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MINISTERS OF LABOR (IACML)**

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REPORT OF THE GENERAL SECRETARIAT OF THE ORGANIZATION OF AMERICAN
STATES TO THE
XXI INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR

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INTRODUCTION

This Report, prepared by the Technical Secretariat of the Inter-American Conference of Ministers of Labor (IACML), headed by the Department of Human Development, Education and Employment of the OAS Executive Secretariat for Integral Development (SEDI), presents the major results achieved in compliance with the Declaration and Plan of Action of Bridgetown, adopted at the XX IACML held in Bridgetown, Barbados in December 2017, as well as to address the crisis generated by COVID-19. The Report covers the period from December 2017 to September 2021, lists the major results achieved, and highlights some of the activities carried out. Annex 1 contains a detailed list of all the activities undertaken.

The IACML's main tools for fulfilling ministerial commitments are the Working Groups and the Inter-American Network for Labor Administration (RIAL), created by the Conference itself to strengthen the human and institutional capacities of the Ministries of Labor through cooperation. The Working Groups of the XX IACML and their leaders are:

- Working Group 1: "Integrated public policies for productive employment and decent work with social inclusion" - Chair: Minister of Labor of Ecuador. Vice Chairs: Ministers of Labor of Brazil and Chile.
- Working Group 2: "Institutional strengthening to promote and protect the rights and obligations of workers and employers and foster cooperation" - Chair: Minister of Labor of Argentina. Vice Chairs: Ministers of Labor of Costa Rica and Canada

The IACML process is led by the troika, currently comprised of the Ministries of Labor of Mexico, Barbados, and Argentina, and the Chairs and Vice Chairs of the Working Groups. It has two employers' and workers' consultative bodies: the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labor Matters (CEATAL). Its cooperation Network – the RIAL – is funded by contributions of the Ministries of Labor and, during this period, had an important contribution from the Labour Program of Employment and Social Development Canada. It also works in partnership with the International Labour Organization (ILO) and other international organizations, including the Pan American Health Organization (PAHO), the Inter-American Development Bank (IDB), the International Organization for Migration (IOM), the World Bank (WB) and the Economic Commission for Latin America and the Caribbean (ECLAC). To all of them, the Technical Secretariat expresses its deep appreciation for the results achieved and informed in this Report.

1. Contributing to the response to COVID-19 by the Inter-American Network for Labor Administration (RIAL) and the Working Groups

The emergence of the COVID-19 pandemic, declared as such by the World Health Organization on March 11, 2020, was responded to very quickly by the governments of the region, which deployed various measures to protect workers' health and contain contagion, safeguard employment and businesses, and provide minimum income levels. The Secretariat accompanied that rapid response by launching on April 1 the "Portfolio of Responses of Ministries of Labor to COVID-19" on the web page of the Inter-American Network for Labor Administration (RIAL), listing 69 measures. Since then, it has continuously updated this tool, which, as of September 2021, contains 491 measures.

The Ministries have recognized that this Portfolio has been extremely useful, as it has allowed them to learn about the policies implemented by their peers in the region to address the crisis, and to identify practices that could be applied in their own countries. Subsequently, when governments in other latitudes were initiating reopening processes, the Secretariat launched a set of "Guidelines and Protocols for de-confinement and return to work" on May 1, 2020, to provide the Ministries of Labor of the Americas with real-time updated information on these measures that could help shape their own efforts. This repository has also been permanently updated and to this date gathers more than 70 guidelines and protocols from around the world.

The Secretariat and the IACML process demonstrated their ability to adapt nimbly to new circumstances and the relevance of their governance strategy. Thanks to the existence of a group of legitimate and committed authorities, in May 2020, in light of the pandemic, the IACML Work Plan 2018-2020, which by then had been fully implemented, was revised. Some of the main decisions taken to tailor the Plan to the new circumstances were: to hold an additional meeting of the Working Groups to analyze the impacts of the pandemic and government responses; to conduct bilateral RIAL activities virtually; and to transform a face-to-face workshop on gender into a broader training program.

The discussions and exchange of experiences that took place within the Working Group meetings and RIAL activities during this period contributed to decision-making and helped shape policies and programs in priority areas in the context of the pandemic.

