ORGANIZATION OF AMERICAN STATES
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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COMPILATION OF COMMENTS TO THE PRELIMINARY DRAFT PLAN OF ACTION 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, Dominican Republic, Ecuador, El Salvador, Mexico, Nicaragua, Paraguay, Peru, Trinidad and Tobago, United States, Uruguay; as well as CEATAL.

"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"
Comment from United States: For consistency with edits in declaration.

CEATAL: "BUILDING A MORE RESILIENT WORLD OF WORK WITH SUSTAINABLE DEVELOPMENT, ~~DIGNIFIED~~ **PRODUCTIVE** 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), gathered on September 22, 23 and 24, 2021, undertake to carry out the following Plan of Action in order to implement the Declaration of Buenos Aires and continue advancing towards the construction of a more resilient world of work, with sustainable development, decent work and social inclusion in the Americas; aware that this is an urgent need in the region considering the health, social and economic consequences of COVID-19.

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), gathered on September 22, 23 and 24, 2021, undertake to carry out the following Plan of Action in order to implement the Declaration of Buenos Aires and continue advancing towards ~~the construction~~ creating ~~of~~ a more **human-centered and** resilient world of work, with sustainable development, decent work and social inclusion in the Americas; aware that this is an

[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.

urgent need in the region considering the health, social and economic consequences of **the** COVID-19 **pandemic**.

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), gathered on September 22, 23 and 24, 2021, ~~undertake~~ **intend** to carry out the following Plan of Action in order to **realize** ~~implement t~~he Declaration of Buenos Aires and continue advancing towards the construction of a more resilient world of work, with sustainable development, decent work and social inclusion in the Americas; aware that this is an urgent need in the region considering the health, social and economic consequences of COVID-19.

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), gathered on September 22, 23 and 24, 2021, undertake to carry out the following Plan of Action in order to implement the Declaration of Buenos Aires and continue advancing towards the construction of a more resilient world of work, with sustainable development, **productive employment** ~~decent work~~ and social inclusion in the Americas; aware that this is an urgent need in the region considering the health, social and economic consequences of COVID-19.

A. ORGANIZATION

2. In order to ensure the continuity and coherence of the IACML's work, the Chair Pro Tempore of the XX IACML (Argentina) - in collaboration with the previous Chair (Barbados) and future Chair, with the support of the OAS Executive Secretariat for Integral Development and in consultation with the representatives of the Trade Union Technical Advisory Council (COSATE), and of the Business Technical Advisory Committee on Labor Matters (CEATAL) – will be responsible for advancing the implementation of the Plan of Action and for improving coordination with the international organizations that contribute to the Conference.

3. The IACML takes note and will continue to implement the "General Guidelines for Sectoral Ministerial Processes within the framework of the Inter-American Council for Integral Development (CIDI)" (CIDI/doc.228/17), approved by the OAS General Assembly in 2017.

B. RESOURCES

4. Member states will devote the appropriate economic, technical, and logistic resources, as available, for the execution of the Plan of Action, with the participation of COSATE and CEATAL, and favoring the use of information and communication technologies. In addition, the Chair Pro Tempore will invite the relevant international organizations to make voluntary contributions to support the activities and projects included in this Plan, and to facilitate the participation of the said workers' and employers' organizations.

MEXICO: Member states will devote the appropriate economic, technical, and logistic resources, as available, **according to the national circumstances,** for the execution of the Plan of Action, with the participation of COSATE and CEATAL, and favoring the use of information and **virtual** communication technologies. In addition, the Chair Pro Tempore will invite the relevant international organizations to make voluntary contributions to support the activities and projects

included in this Plan, and to facilitate the participation of the said workers' and employers' organizations.

PERU: *Comment: We recommend that, while we favor the use of communication and information technologies, it is necessary to pay special attention to the existing connectivity limits in the different countries of the region, that have been specially exposed due to the health emergency caused by COVID-19, and in this context, it is necessary that the formulation of the Plan of Action considers these barriers.*

URUGUAY: *Suggest delete this article.*

C. WORKING GROUPS

5. The following two working groups will be set up by representatives of the ministries of labor in order to advise the IACML regarding the objectives of the Declaration of Buenos Aires. As such, the Groups will examine in greater depth the topics identified in this Plan of Action, facilitate the exchange of experiences, provide pertinent information and studies, and follow up on related hemispheric initiatives:

i. Working Group 1 (WG1): Comprehensive public policies to face the effects of the crisis and achieve the future of work with equity and social justice, and

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

ECUADOR: Working Group 1 (WG1): Comprehensive public policies to face the effects of the crisis **caused by Covid-19** and achieve the future of work with equity and social justice, and

EL SALVADOR: Working Group 1 (WG1): Comprehensive public policies to face the effects of the crisis **post Covid-19** and achieve the future of work with equity and social justice, and

MEXICO: Working Group 1 (WG1): Comprehensive public policies to face the effects of the crisis **by COVID-19** and achieve the future of work with equity and social justice, and

TRINIDAD Y TOBAGO: Working Group 1 (WG1): Comprehensive public policies to ~~face~~ **address** the effects of the crisis and achieve the future of work with equity and social justice, and

CEATAL: Working Group 1 (WG1): Comprehensive public policies to face the effects of the crisis and achieve the future of work with **productive employment,** equity and social justice, and

ii. Working Group 2 (WG2): Institutional Strengthening and Social Dialogue to recover from the post COVID-19 crisis and address emerging changes in the world of work.

