and cognitive skills relevant to changes in the world of work, taking into account the central role that new technologies play in this process; lifelong learning and reskilling; and the development of national and regional qualification frameworks and the promotion of entrepreneurship.

BARBADOS: We acknowledge that, given the acceleration of digital transformation prompted by the pandemic, in order to address the challenges posed by the future of work and **to** create quality employment and decent work, ...

CANADA: We acknowledge 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 articulation between our professional training and formal education systems through active public policies, placing special emphasis on technical and professional training; harmonization between training supply and labor demand; the development of **foundational and transferable skills including** digital **and** socio-emotional ~~and cognitive~~ skills relevant to changes in the world of work, taking into account the central role that new technologies play in this process; lifelong learning and reskilling; and the development of national and regional qualification frameworks and the promotion of entrepreneurship.

Comment on “digital and socio-emotional skills”: Canada would suggest the use of the terms “foundational and transferable skills” instead of categorizing skills as “socio-emotional and cognitive”, that is to denote a wide range of important skills, including adaptability and numeracy. The term “cognitive” skills can be problematic given that cognitive processes are required for the use of all skills, therefore all skills are cognitive.

Comment on “national and regional qualification framework”: In principle, Canada would support the development of regional and national qualification frameworks. However, there may be some issues for Canada with the development of such a framework given the division of powers between federal and provincial/territorial jurisdictions across Canada.

COSTA RICA: **We will continue improving the interaction and articulation between the world of work, education and training for work,** ~~We acknowledge that,~~ given the acceleration of digital transformation prompted by the pandemic, in order to address the challenges posed by the future of work and create quality employment and decent work, ~~it is imperative to continue improving the interaction and coordination between labor, education and training.~~ In this regard....

HONDURAS: We acknowledge 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 articulation between our professional training and formal education systems through active public policies, placing special emphasis on technical and professional training; **relevance** ~~harmonization~~ between training supply and labor demand; the development of digital, socio-emotional and cognitive skills relevant to changes in the world of work, taking into account the central role that new technologies play in this process; lifelong learning and reskilling; and the development of national and regional qualification frameworks and the promotion of entrepreneurship.

MEXICO: We acknowledge 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 w~~ We will continue to promote articulation

NICARAGUA: We acknowledge 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 articulation between our professional training and formal education systems through active public policies, placing special emphasis on technical and professional training; harmonization between training supply and labor demand; the development of digital, socio-emotional and cognitive skills relevant to changes in the world of work, **through meaningful learnings**, taking into account the central role that new technologies play in this process; lifelong learning and reskilling; and the development of national and regional qualification frameworks and the promotion of entrepreneurship.

PARAGUAY: We acknowledge 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 articulation between our professional training and formal education systems through active public policies, placing special emphasis on technical and professional training; harmonization between training supply and labor demand; **promoting greater access to connectivity and affordability of digital technologies**, the development of digital, socio-emotional and cognitive skills relevant to changes in the world of work, taking into account the central role that new technologies play in this process; lifelong learning and reskilling; and the development of national and regional qualification frameworks and the promotion of entrepreneurship.

TRINIDAD AND TOBAGO: We acknowledge 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 ~~articulation~~ **coordination and collaboration** between our professional training and formal education systems through active public policies, placing special emphasis on technical and professional training; harmonization between training supply and labor demand; the development of digital, socio-emotional and cognitive skills relevant to changes in the world of work, taking into account the central role that new technologies play in this process; lifelong learning and reskilling; ~~and~~ the development of national and regional qualification frameworks; and the promotion of entrepreneurship.

UNITED STATES: We acknowledge ~~that, given the acceleration of digital transformation prompted by the pandemic, in order to address the challenges posed by the future of work and~~

~~create quality employment and decent work, it is imperative~~ **the importance of continuing to**
~~improving the interaction and coordination~~ **linkages** between labor **demands, and** education and
training, **and of facilitating workers' ability to adapt to changing labor markets.** 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~~ **To that end,** we will continue to
promote **coordination of** ~~articulation between our~~ professional training and formal education
systems ~~through active public policies,~~ placing special emphasis on technical and professional
training **and lifelong learning and reskilling; alignment of available** ~~harmonization between~~
~~training resources supply and~~ **with** labor demand; the development of **relevant** digital, socio-
emotional and cognitive skills; ~~relevant to changes in the world of work, taking into account the~~
~~central role that new technologies play in this process; lifelong learning and reskilling;~~ **promotion**
of entrepreneurship; and the development, **in accordance with each member state's**
circumstances, of national and regional qualification frameworks. ~~and the promotion of~~
~~entrepreneurship~~ **We celebrate the dialogue and cooperation we have sustained with education**
ministries since the XVIII IACM, within the framework of the OAS.

CEATAL: We acknowledge that, given the acceleration of digital transformation prompted by the pandemic, in order to address the challenges posed by the future of work and create **productive**
~~quality~~ employment and decent work, it is imperative to continue improving the interaction and coordination between labor, education and training. In this regard....

15. We highlight the importance and the need to adapt and strengthen 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. We will continue working to expand their coverage, particularly among those in situation of greater vulnerability, by providing them with adequate job guidance, transition, and counseling programs.

BARBADOS: We highlight the importance and the need to adapt and strengthen our public employment services to respond to the challenges posed by the pandemic and to the requirements that the transformation of the world of work present to us. We will continue working to expand ~~their~~ **the coverage of public employment services,** particularly among those in situations of greater vulnerability, by providing them with adequate ~~job~~ **career** guidance, transition, and counseling programs.

CANADA: We highlight the importance and the need to adapt and strengthen 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. We will continue working **with our partners** to expand their coverage, particularly among those in situation of greater vulnerability, by providing them with adequate job guidance, transition, and counseling programs.

Comment: Canada suggests adding "with our partners" as Canada's public employment services are decentralized, with most of their functions devolved to provinces and territories.