- **Telework, working from home, and work on digital platforms:** These phenomena were already expanding in the region prior to the pandemic, accelerated as a result of it, and are today irreversibly embedded in the world of work. Within the OAS/IACML framework, governments shared regulations and measures adopted, and discussed the opportunities and challenges posed by these new forms of employment, particularly in terms of gender equality. The main conclusions and recommendations arising out of these deliberations are contained in the Report of Working Group 1 to the XXI IACML and are discussed in section 2 of this report.
- **Social protection:** Like other structural weaknesses in the region, low social protection coverage made responding to the pandemic even more complex. Within the Working Groups, the Ministries of Labor analyzed this challenge pursuant to the commitment to ensure the sustainability and coverage of social security systems contained in Article 22 of the Declaration of Bridgetown and agreed on the need to move toward universal social protection. RIAL also served as a vehicle for addressing social protection issues; for example, through the first virtual cooperation, the Ministry of Labor of Argentina now has new policy alternatives to improve its social security system, after receiving technical assistance from Canada.
- **Occupational health and safety:** Measures to ensure the health and safety of workers have been central to the response to the pandemic in its various stages, from confinement to recovery. In the discussions within the IACML, the governments analyzed the approaches adopted, acknowledged that during the pandemic coordination between ministries of labor and health was strengthened, and agreed on the opportunity afforded by this greater coordination and the current situation in general for occupational health and safety to be addressed from a preventive angle. These conclusions build on the commitments of the XX IACML (Articles 9, 29, and 30 of the Declaration) to strengthen interagency coordination and promote a culture of prevention. Within the framework of the RIAL, the Ministries of Saint Vincent and the Grenadines, Barbados, and Mexico received technical assistance from Barbados, Panama, and Canada, respectively, to improve their occupational health and safety regulations and procedures.

The transition to virtuality made it possible to review and improve the procedures for RIAL's bilateral cooperation activities. Among the main strengths identified in this modality were the opportunity for provider institutions to lend support for a longer period of time (months), in addition to the exchange and systematization of information between virtual sessions for more strategic approaches focusing on the objectives and strengths of the countries involved.

2. Moving towards recovery with gender equality: Gender Mainstreaming in Ministries of Labor

Eliminating the gaps that persist between men and women in the world of work has been a constant concern of the IACML and even more of a priority in recent years; indeed, the XX IACML espoused gender equality as a core issue. Considering that the pandemic has disproportionately affected women and that participation and employment gaps have widened, this concern has taken on greater urgency. Therefore, since the last IACML, more actions have been taken than ever before during the Conference to contribute to gender equality. It is worth mentioning that, prior to the pandemic, the IACML Work Plan contemplated a face-to-face RIAL workshop in Argentina on gender mainstreaming, which was replaced by several actions reported below.

In compliance with the mandates of the IACML (Articles 23 and 24 of the Declaration, and 7.h of the Plan of Action of Bridgetown), efforts undertaken during this period were aimed at supporting the Ministries of Labor in strengthening gender mainstreaming in their operations, policies, and programs, and, over the past year, have focused in particular on gender-sensitive telework and addressing gender-based violence in the workplace. All activities have been carried out in close collaboration with the Inter-American Commission of Women (CIM) and have led to the following results:

- **Updated overview and new steps to be pursued to strengthen gender mainstreaming in Ministries of Labor:** One of the most important deliverables of the IACML in this period is the study "The Institutionalization of the Gender Approach in the Ministries of Labor of the Americas: Balance of a decade", which the Technical Secretariat presents to the XXI IACML. The study takes as its baseline the report presented to the XVI IACML in 2009, which conducted a first regional analysis of the situation of the Ministries in terms of gender mainstreaming. After 10 years and multiple cooperation and training activities within the framework of the OAS and other spheres, the study notes significant progress and makes recommendations aimed at continuing to strengthen gender units or areas, in the understanding that they play a key part in steering gender policy in the Ministries.
- **Greater collaboration and agenda-setting on key issues for gender equality:** During two hemispheric dialogues with the participation of more than 25 countries, specialists and officials from the Ministries of Labor discussed the challenges posed by the pandemic in terms of equality, opportunities for gender mainstreaming, and priority areas for action. The second dialogue, focused on telework and caregiving co-responsibility, resulted in the identification of concrete elements that a telework policy should have to ensure that this new form of work contributes to achieving an equitable distribution of care tasks and closing gender gaps in employment. Those dialogues have paved the way for a network of gender focal points within the RIAL/OAS. At the same time, RIAL's bilateral cooperation efforts have helped consolidate important measures for equality; for example, Costa Rica's national policy on domestic work (mostly female) has been developed using elements of the experience gained in Uruguay, the first country to ratify the ILO Convention on the subject.
- **More training on gender-based violence in the workplace:** A virtual course on gender-based violence in the workplace was designed and is being implemented in the Educational Portal of the Americas, with a view to developing skills to identify, address, and counteract