CANADA: 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 to add "to protect workers' and employers' rights in light of" to ensure consistency with previous declarations.

TRINIDAD AND TOBAGO: Institutional Strengthening and Social Dialogue to recover from ~~the post~~ COVID-19 crisis and address emerging changes in the world of work.

WORKING GROUP 1 (WG1): COMPREHENSIVE PUBLIC POLICIES TO FACE THE EFFECTS OF THE CRISIS AND ACHIEVE THE FUTURE OF WORK WITH EQUITY AND SOCIAL JUSTICE

Note from the Secretariat: This title must be adjusted based on decisions taken in prior article.

6. WG1 will follow up on the following topics from the Declaration of Buenos Aires:

- future of work with equity and social justice;

  TRINIDAD AND TOBAGO: **F**~~f~~uture of work with equity, **inclusiveness** and social justice;

  UNITED STATES: future of work with equity**, equality,** and social justice;

  CEATAL: future of work with **productive employment** equity and social justice;

- work on digital platforms, telework and new forms of employment;

  EL SALVADOR: work on digital platforms, telework and **jobs of the future** ~~new forms of employment;~~

  UNITED STATES: work on digital platforms, **remote work** ~~telework~~ and new forms of employment;

- equality in the labor market, elimination of employment discrimination and labor inclusion of vulnerable populations;

  TRINIDAD AND TOBAGO: **E**~~e~~quality in the labor market, elimination of **all forms of** employment discrimination and labor inclusion of vulnerable populations

- coordination between education and employment, qualification frameworks, and development of skills for the future;

  NICARAGUA: coordination between education, **technical, professional training** and employment, qualification frameworks, and development of skills for the future;

- training, reskilling, and public employment services to face the effects of the crisis;

  BARBADOS: training, reskilling, and public employment services to ~~face~~ **address/ handle/ manage** the effects of the crisis;

  COLOMBIA: training, reskilling, and public employment services to ~~face~~ **address** the effects of the crisis;

  NICARAGUA: training, reskilling, and **modernization of the** public employment services to face the effects of the crisis;

- **NEW- NICARAGUA: regulation of private employment agencies**

- labor market information systems and prospective analysis for the identification of emerging sectors;

  EL SALVADOR: labor market information systems and prospective analysis for the identification of emerging **and dynamic** sectors **in the generation of employment**;

- sustainable enterprises, including micro, small and medium-sized enterprises, cooperatives and enterprises of the social sector, among others;

- **CEATAL: Enabling environments for the promotion of entrepreneurship, the creation and development of** sustainable enterprises, including micro, small and medium-sized enterprises, cooperatives and enterprises of the social sector, **and innovation**, among others;

- **NEW NICARAGUA: Promotion regarding training and capitalization of entrepreneurship and self-employed workers**

- transition from the informal to the formal economy; and

- gender equality and gender mainstreaming in labor and employment policies.

PERU: *Comment: We identify the need to take into consideration violence and harassment in the world of work as a topic. ILO Convention 190 on this theme represents an important landmark that must be considered when evaluating public policies aimed at achieving a future of work with equity and social justice in the region; hence the importance of its inclusion as a key topic with the objective of achieving work with equity and social justice.*

7. Working Group 1 will facilitate analysis and exchanges of experiences and will develop recommendations to support governments with the following objectives and activities:

BARBADOS, COLOMBIA: Working Group 1 will facilitate analysis and exchanges of experiences and will develop recommendations to support governments ~~with~~ **through** the following objectives and activities:

a. Promote spaces for intersectoral and social dialogue to address work on digital platforms, telework and work from home, including the design and implementation of mechanisms, legislation, and policies to ensure equity and decent work and clearly define rights and duties for workers and employers. Generate greater knowledge, information, and statistics on these phenomena, with the aim of having informed and evidence-based policymaking.

PERU: *Comment: We suggest including the necessary focus on human rights, gender, and intersectorality when addressing work from home. In this regard, the re-evaluation of unpaid housework and the necessary co-responsibility in house chores and caregiving should be promoted in consonance with the proposal in literal h); as well as the dissemination and access to services to identify and report family and gender violence.*

TRINIDAD AND TOBAGO: Promote spaces for intersectoral and social dialogue to address work on digital platforms, telework and work from home, including the design and implementation of mechanisms, legislation, and policies to ensure equity and decent work and clearly define rights and ~~duties~~ **responsibilities** for workers and employers. Generate greater knowledge, information, and statistics on these phenomena, with the aim of having informed and evidence-based policymaking.

CEATAL: Promote spaces for intersectoral and social dialogue to address work on digital platforms, telework and work from home, including the design and implementation of mechanisms, legislation, and policies to ensure **productive employment,** equity and decent work and clearly define rights and duties for workers and employers. Generate greater knowledge, information, and statistics on these phenomena, with the aim of having informed and evidence-based policymaking.

b. Improve training and reskilling for people to transition into new economic sectors considering the decrease in employment in some sectors due to both technological change and the pandemic. This implies, to improve the quality, pertinence, and inclusion of training; strengthen and update skills certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training; among others.

BARBADOS: Improve training and reskilling for people to transition into new economic sectors, considering the decrease in employment in some sectors due to both technological change and the pandemic. ~~This implies~~ **This action will be undertaken**, to: improve the quality, pertinence, and ~~inclusion~~ **inclusiveness** of training; strengthen and update skills

certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training, among others.