COSTA RICA: We ~~highlight~~ **will promote** the importance **adoption** and ~~the need to adapt 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. We will continue working to expand their coverage, particularly among those in situation of greater vulnerability, by providing them with adequate job guidance, transition, and counseling programs.

ECUADOR: We highlight the importance and the need to adapt, **integrate**, and strengthen 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. We will continue working to expand their coverage, particularly among those in situation of greater vulnerability, by providing them with adequate job guidance, transition, and counseling programs.

HONDURAS: *Comment: We suggest to analyze iif this is moved to the section "Strengthening the Ministries of Labor"*

PANAMA: *Change only applies to the Spanish version.*

TRINIDAD AND TOBAGO: We highlight the importance and the need to adapt and strengthen 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 presents ~~to us~~. We will continue working to expand **these services** ~~their coverage~~, particularly ~~among~~ **for** those in situations of greater vulnerability, by providing them with adequate job guidance, **support for job** transition, and counseling programs.

URUGUAY: We highlight the importance and the need to adapt and strengthen 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. ~~We will continue working to expand their coverage, particularly among those in situation of greater vulnerability, by providing them with adequate job guidance, transition, and counseling programs.~~

UNITED STATES: We highlight ~~the importance and the~~ need to adapt and strengthen 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. We will continue working to expand ~~their coverage~~ **of our services**, particularly among those in situation of greater vulnerability, by providing them with **relevant** ~~adequate~~ job guidance, transition, and counseling programs.

16. We ratify our strong disposition to develop strategies aimed at creating and promoting youth employment; at reducing youth unemployment and precarious youth employment; at facilitating school-to-work transition and providing technical and vocational education and training opportunities for this age group.

BARBADOS: We ratify our strong disposition to develop strategies aimed at creating and promoting youth employment; at reducing youth unemployment and precarious youth employment; at facilitating the school-to-work transition and providing technical and vocational education and training opportunities for ~~this age group~~ **the youth**
Comment: It is suggested that either the term youth is inserted or alternatively, the age group should be specified.

CANADA: We ratify our strong disposition to develop strategies aimed at creating and promoting youth employment; at reducing youth unemployment and precarious youth employment; at facilitating school-to-work transition and providing technical and vocational education and training

opportunities for this age group, **including youth with disabilities as well as for youth who are involuntary NEET (not in employment, education or training).**

Comment: Canada suggests including “youth with disabilities” but also “youth who are involuntary NEET” in order to better align with Sustainable Development Goals (specifically, SDG target 8.6 - reduction in NEET rate).

COSTA RICA: ~~We ratify our strong disposition to develop~~ **We will develop** strategies aimed at creating and promoting youth employment; at reducing youth 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 situations of greater vulnerability due to various intersectionalities.**

MEXICO: We ratify our strong disposition to develop **and strengthen the** strategies aimed at creating and promoting youth employment; at reducing youth unemployment and precarious youth employment; at facilitating school-to-work transition and providing technical and vocational education and training opportunities for this age group, **so that they can have better tools for their insertion and permanence in the labor market.**

NICARAGUA: *Change applies only to the Spanish version.*

TRINIDAD AND TOBAGO: ~~We ratify~~ **reiterate** our strong disposition to develop strategies aimed at: creating and promoting **decent** youth employment; ~~at~~ reducing youth unemployment and precarious youth employment; ~~at~~ facilitating school-to-work transition; and providing technical and vocational education and training opportunities for this age group.

UNITED STATES: We **emphasize the need** ~~ratify our strong disposition to~~ develop strategies aimed at creating and promoting youth employment; at reducing youth unemployment and precarious youth employment; ~~at~~ facilitating school-to-work transition and providing technical and vocational education and training opportunities for this age group.

CEATAL: We ratify our strong disposition to develop strategies aimed at creating and promoting **productive** youth employment; at reducing youth unemployment and ~~precarious~~ **informal** youth employment; at facilitating school-to-work transition and providing technical and vocational education and training opportunities for this age group.

SOCIAL DIALOGUE TO RECOVER FROM THE CRISIS AND SECURE A FUTURE OF WORK WITH SOCIAL JUSTICE

CEATAL: SOCIAL DIALOGUE TO RECOVER FROM THE CRISIS AND SECURE A FUTURE OF WORK WITH SOCIAL JUSTICE AND SUSTAINABLE DEVELOPMENT

17. We commit to promote, strengthen and expand inclusive, open and transparent social dialogue instances and mechanisms to formulate and implement labor policies and to seek consensus and solutions to recover employment and the economy after COVID-19, and to build more just and equitable societies.

BARBADOS: We commit to promote, strengthen and expand: **opportunities for** inclusive, open and transparent social dialogue; ~~instances~~ and mechanisms to formulate and implement labor policies and to seek consensus and solutions to recover employment and the economy after COVID-19, and to build more just and equitable societies.

CANADA: We commit to promote, strengthen and expand inclusive, open ~~and transparent~~ , **and intergenerational** social dialogue **bodies** ~~instances~~ and mechanisms to formulate and implement labor policies and to seek consensus and solutions to recover employment and the economy after COVID-19, and to build more just and equitable societies.

Comment: Canada suggests including a reference to intergenerational dialogue as it also involves the inclusion of youth perspectives.

Comment: Canada suggests using “bodies” instead of “instances” in the English version of the declaration.

COSTA RICA: We ~~will~~ ~~commit to~~ promote, strengthen and expand inclusive, open and transparent social dialogue instances and mechanisms to formulate and implement labor policies and to seek consensus and solutions to recover employment and the economy after COVID-19, and to build more just and equitable societies.

PANAMA: We commit to promote, strengthen and expand inclusive, open and transparent social dialogue instances and mechanisms to formulate and implement labor policies ~~and~~ to seek consensus and solutions to recover employment and the economy after COVID-19, and to build more just and equitable societies.