this type of violence, as well as to provide participants with tools to replicate this knowledge in Ministries of Labor. In September 2021 the Course began its pilot phase with gender specialists from the Ministries of Labor.

- **New Gender Unit Manual:** At the request of the Ministries of Labor, especially in the Caribbean, RIAL/OAS is developing a Manual or ABC to strengthen already operating units and support the creation of new units within the Ministries. The Manual, currently under consultation, contains guidelines on unit objectives, functions, and activities.

3. Improving coordination between education and employment: Skills for the future and qualification frameworks

There is broad consensus among the Ministries of Labor and Education of the OAS on the need to achieve greater coordination between education and employment, recognizing that it is essential to close the skills gap, improve youth employment, take advantage of the opportunities afforded by the future of work, and, currently, achieve sustainable and inclusive economic recovery.

The IACML, in coordination with the Inter-American Committee on Education (CIE), has taken important steps to strengthen this intersectoral coordination. It has not only conducted intersectoral dialogues during ministerial meetings, where this commitment has been endorsed at the highest level but has also pursued valuable technical activities. Since the XX IACML and in compliance with the mandates of the Bridgetown Declaration and Plan of Action (Articles 4, 7, and 8 of the Declaration and 7.d of the Plan of Action), the Technical Secretariat has coordinated a series of actions resulting in:

- **Expanded regional analysis and cooperation on skills for the future:** Specialists from Ministries of Labor and Education of the OAS Member States, international organizations, the private sector, academic institutions, and representatives of workers and employers gathered in May 2019 in Santiago for the RIAL Workshop "Skills for the Future: Coordination between Ministries of Education and Labor", organized by the OAS with the support of ILO, through its specialized training center, CINTERFOR. During the event, a better understanding was achieved of the challenges that accelerated technological change and the transformation of the world of work are generating in education and training systems. Trends and methodologies for developing future (technical and socio-emotional) skills were discussed, and participants analyzed experiences of joint work and/or coordination between Ministries of Labor and Education, as well as with other public and private actors, in the identification and development of the skills for the future.
- **Identification of actions and policy recommendations to improve education-work articulation and develop the skills for the future:** As a result of the wide-ranging exchange of ideas during the Workshop, government, academic and international organization specialists made recommendations: the need to rethink and orient education and training to the development of skills, adjust their content and teaching methods to facilitate the development of technical and socio-emotional skills (essential in the future of work) and be able to adjust quickly to the rapid changes in the environment; ensure that education policies and strategies to develop skills for the future are State policies, not government policies; strengthen teacher training and continuous updating in digital skills; revalue technological and technical higher

education and ensure its quality; establish mechanisms to link education and job training systems in order to facilitate the transition between the two systems; incorporate an inclusion and equality approach in education and training policies and strategies; develop national and regional qualification frameworks; strengthen labor market information systems to analyze and project current and future demand for skills and to support policy decision-making and guide the provision of training.