ECUADOR: Improve **labor** training and reskilling for people to transition into new economic sectors considering the decrease in employment in some sectors due to both technological change and the pandemic. This implies, to improve the quality, pertinence, and inclusion of training; strengthen and update skills certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training; among others

EL SALVADOR: Improve **professional** training and reskilling for people to transition into new economic sectors ***(cambio solo aplica en español)*** considering the decrease in employment in some sectors due to both technological change and the pandemic. This implies, to improve the quality, pertinence, and inclusion of training; strengthen and update skills certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training; among others.

MEXICO: In coordination with other institutions, ~~I~~improve training and reskilling for people to transition into new economic sectors considering the decrease in employment in some sectors due to both technological change and the pandemic. This implies, to improve the quality, pertinence, and inclusion of **labor** training; strengthen and update skills certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training; among others.

NICARAGUA: Improve training and reskilling for people to transition into new economic sectors considering the decrease in employment in some sectors due to both technological change and the pandemic. This implies, to improve the quality, pertinence, and inclusion of training; strengthen ~~and~~ update **and extend** skills certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training; among others.

TRINIDAD AND TOBAGO: Improve training and reskilling for people to transition into new economic sectors considering the decrease in employment in some sectors due ~~to both~~ technological change, **climate change** and the **effects of the** pandemic. This **would be undertaken with a view** ~~implies~~ implies, to improve the quality, pertinence, and inclusion of training; strengthen and update skills certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training; among others.

URUGUAY: Improve training and reskilling for people to transition into new economic sectors considering the decrease in employment in some sectors due to both technological change and the pandemic. This implies, to improve the quality, pertinence, and inclusion of training; strengthen ~~and update~~ skills certification systems and employment services; establish training and transition paths among sectors; and deepen the use of technology to enable and expand training; among others.

c. Deepen the exchange of information, knowledge, and experiences on the identification and development of skills for the future, emphasizing on digital and socio-emotional skills.

BARBADOS: Deepen the exchange of information, knowledge, and experiences on the identification and development of skills for the future, ~~emphasizing~~ **with emphasis** on digital and socio-emotional skills.

EL SALVADOR: Deepen the exchange of information, knowledge, and experiences on the identification and development of skills for the future, emphasizing on digital and **soft** ~~socio-emotional~~ skills.

TRINIDAD AND TOBAGO: Deepen the exchange of information, knowledge, and experiences on the identification and development of skills for the future, **with emphasis**~~zing~~ on digital and socio-emotional skills

d. Continue strengthening dialogue and cooperation among Ministries of Labor and Education through the IACML and the Inter-American Committee on Education (CIE), with the aim of achieving better coordination between education, training, and employment policies, as well as work towards a learning and skills development ecosystem.

NICARAGUA: Continue strengthening dialogue and cooperation among Ministries of Labor and Education and **Technical and Vocational Training** through the IACML and the Inter-American Committee on Education (CIE), with the aim of achieving better coordination between education, training, and employment policies, as well as work towards a learning and skills development ecosystem.

TRINIDAD AND TOBAGO: Continue strengthening dialogue and cooperation among Ministries of Labor and Education through the IACML and the Inter-American Committee on Education (CIE), with the aim of achieving better coordination between education, training, and employment policies, as well as work towards **developing** a learning and skills development ecosystem.

e. Strengthen labor market information systems to have reliable and timely information on the current and future needs of the labor market and adjust education and professional training strategies based on this information. Improve the capacity of information systems to generate market intelligence, use traditional and non-traditional information sources (take advantage of big data technologies), identify skills gaps and emerging sectors, and anticipate changes in the skills and competences required by the productive sector.

ECUADOR: Strengthen labor market information systems to have reliable and timely information on the current and future needs of the labor market and adjust education and professional training strategies. ~~based on this information~~. Improve ...

EL SALVADOR: Strengthen **and promote the updating of** labor market information systems to have reliable and timely information on the current and future needs of the labor market**, as well as provide timely figures on the dynamics of the labor market with the objective of enhance the use of data for the formulation of public policies,** and adjust education and professional training strategies based on this information. Improve the capacity of information systems to generate **analysis and prospective studies** ~~market intelligence~~, use traditional and non-traditional information sources (take advantage of big data technologies), **as well as promoting the design and application of specific surveys to expand the availability of information on the labor market. In addition to identifying** skills gaps and emerging sectors, and anticipate changes in the skills and competences required by the productive sector.

MEXICO: **In coordination with other institutions, s**~~S~~trengthen labor market information systems to have reliable and timely information ….

f. Instruct ILO-CINTERFOR, OAS and UNESCO to continue working jointly in the development of a Regional Qualifications Framework at the level of the Americas to guide the design and implementation of national qualification frameworks.

UNITED STATES: ~~Instruct~~ **Encourage** ILO-CINTERFOR, OAS and UNESCO to continue working jointly in the development of a Regional Qualifications Framework at the level of the Americas to guide the design and implementation of national qualification frameworks.
Comment: Suggest this change because we can't instruct other IOs, but can encourage or request.

g. Continue deepening the institutionalization of gender in the Ministries of Labor as a means to achieve gender equality. This involves improving the planning and institutional definition of gender units; strengthening the relationship with the mechanisms for the advancement of women; and continue deepening training and cooperation among Ministries in this regard through the Inter-American Network for Labor Administration and in partnership with the Inter-American Commission of Women.