TRINIDAD AND TOBAGO: We commit to promote, strengthen and expand inclusive, open and transparent social dialogue ~~instances and~~ mechanisms to formulate and implement labor policies and to seek consensus and solutions to ~~recover~~ **boost** employment and the economy **in the face of the ~~after~~ COVID-19 pandemic**, and to build more just and equitable societies.

UNITED STATES: We commit to promot**ing**e, streng**thening**, and expand**ing** inclusive, open, and transparent social dialogue **as well as** ~~instances and~~ mechanisms to formulate and implement labor policies and ~~to~~ seek consensus and solutions to ~~recover~~ **achieve post-pandemic economic recovery** ~~employment and the economy after COVID-19~~, and ~~to~~ build more just and equitable societies.

CEATAL: We commit to promote, strengthen and expand inclusive, open and transparent social dialogue instances and mechanisms to formulate and implement labor policies and to seek consensus and solutions to recover employment and the economy after COVID-19, and to build more just, ~~and~~ equitable, **and sustainable** societies.

18. We underscore the importance of social dialogue as a privileged instrument to strengthen labor institutions and guarantee effective compliance of fundamental principles and rights at work.

BARBADOS: We underscore the importance of social dialogue as a privileged instrument to strengthen labor institutions and guarantee effective compliance ~~of~~ **with** fundamental principles and rights at work.

COSTA RICA: ~~We underscore the importance of~~ **We will position** social dialogue as a privileged instrument to strengthen labor institutions and guarantee effective compliance of fundamental principles and rights at work. ~~19. We consider that~~ **S**ocial dialogue is a primary mechanism for generating trust between governments and social actors in the world of work, reaching lasting agreements and preventing and resolving conflicts. We also recognize its effectiveness in promoting responsible business conduct and strengthening sustainable enterprises. Therefore, we hold the firm conviction of supporting and promoting institutionalized social dialogue at both domestic and regional levels for building the new normal. *(These edits merge paragraph 18 and 19)*

TRINIDAD AND TOBAGO: We underscore the importance of social dialogue as a ~~privileged~~ **key** instrument to strengthen labor institutions and guarantee effective compliance of fundamental principles and rights at work.

URUGUAY: We underscore the importance of social dialogue as a privileged instrument to strengthen labor institutions. ~~and guarantee effective compliance of fundamental principles and rights at work.~~

UNITED STATES: We underscore the importance of social dialogue as an ~~privileged~~ instrument to strengthen labor institutions and **promote the** ~~guarantee effective compliance of~~ fundamental principles and rights at work.

19. We consider that social dialogue is a primary mechanism for generating trust between governments and social actors in the world of work, reaching lasting agreements and preventing and resolving conflicts. We also recognize its effectiveness in promoting responsible business conduct and strengthening sustainable enterprises. Therefore, we hold the firm conviction of supporting and promoting institutionalized social dialogue at both domestic and regional levels for building the new normal.

COSTA RICA: *Merged this paragraph with paragraph 18*

MEXICO: We consider that social dialogue is a primary mechanism for generating trust between governments and social actors in the world of work, reaching ~~fair lasting~~ and **equitable** agreements, **as well as** ~~and~~ preventing and resolving conflicts. We also recognize its effectiveness in promoting responsible business conduct and strengthening sustainable enterprises. Therefore, we hold the firm conviction of supporting and promoting institutionalized social dialogue at both domestic and regional levels for building the new normal.

PANAMA: We consider that social dialogue is a primary mechanism for generating trust between governments and social actors in the world of work, reaching lasting agreements, ~~and~~ preventing and resolving conflicts. We also recognize its effectiveness in promoting responsible business conduct and strengthening sustainable enterprises. Therefore, we hold the firm conviction of supporting and promoting institutionalized social dialogue at both domestic and regional levels for building the new normal.

TRINIDAD AND TOBAGO: We consider that social dialogue is a primary mechanism for: generating trust between governments and social actors in the world of work; ~~reaching lasting~~

~~agreements~~ **reaching consensus**; and preventing and resolving conflicts. We also recognize its effectiveness in promoting responsible business conduct and strengthening sustainable enterprises. Therefore, we hold the firm conviction of supporting and promoting institutionalized social dialogue at both domestic and regional levels for building the new normal.

URUGUAY: We consider that social dialogue is a primary mechanism for generating trust between governments and social actors in the world of work, reaching lasting agreements and preventing and resolving conflicts. We also recognize its effectiveness in promoting responsible business conduct and strengthening sustainable enterprises. Therefore, we hold the firm conviction of supporting and promoting ~~institutionalized~~ social dialogue at both domestic and regional levels for building the new normal.

UNITED STATES: We consider ~~that~~ social dialogue ~~is~~ a primary mechanism for generating trust between governments and social actors in the world of work, reaching lasting agreements and preventing and resolving conflicts. We also recognize its effectiveness in promoting responsible business conduct and strengthening sustainable enterprises. Therefore, we ~~hold the firm conviction of supporting and promoting~~ ~~being institutionalized~~ social dialogue at both domestic and regional levels for building **forward** ~~the new normal~~.

NEW – ECUADOR: **We emphasize the need to involve traditional and non-traditional actors in social dialogue, such as the unemployed, youth, informal workers, self-employed entrepreneurs and others.**

STRENGTHENING MINISTRIES OF LABOR TO ADDRESS EMERGING CHANGES IN THE WORLD OF WORK AND THE EFFECTS OF THE PANDEMIC

20. We recognize the central role that Ministries of Labor play to face the effects of the crisis and the challenges posed by the future of work. We will continue working to strengthen their institutional and human capacities, and we acknowledge that cooperation and exchange of knowledge and experiences 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.