- **New partnerships with key players in education and training in technical and digital skills:** The Technical Secretariat has strengthened its ties with institutions that provide online training and develop key technical and digital skills for the future of work. It signed agreements with the Internet Society, with which it will provide training to the Ministries of Labor and Education on Internet governance, among other topics, and with Structuralia, a firm specializing in engineering and technology training. It has also strengthened its relationship with J-Wel of the Massachusetts Institute of Technology (MIT), a pioneer of open education, and Coursera, one of the world's largest providers of online training.
- **Development of a Regional Qualifications Framework:** In the past five years, several countries in the region have initiated the implementation of National Qualifications Frameworks (NQF) in order to solve challenges relating to the quality and relevance of education and to ensure the articulation of the education system and job training, among other purposes. Therefore, the time is right to work on a Regional Qualifications Framework (RQF) that can serve as a benchmark at the regional level for countries that are beginning to develop their National Qualifications Frameworks or are already in the process of implementing them. The Technical Secretariat has partnered with ILO, through its specialized center for vocational training, CINTERFOR, and UNESCO, to advance towards a RQF that will serve as a meta-framework with a matrix of descriptors, levels, and principles for the usability and comparability of National Frameworks. Under the leadership of CINTERFOR/ILO, the three agencies launched the Online Course-Workshop "Moving towards a regional qualifications framework", held between July and September 2021, to build capacity in national teams on the concept and feasibility of a RQF and familiarize them with its concepts, rationale, classification, and guiding principles.
- **More cooperation to enhance youth employment strategies.** The Ministries of Labor of Ecuador, Peru, Honduras, Barbados, Saint Kitts and Nevis, Grenada, and Saint Lucia received direct and specially tailored technical assistance from Panama, Argentina, and Jamaica through RIAL to improve their youth employment strategies, including vocational training initiatives, skills certification, and employment services. The knowledge transferred has had a real impact, resulting, for instance, in the review of programs that have enabled the placement of more than 60,000 young people in formal jobs in Ecuador and in the design of a pilot youth employment program in Saint Kitts and Nevis.

Strategies for training, re-skilling and, in general, skills development and certification, are a core factor for the recovery of employment in the region following the havoc wrought by the pandemic. Their effectiveness depends to a large extent on coordination between education, labor and employment policies; as part of that effort, the IACML and RIAL will continue to promote better coordination between the Ministries of Labor and Education.

4. Strengthening social dialogue at the hemispheric level

In the Declaration of Bridgetown, the Ministers undertook to "promote institutional, open, and inclusive mechanisms and forums for social dialogue" (Article 21). Within the framework of the OAS, social dialogue continued to be reaffirmed in this period with the participation of workers (through COSATE) and employers (through CEATAL) in the OAS General Assemblies in 2018, 2019 and 2020 and the Eighth Summit of the Americas, held in Lima, Peru, in April 2018.

In addition, COSATE and CEATAL participated vigorously in all the activities carried out during the period covered by this Report, presenting their perspectives and proposals on the different topics covered. Especially noteworthy is their participation in the preparatory process leading up to the XXI IACML and their contributions to the draft Declaration and Action Plan to be approved at that ministerial meeting.

Within the framework of RIAL, one major outcome has been:

- **Greater emphasis on trade union training:** Bolstering social dialogue also requires strengthening social actors. In that connection, RIAL bilateral cooperation included, for instance, advice for Paraguay from Argentina on the structuring and implementation of training centers administered by trade union confederations, which are already in operation, while the Ministry of Labor of Peru, specifically the Secretariat of the Tripartite Council for Labor and Employment Promotion, was able to strengthen its project for leadership training schools for social dialogue based on the experience of trade union training schools in Chile.

5. Contributing to improving compliance with labor laws and fundamental principles and rights at work

The Ministries of Labor have recognized that the region has extensive and comprehensive labor legislation; however, they agree that there are significant compliance and enforcement challenges. Accordingly, the Declaration and Plan of Action of Bridgetown contain commitments and guidelines to strengthen inspection systems and effectively implement national legislation and international labor standards, in particular Articles 25 of the Declaration and Article 9. a, b, d, f, and h of the Plan of Action.

During the period covered by the Report, work with the Ministries in this area was performed through Working Groups, during various bilateral RIAL cooperation activities and, in particular, at the RIAL Workshop "Strategies to Improve Compliance with Labor Legislation" held in San José, Costa Rica in 2018 in collaboration with the International Labour Organization (ILO) and with the participation of 20 Ministries of Labor, COSATE and CEATAL. Results achieved include, in particular:

- **Identification of lessons learned and policy recommendations to improve compliance with legislation:** The discussions and exchange of experiences made it possible to identify lessons and recommendations for strengthening labor inspection, improving alternative labor dispute resolution, and coordinating actions between Ministries of Labor and other government agencies to improve compliance with legislation. Recommendations and policies for the Ministries of Labor include: Promote awareness and information campaigns on labor

legislation; provide more training and define the qualifications required of personnel in charge of conciliation and mediation; formalize collaboration with other agencies; increase the use of technology in labor inspection; and carry out preventive inspections.