EL SALVADOR: *Comment: Highlight the importance of the existence of offices with gender specialists and the strengthening of the team technical capacities, to guarantee adequate gender mainstreaming in the Ministries.*

TRINIDAD AND TOBAGO: Continue deepening the institutionalization of gender in the Ministries of Labor as a means to achieve gender equality. This ~~involves improving the planning and~~ institutional **strengthening** ~~definition~~ of gender units;~~ strengthen~~ **bolster**ing the relationship with the mechanisms for the advancement of women; and continue deepening training and cooperation among Ministries in this ~~regard~~ **area** through the Inter-American Network for Labor Administration and in partnership with the Inter-American Commission of Women.

h. Promote full participation of women in the labor market and productive activities including the elimination of barriers for their effective participation such as caregiving work, violence, and harassment in the workplace. Ensure the incorporation of a gender approach in telework and work from home regulations and promote caregiving co-responsibility to achieve recovery with equality.

BRAZIL: *Comment: BRAZIL would prefer "Debate" or "Reflect upon" the incorporation of a gender approach… since in Brazil these regulations are made (in fact, regarding work from home, for instance, it is already made, since 2017) with parliamentary approval. Thus, the Executive branch cannot ensure.*

ECUADOR: Promote full participation of women in the labor market and productive activities**, eliminate** ~~including the elimination of~~ barriers ~~for their effective participation such as caregiving work~~, violence, and harassment in the workplace **for their effective participation**. Ensure the incorporation of a gender approach in telework and work from home regulations and promote caregiving co-responsibility to achieve recovery with equality.

EL SALVADOR: Promote full participation of women in the labor market and productive activities including the elimination of barriers for their effective participation such as caregiving work, violence, and harassment in the workplace. Ensure the incorporation of a gender approach in **digital platforms**, telework, and work from home regulations and promote caregiving co-responsibility **at home** to achieve recovery with equality.

MEXICO: Promote full participation of women in the labor market and productive activities including the elimination of barriers for their effective participation such as **discrimination,** ~~caregiving work,~~ violence, and harassment in the workplace. Ensure the incorporation of a gender approach in telework and work from home regulations and promote caregiving co-responsibility to achieve recovery with equality.

Comment: It is suggested to eliminate this concept ("caregiving work"), since eliminating the caregiving work that women perform, in addition to being a very ambitious task, would not correspond solely to the Ministries of Labor. In any case, it could be referenced that work could be done to create options that allow balancing the unpaid caregiving work of women and their incorporation into the labor market.

URUGUAY: Promote full participation of women in the labor market and productive activities including the elimination of barriers for their effective participation such as ~~caregiving work,~~ violence, and harassment in the workplace. Ensure the incorporation of a gender approach in telework and work from home regulations and promote caregiving co-responsibility to achieve recovery with equality

i. Ensure access of vulnerable persons and groups to the labor market in conditions of equality and with full compliance of their labor rights. To this end, promote collaborative work among Ministries of Labor, other public institutions, and civil society organizations that serve these groups; inform and sensitize the general population on topics of inclusion and non-discrimination; improve access of groups that face the greatest challenges in the

world of work to education and training systems; and promote the creation and strengthening of inclusive businesses.

BARBADOS: Ensure access of vulnerable persons and groups to the labor market in conditions of equality and ~~with~~ full compliance ~~of~~ **with** their labor rights. To this end, promote collaborative work among Ministries of Labor, other public institutions, and civil society organizations that serve these groups; inform and sensitize the general population on topics of inclusion and non-discrimination; improve access of groups that face the greatest challenges in the world of work to education and training systems; and promote the creation and strengthening of inclusive businesses.

EL SALVADOR: Ensure access **for** ~~of vulnerable~~ **priority** persons and groups to the labor market in conditions of equality and with full compliance of their labor rights. To this end, promote collaborative work among Ministries of Labor, other public institutions, and civil society organizations that serve these groups; inform and sensitize the general population on topics of inclusion and non-discrimination; improve access of groups that face the greatest challenges in the world of work to education and training systems; and promote the creation and strengthening of inclusive businesses.

NICARAGUA: Ensure access of vulnerable persons and groups to the labor market in conditions of equality and with full compliance of their labor rights. To this end, promote collaborative work among Ministries of Labor, other public institutions, and ~~civil society~~ organizations **that represent labor relations** that serve these groups; inform and sensitize the general population on topics of inclusion and non-discrimination; improve access of groups that face the greatest challenges in the world of work to education and training systems; and promote the creation and strengthening of inclusive businesses.

PERU: *Comment: we suggest making specific reference to the vulnerable groups that will be addressed, since each one of them requires focalized public policies due to the particular needs they have and the realities they face. In this way, some vulnerable groups that may be considered are people with disabilities, seniors, afro-descendants, indigenous populations, LGBTIQ+ groups, people affected by HIV or AIDS, among others. In addition, consider the impact of the "intersectional discrimination" or of the "multiple motives of discrimination" as clear evidence of the necessary focus of intersectionality necessary to address equality and nondiscrimination on employment and occupation.*

NEW- DOMINICAN REPUBLIC: Continue working to improve reskilling, to strengthen and update the curriculum linked to skills certification and employment services, collaboration in hygiene, health and industrial safety training of the workers of the different sectors of the national economy.

WORKING GROUP 2 (WG2): INSTITUTIONAL STRENGTHENING AND SOCIAL DIALOGUE TO RECOVER FROM THE POST COVID-19 CRISIS AND ADDRESS EMERGING CHANGES IN THE WORLD OF WORK

Note from the Secretariat: This title must be adjusted based on decisions taken in article 5.