BARBADOS: We recognize the central role that Ministries of Labor play to face the effects of the crisis and the challenges posed by ~~the future of~~ **the developing / emerging changes to / in the world of** work. We will continue working to strengthen their institutional and human capacities, and we acknowledge that cooperation and exchange of knowledge and experiences 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.

COLOMBIA: *Comment: what does “Central role” refer to?*

COSTA RICA: ~~We recognize the~~ **We will continue working to strengthen the institutional and human capacities of the Ministries of Labor considering their** central role ~~that Ministries of Labor play~~ to face the effects of the crisis and the challenges posed by the future of work. ~~We will continue working to strengthen their institutional and human capacities,~~ and we acknowledge that cooperation and exchange of knowledge and experiences are essential in this effort, **as well as the mechanisms for monitoring and evaluating its results.** 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.

GUATEMALA: We recognize the central role that Ministries of Labor play to **jointly face with the institutions in charge of economic policy**, the effects of the crisis and the challenges posed by the future of work. We will continue working to strengthen their institutional and human capacities, and we acknowledge that cooperation and exchange of knowledge and experiences 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.

TRINIDAD AND TOBAGO: We recognize the central role that Ministries of Labor play to face the effects of the crisis and the challenges posed by the future of work. We will continue working to strengthen their institutional and human capacities, and we acknowledge that cooperation and exchange of knowledge and experiences 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~~ **the** IACML's cooperation arm.

UNITED STATES: We recognize the central role that ~~labor m~~ **Ministries of Labor** play to **address** ~~face~~ the effects of the crisis and the challenges **and opportunities** posed by the future of work. We will ~~continue~~ **continue working to strengthen building** their institutional and human capacities, and we acknowledge that cooperation and exchange of knowledge and experiences 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.

21. We reaffirm our commitment to continue improving the role of our Ministries in reviewing, formulating and adapting employment and labor public policies, as well as in ensuring enforcement and observance of labor laws and fundamental principles and rights at work. We also agree on the urgent need to strengthen labor inspection due to the increase in job precariousness levels caused by the pandemic and the new forms of work.

COSTA RICA: ~~We reaffirm our commitment to continue improving~~ **We will strengthen** the role of our Ministries in reviewing, formulating, and adapting employment and labor public policies, as well as in ensuring enforcement and observance of labor laws and fundamental principles and rights at work. We also agree on the urgent need to strengthen labor inspection due to the increase in job precariousness levels caused by the pandemic and the new forms of work.

Comment: Applies to Spanish only

ECUADOR: We reaffirm our commitment to continue improving the role of our Ministries in reviewing, formulating and adapting employment and labor public policies, as well as in ensuring enforcement and observance of labor laws and fundamental principles and rights at work. We also agree on the urgent need to strengthen labor inspection **to demand compliance with labor rights under equal conditions.** ~~due to the increase in job precariousness levels caused by the pandemic and the new forms of work.~~

HONDURAS: We reaffirm our commitment to continue improving the role of our Ministries **of Labor** in reviewing, formulating and adapting employment and labor public policies, as well as in ensuring enforcement and observance of labor laws and fundamental principles and rights at work.

We also agree on the urgent need to strengthen labor inspection due to the increase in job precariousness levels caused by the pandemic and the new forms of work.

MEXICO: We reaffirm our commitment to continue improving the role of our Ministries in reviewing, formulating, **and implementing** ~~adapting~~ employment and labor public policies, as well as **in the monitoring**, ~~in ensuring enforcement and observance~~ of labor laws and fundamental principles and rights at work. We also agree on the urgent need to strengthen labor inspection due to the increase in job precariousness levels caused by the pandemic and the new forms of work.

PERU: *Comment: We recommend to evaluate that as a part of the strengthening process, the provision of better materials and infrastructure to the inspection system is considered, and above all, influence in the increase of trained labor inspectors, with the aim of addressing the levels of labor precariousness that the pandemic has sharpened even more; as well as to face the new challenges of labor inspection regarding new forms of work, such as telework and work from a distance, digital platforms, among others.*

TRINIDAD AND TOBAGO: We reaffirm our commitment to continue improving the role of our Ministries in reviewing, formulating, ~~and~~ **adapting, monitoring, and evaluating** employment and labor public policies, as well as in ensuring enforcement and observance of labor laws and fundamental principles and rights at work. We also agree on the urgent need to strengthen labor inspection due to the increase in ~~job precariousness~~ **precarious employment** ~~levels~~ caused by the pandemic and the new forms of work.

UNITED STATES: We reaffirm our commitment to continue improving the role of our Ministries in reviewing, formulating, and ~~adapting~~ employment and labor public policies, ~~as well as in ensuring enforcement and observance~~ of labor laws, and **in advancing the** fundamental principles and rights at work. We also **recognize** ~~agree on~~ the urgent need to strengthen labor inspection due to the increase in job precariousness ~~levels~~ caused by the pandemic and ~~the new~~ forms of work.

CEATAL: We reaffirm our commitment to continue improving the role of our Ministries in reviewing, formulating and ~~adapting~~ employment and labor public policies, as well as in ensuring enforcement and observance of labor laws and fundamental principles and rights at work. We also agree on the urgent need to strengthen labor inspection due to the increase in job **informality**, ~~precariousness levels caused by the pandemic and the new forms of work.~~

22. We will encourage the development, design and implementation of legislation that addresses the new forms of work, such as work on digital platforms, telework, work from home, and alternating between the workplace and remote work with the participation of labor unions, employers and government, as well as promotion of regional cooperation in areas and issues related to the future of work.

BARBADOS: We will, **with the participation of labor unions, employers and government, as well as through the promotion of regional cooperation in areas and issues related to the future of work**, encourage the development, design and implementation of legislation that addresses the new forms of work, such as work on digital platforms, telework, work from home, and alternating between the workplace and remote work. ~~with the participation of labor unions, employers and~~

~~government, as well as promotion of regional cooperation in areas and issues related to the future of work.~~

BRAZIL: We will encourage the development, design and implementation of **regulation legislation** that addresses the new forms of work, such as work on digital platforms, telework, work from home, and alternating between the workplace and remote work with the **contribution of tripartite social dialogue** ~~participation of labor unions, employers and government~~, as well as promotion of regional cooperation in areas and issues related to the future of work.