- **Promoting actions throughout the region to eradicate child labor:** In a milestone for RIAL, the 100th bilateral cooperation activity was carried out during this period, in which the Colombian Ministry of Labor shared its intervention model for preventing and eradicating child labor in the coffee sector with Honduras. Also, in 2019, inspectors from Mexico's Ministry of Labor received training from Argentina's Ministry of Labor to identify and prevent child labor. During 2021, designated as the International Year for the Elimination of Child Labor, the Technical Secretariat has partnered with the ILO - within the framework of the Latin America and the Caribbean Free of Child Labor Regional Initiative -, to jointly develop bilateral cooperation on this issue. As of the date of this report, these activities are underway, as a result of which Panama is expected to establish a Network of Businesses against child labor following technical assistance from Argentina, Costa Rica is expected to develop a business seal with the cooperation of Peru, and Guatemala is expected to improve the capacity of labor inspection to prevent, eradicate, and punish child labor, particularly in the sugar sector, following the direct assistance it is receiving from Panama.

- **Advancements toward inclusion and non-discrimination in employment:** RIAL's Working Groups and bilateral actions made it possible to address challenges and exchange strategies to improve the labor market insertion of vulnerable groups, particularly people with disabilities and migrant workers, by identifying some successful practices such as awareness-raising and sensitization actions. The discussions were in response to Article 27 of the Declaration and Article 7, f and h of the Plan of Action.

CONCLUSIONS

The XXI Inter-American Conference of Ministers of Labor (IACML) in 2021 finds the Americas in a very different context than the one that led to the Declaration and Plan of Action of Bridgetown, adopted during the last Conference in 2017. This report informs not only of the compliance with said documents, but also of the efforts within the IACML and its cooperation network – the Inter-American Network for Labor Administration (RIAL) – to respond to the COVID-19 crisis.

In the past 4 years, the Conference, as a hemispheric sectoral process, has achieved important results:

- **It contributed to governments' efforts to face the crisis and achieve a fair and sustainable recovery** by enabling debate and the definition of recommendations and next steps on crucial topics in the framework of the pandemic, such as social protection, occupational safety and health, telework, work from digital platforms, training and reskilling. This is thanks to spaces for dialogue in Working Group meetings and regional dialogue, as well as permanent cooperation among Ministries within the RIAL.

- **It advanced towards a gender-equal recovery.** Since the last IACML, more actions have been taken to contribute to gender equality than ever before during the Conference. The results are the following: An updated panorama and study, in addition to new lines of action to

strengthen gender institutionalization in Ministries of Labor; greater cooperation on key topics for gender equality, including a document stating the elements required for a telework policy that contributes to an equal distribution of household duties and closing gender gaps at the workplace; an operation manual for gender units; and more training and tools to end gender-based violence at work through a Virtual Course developed alongside the Inter-American Commission of Women (CIM) in the Educational Portal of the Americas.