8. WG2 will follow up on the following topics of the Declaration of Buenos Aires:

- Strengthening and modernization of the Ministries of Labor to face both the emerging shifts of the world of work and the effects of the pandemic;

  BARBADOS: Strengthening and modernization of the Ministries of Labor to ~~face~~ **address / handle/ manage** both the emerging shifts ~~of~~ **in** the world of work and the effects of the pandemic;

  TRINIDAD AND TOBAGO: Strengthening and modernization of the Ministries of Labor to face both the emerging shifts ~~of~~ **in** the world of work and the effects of the pandemic;

- enforcement of labor legislation and regulation, and effective exercise of fundamental principles and rights at work;

  MEXICO: **Effective** enforcement of labor legislation and regulation~~, and effective exercise~~ **as well as** ~~of~~ fundamental principles and rights at work;

- strengthening of institutionalized social dialogue for the construction of more just, equitable, and resilient societies;

  TRINIDAD AND TOBAGO: **S**~~s~~trengthening of institutionalized social dialogue **mechanisms** for ~~the construction of~~ **creating a** more just, equitable, and resilient societies;

- freedom of association and collective bargaining;

- regular, safe and orderly labor mobility;

- prevention and eradication of child labor;

- universal social protection for an equitable recovery;

  CEATAL: ~~universal~~ **adequate and sustainable** social protection for an equitable recovery;

- occupational health and safety and the right to health at work; and

  EL SALVADOR: occupational health and safety **and hygiene** and the right to health at work; and

  MEXICO: occupational health and safety ~~and the right to health at work;~~ and

  UNITED STATES: occupational health and safety ~~and the right to health at work;~~ and

- strengthening the Inter-American Network for Labor Administration (RIAL)

- **NEW- EL SALVADOR: Promotion of labor market information systems, contributing to the generation of labor market intelligence tools through the implementation of specific surveys to increase the availability of statistical information in the countries.**

  PERU: *Comment: We suggest including as a topic to follow up on the post COVID-19 context, the prevention and eradication of forced labor, since it is estimated that the negative effects of the pandemic will be -as they already are- more prejudicial in poorer countries and communities, and for those who are already in a vulnerable or underprivileged situation. In particular, a group of this kind are the victims of forced labor, especially women and girls, which is why it is necessary to follow up on his topic to face it towards a more resilient world of work with dignified employment and social inclusion. In addition, we suggest precising as a follow up methodology of the consequences of COVID-19, the identification of percentages and absolute numbers on the increase of vulnerabilities in the world of work, differentiating the percentage estimated in the pre-COVID-19 context, aiming that the intervention policies are identified with greater precision the vulnerabilities associated or affirmed to COVID-19, from the ones presented before the pandemic.*

9. Working Group 2 will facilitate analysis and exchanges of experience and will develop recommendations to support governments with the following objectives and activities:

Note from the Secretariat: This article must be adjusted based on decisions taken in article 7.

a. Strengthen mechanisms and instances to achieve an institutionalized and transversal social dialogue in the process of policy formulation for the construction of a new normality that builds fairer, more equitable, and resilient societies.

   BARBADOS: Strengthen mechanisms and instances to achieve an institutionalized and **cross-cutting** ~~transversal~~ social dialogue in the process of policy formulation for the construction of a new normality that builds fairer, more equitable, and resilient societies.

   CANADA: Strengthen mechanisms and **bodies** ~~instances~~ to achieve an institutionalized and transversal social dialogue in the process of policy formulation for the construction of a new normality that builds fairer, more equitable, and resilient societies.
   Comment: Canada would suggest replacing "instances" with "bodies"
   Comment: Canada would like to confirm whether "new normality" is used as a synonym of "new normal", as both terms are used in the document

   EL SALVADOR: Strengthen mechanisms and instances to achieve an institutionalized and transversal social dialogue in the process of policy formulation for the construction of a new **reality** ~~normality~~ that builds fairer, more equitable, and resilient societies.

TRINIDAD AND TOBAGO: Strengthen mechanisms and instances to achieve an institutionalized ~~and transversal~~ social dialogue in the process of policy formulation for ~~the construction of~~ **creating** a new normal~~ity~~ that builds fairer, more equitable, and resilient societies

b. Develop and implement, in a tripartite manner and with social dialogue, strategies that reinforce the right to health at work and occupational health and safety management as fundamental axes of the new normality, as well as promote a preventive approach that includes awareness and education campaigns.

BARBADOS: Develop and implement, ~~in a tripartite manner~~ **using a tripartite approach** and with social dialogue, strategies that reinforce the right to health at work and occupational health and safety management as fundamental axes of the new ~~normality~~ **normal**, as well as promote a preventive approach that includes awareness and education campaigns.

BRAZIL: Develop and implement, **with the contribution of**, ~~in a tripartite manner and~~ social dialogue, strategies that reinforce the right to health **at the workplace** ~~work~~ and occupational health and safety management ~~as fundamental axes of~~ **in** the new normality. ~~as well as promote a preventive approach that includes awareness and education campaigns.~~

Comment: BRAZIL would prefer a rephrasing, in order not to mix the highly controversial debate happening at the ILO ("health and safety as a fundamental principle") with what is in discussion in this regional document. Also, in our view, the implementation of public policies may benefit from social dialogue, but cannot always be implemented in a tripartite way. The ultimate responsibility of public policy is always with democratically elected governments. A similar comment has been made by us in the Ministerial Declaration (paragraph 22). We propose: "Develop and implement, with the contribution of social dialogue, strategies that reinforce the right to health at the workplace and occupational health and safety management in the new normality."