Comment: BRAZIL cannot agree with the tripartite mention in regards to implementation of legislation (in regards to which, by the way, we would prefer “regulation”, since not everything needs to be solved by legislation) since in our view social dialogue in a tripartite manner is valuable but consensus cannot always be reached and the ultimate responsibility of public policy is always with democratically elected governments. A similar comment has been made by us in the Plan of Action (Paragraph 9, b). We would suggest the following rephrasing: “22. We will encourage the development, design and implementation of regulation that addresses the new forms of work, such as work on digital platforms, telework, work from home, and alternating between the workplace and remote work with the contribution of tripartite social dialogue, as well as promotion of regional cooperation in areas and issues related to the future of work.”

COLOMBIA: We will encourage the development, design and implementation of legislation that addresses **the challenges that represent** the new forms of work, such as work on digital platforms, telework, work from home, and alternating between the workplace and remote work with the participation of labor unions, employers and government, as well as promotion of regional cooperation in areas and issues related to the future of work.

Additional change only applicable in Spanish

HONDURAS: We ~~will~~ encourage the development, design and implementation of legislation that addresses *(change only applies to Spanish)* the new forms of work, such as work on digital platforms, telework, work from home, and alternating between the workplace and remote work with **the participation of workers’ and employers’ organizations** ~~labor unions, employers and government~~, as well as promotion of regional cooperation in areas and issues related to the future of work.

Comment: It is suggested to analyze whether it seeks to highlight the classification of “organized,” for example: “workers 'and employers' organizations ...

MEXICO: We will encourage the development, design and **instrumentation** ~~implementation~~ of legislation that addresses the new forms of work, such as work on digital platforms, telework, work from home, and alternating between the workplace and remote work **through social dialogue** ~~with the participation of labor unions, employers, and government~~. **Similarly, we will promote** ~~as well as promotion~~ of regional cooperation in areas and issues related to the future of work.

UNITED STATES: **Noting the impact of COVID-19 on the concept of work and workplaces,** ~~We~~ will encourage **efforts to address the opportunities and challenges of these changes** ~~the development, design and implementation of legislation that addresses the new forms of work,~~ such as **the rise of** work on digital platforms, telework, work from home, and alternating between the workplace and remote work. **We recognize the important role** ~~with the participation~~ of labor unions **and** employers ~~and government~~, as well as **the** promotion of regional cooperation in areas and issues related to the future of work.

Comment: This seems narrow and does not seem flexible to adjust to the evolving changes in the world of work. Also, in many instances measures will be developed/implemented by workers and/or employers.

CEATAL: We will encourage the development, design and implementation of legislation **and/or policies and programs** that addresses the (*change applies to Spanish only*) new forms of work, such as work on digital platforms, telework, work from home, and alternating between the workplace and remote work with the participation of labor unions, employers and government, as well as promotion of regional cooperation in areas and issues related to the future of work.

23. Committed to building more just and equitable societies, we will promote policies aimed at social inclusion of children and adolescents through education and integrated assistance policies. We join in commemorating the International Year for the Elimination of Child Labor.

COSTA RICA: ~~Committed to building more just and equitable societies, w~~**We** will promote policies aimed at social inclusion of children and adolescents through education and integrated assistance policies., **as part of the commitment to build fairer and more equitable societies.** We join in commemorating the International Year for the Elimination of Child Labor.

MEXICO: Committed to building more just and equitable societies, we will promote, **in collaboration with other competent institutions** policies aimed at **the protection and social inclusion of children and adolescents through education and integrated assistance policies in order to combat child labor.** We join in commemorating the International Year for the Elimination of Child Labor

TRINIDAD AND TOBAGO: ~~Committed~~ **We commit** to building more just and equitable societies. ~~w~~**We** will promote policies aimed at social inclusion of children and adolescents through education and integrated assistance policies. We join in commemorating the International Year for the Elimination of Child Labor.

UNITED STATES: ~~Committed to building more just and equitable societies~~ **Recalling that 2021 is the International Year for the Elimination of Child Labor,** we will **take measures** ~~promote policies~~ aimed at **eliminating child labor, as well as forced labor, and promote policies to achieve** the social inclusion of children and adolescents through education and integrated assistance policies. ~~We join in commemorating the International Year for the Elimination of Child Labor.~~

24. We reaffirm our commitment to increase efforts to achieve comprehensive migration policies and protect and ensure compliance of human and labor rights of migrant workers.

BARBADOS: We reaffirm our commitment to increase efforts to achieve comprehensive migration policies and **to** protect and ensure compliance ~~of~~**with the** human and labor rights of migrant workers.

COSTA RICA: We **will redouble our** ~~reaffirm our commitment to increase~~ efforts to achieve comprehensive ~~migration policies and~~ **to** protect and ensure compliance of human and labor rights of migrant workers.

HONDURAS: We reaffirm our commitment to increase efforts to achieve comprehensive migration policies, **sustainable and humane, based on the protection and compliance** ~~and protect and ensure compliance~~ of human and labor rights of migrant workers.

Comment: Only applies for Spanish "personas trabajadoras migrantes"

Comment: Add another point with reference to orderly and safe labor migration. Make a drafting proposal

PANAMA: We ~~reaffirm~~ **ratify the** ~~our~~ commitment to increase **our** efforts to **promote and** achieve comprehensive migration policies ~~and~~ **that** protect and ensure compliance of human and labor rights of migrant workers.

TRINIDAD AND TOBAGO: We reaffirm our commitment to increase efforts to achieve comprehensive migration policies and protect and ensure compliance of human and labor rights ~~of~~ **for** migrant workers.