- **It increased cooperation among Ministries of Labor and Education about skills for the future and qualification frameworks.** In response to the trends related to the future of work and, currently, to the renowned importance given to training and reskilling for the recovery, the Technical Secretariat, in partnership with ILO/CINTERFOR and key actors, has increased the cooperation among Ministries of Labor and Education and their opportunities for training on skills for the future and regional qualification frameworks. In an Inter-sectoral Hemispheric Workshop of the RIAL, governments agreed on the need for reconsidering and orienting education and training to the development of skills for the future, including digital and socio-emotional skills.
- **It showed great adaptability and proved the relevance of its governance model, its Working Groups and the RIAL** in responding to emerging unexpected challenges in the world of work. In less than three weeks after the pandemic was declared, the RIAL launched its Portfolio of responses from Ministries of Labor to COVID-19, and soon after, the IACML authorities modified and extended the Work Plan to include new activities while also reformulating pending activities.
- **It further strengthened social dialogue at the hemispheric level**, with active participation from COSATE and CEATAL in all its activities and the OAS General Assembly.
- **It contributed to improving compliance with labor legislation and fundamental principles and rights at work** by facilitating regional dialogue and technical cooperation among Ministries. The resulting document after the RIAL Workshop on the subject identifies policy recommendations to reinforce labor inspections, improve alternative dispute resolution, and coordinate actions among Ministries of Labor and other government agencies to foster legislation compliance.
- **It increased cooperation to improve youth employment and eradication of child labor strategies.** Multiple actions by the RIAL enabled direct technical advice among Ministries to revise and improve youth employment strategies – including professional training and employment services initiatives – as well as actions to prevent and eradicate child labor in partnership with the ILO.
- **It established regional positions and defined actions to be taken in the region to build a world of work with sustainable development and social justice.** During Working Group meetings, bilateral cooperation and other activities by the RIAL, governments identified progress and challenges in several critical topics for the world of work, established regional positions, and determined actions to follow, which are captured in the Draft Declaration and Draft Plan of Action of Buenos Aires, to be adopted in the XXI IACML.

The Technical Secretariat would like to give special thanks to the Ministries of Labor of Barbados – Chair of the XX IACML –, Mexico, Argentina, Ecuador, Chile, Brazil, Costa Rica and Canada – members of the troika and Working Group authorities for this period –, whose leadership was essential to achieve these results. The Secretariat also appreciates the commitment of COSATE and CEATAL and the partnership with the ILO, PAHO, IDB and other international organizations.

The XXI IACML finds the region in one of the toughest moments in its history, after the pandemic deepened existing gaps and harshly revealed challenges to be solved, such as informality, low social protection coverage, gender inequality, youth unemployment, and inequalities between vulnerable populations in the labor market, among others. The Technical Secretariat, within the OAS General Secretariat, reaffirms its commitment to inter-American solidarity, dialogue and cooperation, which, today, are urgent and indispensable instruments to realize a more decent and fair world of work, as well as a sustainable and human-centered recovery.

ANNEX I
ACTIVITIES OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR
2018 - 2021

Planning Meeting of the XX IACML: Washington D.C., United States, April 26th and 27th, 2018

Virtual Meetings of the Authorities of the XX IACML:

- January 25th, 2019
- February 13th, 2020
- May 22nd, 2020 – (to take decisions considering the COVID-19 pandemic)
- January 28th, 2021

Meetings of the Working Groups within the XX IACML:

- First Meeting: Quito, Ecuador, December 3 and 4, 2019
- Second Meeting: Virtual, September 10 and 15, 2020

Workshops and seminars of the Inter-American Network for Labor Administration (RIAL):

- Hemispheric Workshop on Strategies to improve compliance with Labor Legislation. San José, Costa Rica, December 6 and 7, 2018
- Inter-sectoral Workshop on “Skills for the Future: Contributions from the Ministries of Education and Labor”. Santiago, Chile, May 16 and 17, 2019.
- Hemispheric Dialogue to advance the institutionalization of a gender approach in the Ministries of Labor. Virtual. November 28, 2020.
- Hemispheric Dialogue on Telework and caregiving co-responsibility for a gender-responsive recovery. Virtual. May 26, 2021

RIAL/OAS actions in response to the COVID-19 pandemic:

- Launch of the Portfolio of Responses from Ministries of Labor to COVID-19 in the RIAL website, gathering 491 government measures as of today.
- Launch of the Repository of Guidelines and Protocols for Reopening and Return to Work in the RIAL website, gathering 70 guidelines and protocols as of today.