COLOMBIA: Develop and implement, ~~in a tripartite manner and with~~ **through** social dialogue, strategies that reinforce the right to health at work and occupational health and safety management as fundamental axes of the new normality, as well as promote a preventive approach that includes awareness and education campaigns.

EL SALVADOR: Develop and implement, in a tripartite manner and with social dialogue **promotion**, strategies that reinforce the right to **occupational safety in the workplace** ~~health at work~~ and occupational health and safety management as fundamental axes of the new normality, as well as promote a preventive approach that includes awareness and education campaigns.

MEXICO: Develop and implement~~, in a tripartite manner and with~~ **through** social dialogue, strategies that reinforce and **guarantee** the right to **safety** and health at work ~~and occupational health and safety management~~ as fundamental axes of the new normality, as well as promote a preventive approach that includes awareness and education campaigns.

Comments: This reference ("occupational health and safety management") is considered

repetitive; therefore its elimination is suggested

TRINIDAD AND TOBAGO: Develop and implement, in a tripartite manner and ~~with~~ **through** social dialogue, strategies that reinforce the right to health at work and occupational ~~health and~~ safety **and health** management as fundamental axes of the new normal~~ity~~, as well as promote a preventive approach that includes awareness and education campaigns.

UNITED STATES: Develop and implement, in a tripartite manner and with social dialogue, strategies that reinforce ~~the right to health at work and~~ **the importance of** occupational health and safety ~~management as fundamental axes of the new normality,~~ as well as promote a preventive approach that includes awareness and education campaigns.

c. Consolidate and develop permanent inter-sectoral communication and coordination mechanisms that continue to address the most pressing labor issues in the new normal, such as occupational health and safety, labor inspection, and labor migration.

EL SALVADOR: Consolidate and develop permanent inter-sectoral communication and coordination mechanisms that continue to address the most pressing labor issues in the new **reality** ~~normal,~~ such as occupational health and safety, labor inspection, and labor migration.

TRINIDAD AND TOBAGO: Consolidate and develop permanent inter-sectoral communication and coordination mechanisms that continue to address the most pressing labor issues in the new normal, such as occupational ~~health and~~ safety **and health**, labor inspection, and labor migration.

UNITED STATES: ~~Consolidate and~~ **D**~~d~~evelop ~~permanent inter-sectoral c~~ommunication and coordination mechanisms ~~that continue t~~o address the most pressing labor issues ~~in the new normal,~~ such as occupational health and safety, labor inspection, and labor migration

d. Strengthen labor inspection as one of the central institutions for safeguarding the health and safety of workers and guaranteeing compliance with labor legislation in both urban and rural areas. To this end, provide the necessary training and resources to inspectors, accelerate the implementation of technological tools to streamline and make their work more effective, and provide the necessary tools to address the most vulnerable populations. Design support programs that address inspection with a preventive approach, through information campaigns and innovative strategies.

EL SALVADOR: Strengthen labor inspection as one of the central institutions for safeguarding the health and safety of workers and guaranteeing compliance with labor legislation in both urban and rural areas. To this end, provide the necessary training and resources **to inspection staff** ~~inspectors,~~ accelerate the implementation of technological tools to streamline and make their work more effective, and provide the necessary tools to address the most vulnerable populations. Design support programs that address inspection

with a preventive approach, through information campaigns and innovative strategies.

MEXICO: Strengthen labor inspection as one of the central institutions for safeguarding the health and safety of workers and guaranteeing compliance with labor legislation in both urban and rural areas. To this end, provide the necessary training and resources to inspectors, accelerate the implementation of technological tools to streamline and make their work more effective, ~~and provide the necessary tools to address the most vulnerable populations~~. Design support programs that address inspection with a preventive approach, through information campaigns and innovative strategies.
Comment: This reference ("provide the necessary tools to address the most vulnerable populations") goes a bit outside the context of inspections, so we would suggest eliminating it from here, to incorporate it later.

PERU: *Comment: In this regard, we suggest to evaluate including corrective measures related to the temporary suspension of works and/or closure of workplaces that don't comply with occupational safety and health regulations. Also, regarding technological tools and resources, we suggest evaluating the design of programs or information systems based on a probability model that provides results on the identification of the employers' risk profile to commit non-compliance with labor and OSH laws, with the aim of formulating inspection strategies to certain sectors more prone to break the law.*

TRINIDAD AND TIBAGO: Strengthen labor inspection as one of the central institutions for safeguarding the **safety and** health ~~and safety~~ of workers and guaranteeing compliance with labor legislation in both urban and rural areas. To this end, provide the necessary training and resources to inspectors, accelerate the implementation of technological tools to streamline and make their work more effective, and provide the necessary tools to address the most vulnerable populations. Design support **programs to include a preventive approach** ~~that address~~ **for** inspection ~~with a preventing approach~~, through information campaigns and innovative strategies.

e. Continue to develop and promote alternative dispute resolution mechanisms, especially mediation and conciliation, as an effective method for achieving compliance with labor legislation, ensuring respect for workers' rights, discouraging recidivism of labor infractions, and decongesting the judicial system.

BARBADOS: *Suggestion applies only in Spanish*

COLOMBIA: Continue to develop and promote alternative dispute resolution mechanisms, especially **labor** mediation and conciliation, as an effective method for achieving compliance with labor legislation, ensuring respect for workers' rights, discouraging recidivism of labor infractions, and decongesting the judicial system.