UNITED STATES: We reaffirm our commitment to ~~increase efforts to achieve comprehensive migration policies and~~ **respect and** protect ~~and ensure compliance of~~ **the** human and labor rights of migrant workers, **including efforts to strengthen labor migration policies and practices.**

NEW – COSTA RICA: 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 in the world of work.

THEREFORE, WE RESOLVE:

1. To implement a Plan of Action based on this Declaration and on the work of the XX Inter-American Conference of Ministers of Labor (IACML) and we commit to ensure the necessary resources, in keeping with the available resources of each country.

URUGUAY: To implement a Plan of Action based on this Declaration and on the work of the XX Inter-American Conference of Ministers of Labor (IACML) ~~and we commit to ensure~~ **according** ~~to the necessary resources, in keeping with~~ the available resources of each country.

2. To establish two working groups to continue to pursue activities and actions that will contribute to the objectives and commitments of this Declaration, as follows:

- i. Working Group 1: **Comprehensive public policies to face the effects of the crisis and achieve the future of work with equity and social justice.**

BARBADOS: Working Group 1: **Comprehensive public policies to face address the effects of the COVID-19 crisis and achieve the to develop a future of work that is characterized with by equity and social justice.**

HONDURAS: Working Group 1: **Comprehensive public employment and work policies to face the effects of the crisis and achieve the future of work with equity and social justice.**

MEXICO: Working Group 1: **Comprehensive public policies to face the effects of the Covid-19 crisis and achieve the future of work with equity and social justice**

TRINIDAD AND TOBAGO: Working Group 1: **Comprehensive public policies to ~~face~~ address the effects of the crisis and achieve the future of work with equity and social justice.**

UNITED STATES: Working Group 1: **Promote c**Comprehensive public policies to **address**~~face~~ the effects of the **COVID-19** crisis and achieve ~~the~~ **a future of work with based on decent work**~~equity and social justice~~

CEATAL: Working Group 1: **Comprehensive public policies to face the effects of the crisis and achieve the future of work with productive employment, equity and social justice.**

- ii. Working Group 2: **Institutional Strengthening and Social Dialogue to recover from the post COVID-19 crisis and address emerging changes in the world of work.**

CANADA: Working Group 2: **Institutional Strengthening and Social Dialogue to protect workers' and employers' rights in light of ~~recover~~ from the post COVID-19 crisis and address emerging changes in the world of work.**

Comment: Canada would suggest adding "to protect workers' and employers' rights in light of" to ensure consistency with previous declarations.

SAINT VINCENT AND THE GRENADINES: *Comment, "post COVID-19 crisis": Can the focus be extended to include natural disasters? The Caribbean islands are susceptible to natural disasters be it hurricanes, floods, and more recently volcanic eruptions. All these, like COVID-19 have adverse effects on economic activity of a country. St. Vincent and the Grenadines experienced a volcanic eruption on April 09, 2021 where over 16,000 persons were displaced, severe damage to agriculture, livelihood and infrastructure. The economy was already shaken from the effects of COVID-19 and it was further weakened by the eruption.*

UNITED STATES: Working Group 2: ~~Institutional Strengthening~~ **the capacity of labor ministries and promote s** Social Dialogue to recover from the ~~post~~ COVID-19 crisis and address emerging changes in the world of work.

3. To renew our commitment to, and support for, the work of the Inter-American Network for Labor Administration (RIAL).

4. To acknowledge with gratitude the contributions made by the following international organizations and specialized organs of the Organization of American States (OAS) that work unremittingly with the IACML: the International Labor Organization (ILO), the International Organization for Migration (IOM), the Pan American Health Organization (PAHO), the Inter-American Conference on Social Security (CISS), the Inter-American Development Bank (IDB), the World Bank, the Economic Commission for Latin America and the Caribbean (ECLAC), and the Organization for Cooperation and Economic Development (OECD), as well as the Inter-American Commission of Women (CIM), the Inter-American Commission on Education (CIE), and the Commission on Migration Affairs (CAM). Accordingly, we call for continued coordination, support and regional dialogue with those organizations.

HONDURAS, MEXICO: To acknowledge with gratitude the contributions made by the following international organizations and specialized organs of the Organization of American States (OAS) that work unremittingly with the IACML: the International Labor Organization (ILO), the International Organization for Migration (IOM), the Pan American Health Organization (PAHO), the Inter-American Conference on Social Security (CISS), the Inter-American Development Bank (IDB), the World Bank (**WB**), the Economic Commission for Latin America and the Caribbean (ECLAC), and the Organization for Cooperation and Economic Development (OECD), as well as the Inter-American Commission of Women (CIM), the Inter-American Commission on Education (CIE), and the Commission on Migration Affairs (CAM). Accordingly, we call for continued coordination, support and regional dialogue with those organizations.

TRINIDAD AND TOBAGO: To acknowledge with gratitude the contributions made by the following international organizations and specialized organs of the Organization of American States (OAS) that work unremittingly with the IACML: the International Labor Organization (ILO), the International Organization for Migration (IOM), the Pan American Health Organization (PAHO), the Inter-American Conference on Social Security (CISS), the Inter-American Development Bank (IDB), the World Bank, the Economic Commission for Latin America and the Caribbean (ECLAC), and the Organization for Cooperation and Economic Development (OECD), as well as the Inter-American Commission of Women (CIM), the Inter-American Commission on Education (CIE), and the Commission on Migration Affairs (CAM). Accordingly, we call for continued coordination, **cooperation**, support and regional dialogue with those organizations **and organs**.

5. To recognize the importance of the active participation, contributions, inputs and support for the advancement of the IACML on the part of workers' and employers' organizations through the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee in Labor Matters (CEATAL). Therefore, we reiterate our commitment to continue to work closely with those organizations.