Dialogues of Workers and Private Sector, with interventions from COSATE and CEATAL, in the OAS General Assembly and the Summit of the Americas

- Within the 8th Summit of the Americas: Lima, Peru, April 12, 2018
- Within the XLVIII OAS General Assembly: Washington, D.C., United States, June 3-5, 2018
- Within the XLIX OAS General Assembly: Medellin, Colombia, June 26, 2019

- Within the L OAS General Assembly: Virtual, October 29, 2020

Preparatory Meetings of the XXI IACML

- First Preparatory Meeting: Quito, Ecuador, December 5, 2019
- Second Preparatory Meeting: Virtual, July 28-30, 2021

Other important activities following up on XX IACML mandates:

- Preparation, in partnership with the Inter-American Commission of Women and the Educational Portal of the Americas, the Course “Gender Violence at work” in 2021.
- Launch of the Virtual Course “Advancing towards a Regional Qualifications Framework” in partnership with ILO-Cinterfor, UNESCO and the Inter-American Committee on Education (CIE), in 2021
- Holding of the Webinar on “Social Dialogue with Results”, the experience of Castilla and Leon, Spain, on March 19th, 2019.
- Webinars co-organized by ILO, PAHO and OAS on mental health at work, with occasion of the World Day of Occupational Safety and Health, April 2018
- Preparation and distribution of 90 virtual RIAL Newsletters from 2018 – 2021, completing 190 in RIAL history. These newsletters include news from the Ministries, activities and relevant studies.

RIAL Bilateral Cooperation Activities:

- On-site visit from Honduras to Colombia on Child Labor, August 27 – 31, 2018
- On-site visit from Ecuador to Panama on Youth Employment, August 27 - 31, 2018
- On-site visit from Barbados, Grenada, Saint Kitts and Nevis and Saint Lucia to Jamaica on Youth Employment, September 10 – 14, 2018
- Experts’ visit from Barbados to Saint Vincent and the Grenadines on Occupational Safety and Health, September 10 – 14, 2018
- On-site visit from Mexico to Canada on Occupational Safety and Health, November 7 – 9, 2018
- Experts’ visit from Argentina to Peru on Professional Training and Skills Certification, November 13 – 17, 2018
- Experts’ visit from Argentina to Guatemala on Alternative Dispute Resolution, November 16 – 30, 2018
- On-site visit from Barbados to Panama on Labor Inspection, June 25 – 27, 2019
- On-site visit from Paraguay to Argentina on Trade Union Training, August 27 – 30, 2019
- On-site visit from Costa Rica to Uruguay on Domestic Work, September 9 – 12, 2019
- Experts visit from Mexico to Peru on Labor Inspection, September 10 – 11, 2019
- Experts visit from Argentina to Mexico on Child Labor, September 23 – 26, 2019
- Experts visit from Colombia to Ecuador on Labor Migration, October 16 – 17, 2019
- Experts visit from El Salvador to Argentina on Alternate Dispute Resolution, October 11 – 15, 2019
- Virtual cooperation between Argentina and Canada on Pensions System, September 29 – November 24, 2020 (three sessions)

- Virtual cooperation between Honduras and Peru on Employment services, November 2 – December 17, 2020 (two sessions)
- Virtual cooperation between Peru and Chile on Trade Union Training Schools (*on-going, two sessions undertaken on July 14 and August 27, 2021*)
- Virtual cooperation between Guatemala and Panama on Child labor (*on-going, two sessions undertaken on July 16th and August 23rd, 2021*)
- Virtual cooperation between Panama and Argentina on Business Network Against Child Labor (*on-going, one session undertaken on August 19th, 2021*)
- Virtual cooperation between Costa Rica and Peru on Good Practices on Child Labor Seal (*on-going, one session undertaken on August 30th, 2021*)
- Virtual cooperation between Trinidad and Tobago and Canada on violence and harassment in the workplace (*on-going, one session undertaken on September 13th, 2021*)

Pending RIAL Bilateral Cooperation (postponed due to the pandemic):

- On-site visit from Guatemala to Ecuador on labor inclusion of people with disabilities
- On-site visit from Panama to Chile on Labor Inspection in the mining sector
- Experts visit from Barbados to Belize on Occupational Safety and Health
- On-site visit from Bolivia to Colombia on internal management

* 16 RIAL bilateral cooperation activities were undertaken between 2018 and 2021, completing 115 since 2006 and achieving direct technical assistance among 30 Ministries of Labor in the region. 4 virtual bilateral cooperation are still ongoing, and 4 more are pending, since they were postponed due to the pandemic.

**The meetings of the Working Groups and RIAL Workshops undertaken within the XX IACML had the participation of an average of 24 countries, as well as COSATE and CEATAL and experts from ILO, PAHO, IOM, World Bank, IDB and ECLAC.