MEXICO: Continue to develop and promote alternative **labor** dispute resolution mechanisms especially mediation and conciliation, as an effective method **to avoid and/or resolve conflicts,** ~~for~~ achieving compliance with labor legislation, ensuring respect for workers' rights, discouraging recidivism of labor infractions, and decongesting the judicial system.

f. Accelerate and deepen the efforts made during the pandemic to increase both contributory and non-contributory social protection coverage and move towards universal social protection, recognizing that it is an integral strategy to combat inequality and build fairer, more equitable and resilient societies.

BARBADOS: *Comment: It is suggested that the emphasis is placed on the improvement of social protection coverage with the type of protection to be determined by individual member states in accordance with their respective national circumstances*

EL SALVADOR: ~~Accelerate and deepen~~ **Streamline analysis of** ~~the~~ efforts made during the pandemic to increase both contributory and non-contributory social protection coverage and move towards universal social protection, recognizing that it is an integral strategy to combat inequality and build fairer, more equitable and resilient societies.

MEXICO: **In coordination with competent institutions,** ~~A~~**a**ccelerate and deepen the efforts made during the pandemic to increase both contributory and non-contributory social protection coverage and move towards universal social protection, recognizing that it is an integral strategy to combat inequality and build fairer, more equitable and resilient societies.

CEATAL: Accelerate and deepen the efforts made during the pandemic to increase both contributory and non-contributory social protection coverage and move towards ~~universal~~ **adequate and sustainable** social protection, recognizing that it is an integral strategy to combat inequality and build fairer, more equitable and resilient societies.

g. Continue the development of programs and strategies that address the problem of child labor from an intersectoral approach, both horizontally among the Ministries involved, as well as vertically with local authorities. Strengthen and adapt existing programs to prevent children and adolescents from entering child labor due to the pandemic. Continue and strengthen the implementation of programs with the private sector and workers' organizations to guarantee value chains free of child labor, and develop initiatives or alliances to provide accurate qualitative and quantitative information on the presence or risk of child labor in order to redirect efforts to the areas of greatest risk.

MEXICO: **In coordination with other competent institutions,** ~~C~~**c**ontinue the development of programs and strategies that address the problem of child labor from an intersectoral approach, both horizontally among the Ministries involved, as well as vertically with local authorities. Strengthen and adapt existing programs to prevent children and adolescents from entering child labor due to the pandemic. Continue and strengthen the implementation of programs **in coordination** with the private sector and workers' organizations **and civil society** to guarantee value chains free of child labor and develop initiatives or alliances to provide accurate qualitative and quantitative information on the presence or risk of child labor in order to redirect efforts to the areas of greatest risk.

PARAGUAY: Continue the development … in order to redirect efforts to the areas of

greatest risk. **Increase decent work as well as adolescent leadership, both in the urban and rural sectors, which would constitute a strategy for the elimination of sustainable child labor.**

PERU: *Comment: We suggest including the importance of updating periodically the lists of hazardous occupations where teenagers are employed, so that labor activities in which adolescents should not be employed can be timely identified, in lockstep with studies on occupational safety and health, to guarantee they development and integral wellbeing.*

NEW – ECUADOR: Promote programs to strengthen the skills and labor inclusion of the parents of girls, boys and adolescents in situation of child labor

h. Ensure, in conjunction with migration authorities and workers' and employers' organizations, compliance with the human and labor rights of migrant workers in the region through information strategies on their labor rights, the strengthening of labor inspection to provide comprehensive care to this population, the development of targeted inspections, and campaigns focused on combating discrimination and xenophobia. Continue the development of programs aimed at the labor inclusion of migrant workers, including formalization strategies and adapting employment services to serve them.

ECUADOR: Ensure …. Continue the development of programs aimed at the labor inclusion of migrant workers, including formalization strategies**,** ~~and~~ adapting **and integrating** employment services to serve them.

EL SALVADOR: ~~Ensure~~ **Guarantee,** in conjunction with migration authorities ….

MEXICO: Ensure, in **coordination** conjunction with migration authorities ...

NICARAGUA: Ensure, in conjunction with migration, **consular** authorities and workers' and employers' organizations **according to the realities and laws of each country**, compliance with the human and labor rights of migrant workers in the region ….

PERU: *Comment: In this regard, considering migration, the inclusion of migrant workers must be sought, and respecting their rights with no distinction for matters of race, gender, nationality, religion, ideology, among others.*

TRINIDAD AND TOBAGO: Ensure, in conjunction with migration authorities and workers' and employers' organizations, compliance with the human and labor rights of migrant workers in the region through information sharing strategies on their labor rights **in languages easily understood by migrants**, the strengthening of labor inspection ….

UNITED STATES: ~~Ensure, in conjunction with migration authorities and workers' and employers' organizations,~~**Protect and respect** ~~c~~**compliance with** ~~t~~he human and labor rights of migrant workers in the region**, including** through information strategies on their labor rights, ~~the strengthening of~~ **conducting and strengthening** labor inspections**,** ~~to provide comprehensive care to this population, the development of~~ **, including** targeted

inspections, and campaigns focused on combating discrimination and xenophobia. Continue the development of programs aimed at the labor inclusion of migrant workers, including formalization strategies and adapting employment services to serve them.

i. Promote the process of digital transformation of the Ministries of Labor and continue deepening the efforts made to digitize their services as an axis of institutional strengthening that allows to better serve workers, workers' and employers' organizations, and the public.