UNITED STATES: o recognize the importance of the active participation, contributions, inputs and support for the advancement of the IACML **from** ~~on the part of workers' and employers'~~ organizations through the Trade Union Technical Advisory Council (COSATE) and the Business

Technical Advisory Committee in Labor Matters (CEATAL). Therefore, we reiterate our commitment to continue to work closely with those organizations.

6. To thank and commend the Government of Barbados for its leadership and commitment in advancing inter-American dialogue on labor and employment as Chair of the XX IACML, and also the Governments of Ecuador, Brazil, Chile, Argentina, Costa Rica and Canada which led the Working Groups of the XX IACML.

7. To thank the General Secretariat of the Organization of American States, as Technical Secretariat of the IACML, for its contribution and support in this important hemispheric process of political dialogue and consensus-building, as well as its coordination of the RIAL.

8. To organize the XXII IACML in 2024 in (country)

GENERAL COMMENTS RECEIVED THROUGH THE VIRTUAL FORUM

CANADA: In addition to the input provided in the attached documents, Canada would suggest giving more prominence to core labour rights in the Declaration and Plan of Action. These core rights have been impacted worldwide as a result of the pandemic. For instance, something along the following lines could be included in the Plan of Action, perhaps under the list of topics of WG2, or elsewhere:

- Protect the rights of workers and employers to join or form an organization of their choice and bargain collectively, for example by taking steps to ensure that their industrial relations systems are fair, efficient and transparent.
- Continue strengthening labor law enforcement by ensuring sanctions and fines imposed for labour rights violations are applied effectively and efficiently to guarantee their deterrent effect.
- Develop and implement strategies to guarantee workers the effective exercise of their labor rights, for example by improving access to justice, conducting prompt investigations into allegations of violations, etc.

The same comment would apply to the issue of forced labour, which is a key priority for Canada and a growing area of focus at the international level.

COMMENTS FROM COSATE:

We take note of the draft that has as its motto "BUILDING A MORE RESILIENT WORLD OF WORK WITH SUSTAINABLE DEVELOPMENT, DIGNIFIED EMPLOYMENT AND SOCIAL INCLUSION." The COVID-19 pandemic has had a profound impact on humanity, it has highlighted the interdependence of members of society and the protective role of states that had to undertake reconstruction and rebuilding, in many cases of health systems weakened by permanent structural adjustments.

Not only does it have the consequence of tragic loss of human life, but it has impacted like a "Tsunami" with a sharp drop in economic activity. In the world of work, it has caused a dramatic rise of unemployment and huge income losses, increased informality and precariousness, with a greater impact on developing countries.

The consequences of unemployment and poverty have particularly harmed women and young people, migrants and other vulnerable sectors, exposing the inequality that exists in our societies. The shortcomings resulting from informality and job insecurity in many countries mean that there is no basic health, social and labor protection.

The new forms of remote work, the technological changes that imply new forms of work that are often deregulated, are effects of this crisis that are expected to continue after the end of the health pandemic and aggravate inequalities, injustice, poverty, security and, in short, regional and international peace.

As workers, it is striking to us that the preliminary draft submitted for consideration lacks proposals to deal with a global health, economic, and employment crisis of unusual magnitude. A crisis greater than that of 2008, with a strong impact on employment and income.

We expected a response from the Ministries of Labor in line with the emergency situation in the world of work. According to the ILO, "in 2020, 8.8 percent of global working hours were lost relative to the fourth quarter of 2019, equivalent to 255 million full-time jobs." The loss of working hours was particularly high in Latin America and the Caribbean, Southern Europe and South Asia. The loss of working hours in 2020 was approximately four times greater than during the 2009 global financial crisis.

In 2008, the International Labor Conference signed the "Global Jobs Pact", the Declaration of the G20 countries marked the importance of leaving "the times of irresponsibility", the Ministers of Labor in Buenos Aires affirmed the need to "Face the Crisis with Development, Decent Work and Social Protection". In the midst of an economic, health, social, environmental and employment crisis, are extraordinary measures to support the world of work for employment and decent work not deemed necessary?

Leaders of the region coincidentally express that we are facing "the worst pandemic in a century, the worst economic crisis since the Great Depression", and therefore, assist families and businesses to keep them open and their employees working. They argue that more needs to be done than just rebuilding and that is, rebuild better. Ensure greater equity and opportunity for women with equal pay. They also point out that the trickle-down economy has never worked, and it's time to grow the economy from below and from the center outwards. In the same sense, we highlight the proposal to release patents for COVID-19 vaccines and especially the recognition of trade unions as an efficient tool for the distribution of wealth and upward social mobility, which workers in the region take as our own.

Workers in the region call for proposals for urgent measures to maintain economic activity in particular measures to support SMEs, income security and solidarity to relaunch the real economy and decent working conditions for all workers -formal, self-employed, temporary-, and to reduce labor informality.

In addition, access to health care, paid sick leave and income support in times of crisis must be ensured for all workers, regardless of their mode of employment. Today, more than ever, social and labor protection is essential.

The profound inequalities observed particularly hit women working in essential occupations and sectors such as health and care. They have played an essential role in sustaining societies and economies during the pandemic, which is why we call for energetic measures to achieve gender equality.

Young people have suffered the impact of the pandemic, sacrificing their education, training and possibilities of transitioning from school to work, which is why we must consider programs and sustained efforts to achieve their effective integration into the world of work.

To these circumstances we must add that the world today faces a situation of health inequality such as access to healthcare and vaccines, which it does not seek to resolve through solidarity and cooperation to mitigate the effects of the pandemic.