BARBADOS: Promote the process of digital transformation of the Ministries of Labor and continue deepening the efforts made to digitize their services as an axis of institutional strengthening that ~~allow to better serve~~ **facilitates better service to** workers, workers' and employers' organizations, and the public.

j. Continue strengthening the Inter-American Network for Labor Administration (RIAL) as a vehicle to strengthen the human and institutional capacities of the Ministries of Labor and contribute to the recovery process and the creation of a new and better normality.

EL SALVADOR: Continue strengthening the Inter-American Network for Labor Administration (RIAL) as a vehicle to **reinforce** ~~strengthen~~ the human and institutional capacities of the Ministries of Labor and contribute to the recovery process and the creation of a new and better **reality** ~~normality.~~

MEXICO: Continue strengthening the Inter-American Network for Labor Administration (RIAL) as a vehicle to strengthen the human and institutional capacities of the Ministries of Labor and contribute to the recovery process and the creation of a new and better **labor** normality.

TRINIDAD AND TOBAGO: Continue strengthening the Inter-American Network for Labor Administration (RIAL) as a vehicle to ~~strengthen~~ **enhance** the human and institutional capacities of the Ministries of Labor and contribute to the recovery process and the creation of a new and better ~~normality~~ **world of work.**

k. **NEW- DOMINICAN REPUBLIC: Develop a National Occupational Safety Program at Work as a cross-cutting axis in the fight against the COVID-19 pandemic, focused in health promotion and education, with the aim of preventing diseases, including epidemiological surveillance and monitoring, through a massive dissemination campaign to sensitize and educate the working population.**

PERU: *Comment: Considering that one of the topics to be addressed by WG2 is freedom of association and collective bargaining, and that it constitutes one of the fundamental rights at work included in the ILO Declaration on the fundamental principles and rights at work of 1998, we suggest to add an additional literal in number 9, that includes specific objectives and activities related to this right.*

D. DIRECTIVES FOR THE FUNCTIONING OF THE WORKING GROUPS

10. The Working Groups will be coordinated by the following Ministers of Labor, elected by this Conference, who can perform the functions assigned either directly or through a representative:

    i. Working Group 1: Ministers of Labor of *** (Chair), *** (Vice Chair), and *** (Vice Chair).

    ii. Working Group 2: Ministers of Labor of *** (Chair), *** (Vice Chair), and *** (Vice Chair).

11. Participation in the Working Groups will be open to all the member states, to COSATE and CEATAL, and to the international organizations with competence over each group's topics.

12. The IACML instructs the OAS Executive Secretariat for Integral Development to continue acting as Technical Secretariat of the IACML and its working groups, and, as such, to provide guidance to Member States to enable compliance of the mandates of the Declaration and Plan of Action of Buenos Aires; prepare technical inputs; support the preparation and organization of meetings, the preparation of reports, and follow-up.

13. The Chairs and Vice Chairs of the Working Groups, together with the Troika (the current, previous and future Chairs of the IACML), and with the participation of COSATE, CEATAL and relevant international organizations, will hold a planning meeting to define a calendar of activities for the implementation of this Plan no later than December 2021, which will include at least one meeting of the Working Groups before the XXII IACML, as well as cooperation and training activities within the Inter-American Network for Labor Administration (RIAL).

E. INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)

14. In relation to the Inter-American Network for Labor Administration (RIAL), the IACML determines:

    i. To renew its full support and commitment to the RIAL, recognizing that, since it was created at the XIV IACML in 2005, it has achieved significant results in strengthening the institutional and human capacities of the ministries of labor in the region.

    ii. To promote the financial sustainability of the RIAL and encourage the ministries of labor to make contributions to its Voluntary Contribution Fund, in accordance with its guidelines and subject to national capacities.

    iii. To celebrate the RIAL's rapid response to the pandemic through the publication of the Portfolio of Responses from Ministries of Labor to COVID-19 and the Repository of Guides and Protocols for deconfinement and return to work; as well as the undertaking of virtual bilateral cooperation activities, hemispheric dialogues and training activities, including the Course on gender-based violence at work, through the Educational Portal of the Americas.

iv. To instruct the Technical Secretariat to continue coordinating the activities of the RIAL, in accordance with the priorities defined by the IACML, while working for the broader participation of its members. It will also explore possible additional sources of funding for its operations.

15. The RIAL will pursue the following actions:

- Include new programs and ensure the permanent update of the Portfolio of Programs, which includes initiatives on all areas of labor administration.
- Select, coordinate, follow up and evaluate the impact of technical bilateral cooperation activities;
- Continue expanding the use of information and communications technologies in its cooperation activities, including webinars, on-line discussion fora and videoconferencing, to maximize the use of resources;
- Organize technical workshops that complement the WG meetings in further analyzing specific priority areas, in partnership with other organizations; and
- Continue to publish periodically the RIAL newsletters and update its web page.

16. The ministries of labor agree to make every effort to ensure the effective operation of the RIAL, including designating focal points to serve as links between each ministry and the Network; making technical contributions; providing regular information to the Technical Secretariat on its operations, authorities, news highlights, and programs; and the continued participation of its officers in the RIAL actions.

UNITED STATES: The ministries of labor **endeavor** ~~agree t~~o make every effort to ensure the effective operation of the RIAL, including designating focal points to serve as links between each ministry and the Network; making technical contributions; providing regular information to the Technical Secretariat on its operations, authorities, news highlights, and programs; and the continued participation of its officers in the RIAL actions.