The workers of the Americas grouped in the Trade Union Confederation of the Americas (TUCA / CSA) have adopted the Development Platform for the Americas (PLADA) as a response to the deep economic, social and political crisis that has shaken the world since 2008 and placed us in front of a major challenge: that the costs of overcoming the crisis are not burdened on the shoulders of the workers and the people. Today we endorse its content and insist that a successful solution must be based on:

- Inclusive growth must focus on the creation of decent and environmentally friendly work and putting inclusion and social cohesion at the centre of policies. Sustainable economic recovery programmes with job creation should focus on promoting investments for the creation of decent and environmentally friendly jobs that address a just transition. Programmes should also support and strengthen the processes of formalizing the informal economy in accordance with ILO's Recommendation 204. In short, to advance economic growth with social inclusion requires a new Social Contract in the Americas based on a more inclusive development system, enabling countries to truly develop their economies and ensure progressive tax systems that allow for a better distribution of wealth and a reduction in inequalities; a hierarchical and institutionalized social dialogue; labor protection and special emphasis on respect for fundamental rights, starting with freedom of association and collective bargaining; equality in relation to income, gender and race;
- The countries of the Americas must build an equitable and universal system of social protection. Reform initiatives must overcome the logic of privatization and create real and effective conditions for the coverage of the entire population, with special emphasis on the gender perspective to overcome gaps and inequalities in coverage. This includes tax reforms that can contribute to sustaining the systems, through the taxation of large fortunes, the taxation of the profits of transnational corporations and the fight against "tax dens", among others. Social protection systems should also contribute to formalizing the informal economy.
- Economic relations between developed countries and the countries of Latin America and the Caribbean should give priority to those that feed the "sustainable and inclusive economic recovery" of the region and not to those that only benefit the economic interests of developed countries to the detriment of national and regional development processes in Latin America. For a "sustainable and inclusive economic recovery", it is necessary to assess the impact of the current free trade agreements promoted in the region. Trade unionism in the region demands stronger mechanisms for respect for labor and environmental rights.

- Value chains must respect labor rights: decent work must be guaranteed for workers in Latin America and the Caribbean in global production chains, most of which are controlled by transnational corporations.
- Public policies of reconversion and environment must involve a just transition with social dialogue: in accordance with the Paris Agreement of the United Nations Framework Convention on Climate Change. The Latin American and Caribbean region continues to have the greatest potential on the planet in terms of its biodiversity and abundant commons. However, their communities and peoples have limited access to the benefits.
- The Economy 4.0. or Digitization of the world of work. A "people-centered" approach must ensure universal access and quality of technology. Technological transitions should guarantee workers' rights in the digital economy, including the right to freedom of association and collective bargaining, expand universal access to social protection, and promote the acquisition of skills and qualifications for all workers throughout their lives.
- Support for the defense and expansion of democracy in the continent: for the unions, the existence of democratic systems is essential where the exercise of civil and political rights is ensured and freedom of association and collective bargaining are guaranteed.

Here, we advance some ideas that should be incorporated to develop proposals for our peoples in the region and society:

- We must promote a broad-based and employment-intensive recovery, generate proposals for measures to maintain economic activity, in particular measures to support SMEs, income security and solidarity to relaunch the real economy and decent work conditions for all workers.
- Increase public and private investment in strategic sectors, infrastructure, in those sectors most affected by the crisis and in other sectors that have a strong potential to generate decent work opportunities;
- The pandemic has increased inequality in our country and the region, it is a matter of fundamental importance to generate a commitment to its reduction, recognizing the role of the State, but also of enterprises and labor unions.
- Our region must improve its productivity, but not at the cost of intensifying work and / or adjustments, but with a better distribution of income and continuous training of all factors of production.
- One of the priorities in our country and the region is the generation of innovative strategies to reduce economic and labor informality, a situation that is an obstacle to inclusive development. It is not a question of returning to rigid recipes. For those strategies to be successful they can only be thought within the framework of social dialogue.
- We must achieve commitments to ensure a social and health protection system that allows access to healthcare and income support in times of crisis for all workers, regardless of their employment modality, today more than ever social and labor protection is essential.

- Implement, through public policies and in business practices, a transformative program to achieve gender equality and the elimination of racial and ethnic discrimination, in particular with respect to migrants and indigenous peoples, and violence and harassment in the world of work;
- The pandemic has re-hierarchized the role of Health, Hygiene and Safety at work, it is essential to rethink a system that integrates tripartite efforts into the system through actions at the national, sectoral, and company level.
- The care-giving system is a social and labor issue that requires new responses. It is necessary to encourage the tasks of family co-responsibility without a doubt, but also to consider a system that integrates efforts at the level of the state, companies and social organizations.
- The profound inequalities observed particularly hit women who work in essential occupations and sectors such as healthcare and caregiving, and they have played an essential role in sustaining societies and economies during the pandemic, therefore we must agree on energetic measures to achieve gender equality.
- Young people have suffered the impact of the pandemic, jeopardizing their education, training and possibilities of going from school to work, which is why we must consider sustained programs and efforts to achieve their effective integration into the world of work.
- It is necessary to rebuild an educational system for continuous training that ensures the training of workers throughout their career path and that is related to and integrated into the formal educational system.
- Develop regulatory standards on work on virtual platforms considering the new forms of work that entail adapting work processes and modalities, such as telework, through dialogue and cooperation between management personnel and workers, ensuring access to adequate connectivity, equipment, technical support and training for all of them when working remotely.

In sum, we must address tripartite exchange by affirming the need to place the objective of full and productive employment and decent work at the center of public policies, promoting an economic recovery to achieve sustainable and inclusive development in accordance with the 2030 Agenda of the United Nations.

Support and strengthen the proactive role of the State in public policies that favor growth with employment and social inclusion, the strengthening of internal markets, as a provider of quality public services and ensuring compliance with international labor standards.

Specific commitments to establish the objective of full and productive employment and decent work, as well as the protection of workers, the needs of the most vulnerable groups and most affected by the pandemic, and support for companies, employment and income at the core of strategies to facilitate a people-centered recovery and build a better future.