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(CIDI)



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WORK PLAN 2022- 2024 OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)

(Approved by the Committee on Partnership for Development Policies of CIDI at its meeting held
June 8, 2022)

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WORK PLAN 2022- 2024
OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)

I. INTRODUCTION

This Work Plan is the result of the Planning Meeting 2022-2024 of Authorities of the XXI the Inter-American Conference of Ministers of Labor (IACML), held virtually on February 3 and 4, 2022.

The Plan establishes concrete actions to comply with the mandates and commitments set forth in the Declaration and Plan of Action of Buenos Aires, which were approved during the XXI IACML held in September, 2021. It includes priority lines, specific activities, dates and venues, as well as responsibilities, and financial and in-kind commitments.

The Planning Meeting that originated this Plan was chaired by the Ministry of Labor, Employment and Social Security of Argentina, which was represented by Gerardo Corres, Director of International Affairs, and included the participation of representatives of the Ministries of Labor and Permanent Missions of the countries that lead the IACML process:

- Troika: Argentina (Current Chair – XXI IACML), Barbados (Previous Chair - XX IACML), Colombia (Proposed host of the XXII IACML)
- Authorities from Working Group 1: Chile (Chair), Costa Rica and Trinidad and Tobago (Vice-Chairs)
- Authorities of Working Group 2: Colombia (Chair), Panama and United States (Vice-Chairs).

Representatives from the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labor Matters (CEATAL) participated in the meeting, as well as officers from the International Labour Organization (ILO), the Pan American Health Organization (PAHO), the Inter-American Commission of Women (CIM) and the Summits of the Americas Secretariat.

Before the meeting, the Technical Secretariat sent a questionnaire to all the members of the IACML regarding their priorities, expectations and suggestions within the framework of the Conference and its cooperation mechanism, the Inter-American Network for Labor Administration (RIAL), in order to ensure that in developing the Draft Work Plan all of the members' perspectives would be taken into account. The answers received, from 25 Ministries of Labor, COSATE and CEATAL, and compiled in the document "Input for the Planning Meeting 2022-2024 of the IACML" (document: CIDI/CIMT/RPA/doc.33/22 rev.1) served as a base for discussion.

Following the "General Guidelines for Sectoral Ministerial Processes within the framework of the Inter-American Council for Integral Development (CIDI)", the Draft Work Plan was submitted for the consideration of CIDI's Committee on Partnership for Development Policies and was approved on June 8, 2022.

II. THEMES AND MANDATES OF THE XXI IACML

The XXI Inter-American Conference of Ministers of Labor (CIMT) had the theme "Building a more resilient world of work with sustainable development, decent work, productive employment, and social inclusion". Under that umbrella, it allowed collective reflection and the definition of commitments around four central themes:

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

These themes guided the definition of this Work Plan and must frame all its actions.

The Declaration and Plan of Action of Buenos Aires contain specific mandates for each of these themes. In addition, two Working Groups were created in order to promote compliance with said mandates:

- Working Group 1: Integrated public policies to address the COVID-19 crisis and achieve a human-centered, inclusive, sustainable and resilient recovery for a future of work with equity, social justice, and decent work
- Working Group 2: Institutional strengthening of Ministries of Labor, and promoting institutionalized social dialogue to recover from the COVID-19 crisis and address emerging changes in the world of work

The Conference also has the Inter-American Network for Labor Administration (RIAL) as a cooperation mechanism that allows the ministerial commitments to land in concrete actions. The XXI IACML gave orientations to the RIAL to continue strengthening the cooperation among the Ministries of Labor of the region and, through it, to strengthen their human and institutional capacities, and contribute to fulfilling the mandates of the Declaration and Plan of Action of Buenos Aires.

III. WORK PLAN 2022 – 2024

a) Priorities and Technical Activities

The technical activities will take place within the framework of the RIAL, through its tools: hemispheric workshops, portfolio of programs, webpage, bilateral cooperation, among others. In this

regard, they will be organized per the RIAL's established and proven methodologies, and under the guidance of the IACML authorities.

The Work Plan consists of 8 priority lines, with their corresponding actions.

1. Future of work and new forms of employment

Actions:

- **Repository on the RIAL webpage for legislation and regulations on telework**, acknowledging that, during the pandemic, the member states have approved multiple laws, decrees and regulations on this matter. This repository will take as its base the "Portfolio of Responses from Ministries of Labor to COVID-19", updated by the Secretariat of the Organization of American States (OAS) since April 1, 2020 to date. The design, systematization and updating of this Repository will be the responsibility of the Technical Secretariat.
- **RIAL Hemispheric Workshop on the future of work and new forms of employment:** This Workshop will bring together Ministries of Labor, workers, employers and international organizations to analyze and exchange information on legislation and policies on telework, work on digital platforms and new forms of employment. It will consider the outcomes of the ILO Meeting of experts on decent work in the platform economy, to be held in October 2022.
 - Date: April or May, 2024
 - Host: Costa Rica (preliminary, to be confirmed)
 - Financing: Support from the RIAL and the host country.

Mandates to which these activities respond: Articles 15, 23 and 25 of the Declaration and 7b and 7c of the Plan of Action of Buenos Aires.

2. Coordination between education and employment

Actions:

- Continue linking the ministerial processes within CIDI/OAS on education and labor.
- **RIAL Hemispheric Workshop** with the participation of officials from the Ministries of Education and Labor: This event will follow up on intersectoral collaboration actions already undertaken by the RIAL, including the Workshop "Youth Employment: Articulation between education and work" held in Brasilia in December 2016, and the Workshop on "Skills for the Future" held in Santiago, Chile in May 2019. The specific topics to be addressed will be defined by the Chairs of the IACML and the Inter-American Commission on Education (CIE), and authorities of the WG1; to this end, the IACML mandates related to professional training, development of skills of the future, employment services and labor market information systems with an intersectoral perspective, will be analyzed.

- Date: April or May, 2023
- Host: Argentina
- Financing: Argentina will cover costs of logistics, equipment and simultaneous interpretation. A contribution from RIAL was authorized.

Mandates to which these activities respond: Articles 16, 18, 19 and 20 of the Declaration and 7a, 7c and 7d of the Plan of Action of Buenos Aires.

3. Gender equality and mainstreaming of the gender perspective in labor and employment policies

Actions:

- Establish a **network of gender focal points** within the Ministries of Labor, as a specialized network of the RIAL
- **Virtual hemispheric dialogues of the network of focal points:** These dialogues will continue the fruitful exchanges of 2020 and 2021 in which, among others, telework policies with a gender perspective and co-responsibility for caregiving were analyzed, and a “Manual for Gender Units”, to support their creation and operation, was developed. These dialogues will continue to be organized in partnership with the Inter-American Commission of Women (CIM).
 - Date: Two per year: March and September 2022; March and July 2023; March and July 2024.
 - Financing: RIAL Support
- Continue the dissemination of the "Manual for Gender Units", and explore providing technical advice to Ministries that request it.
- Launch the **Course on Gender-Based Violence at Work** in English, with contents developed in partnership with the CIM and the Educational Portal of the Americas. The Spanish course was launched in October, 2021. The first group of the course in English will be funded with the resources approved last year by the RIAL/Canada Fund and more funding sources to open new calls will continue to be explored.

Mandates to which these activities respond: Article 12 of the Declaration and 7i and 7j of the Plan of Action of Buenos Aires.

4. Compliance with labor laws and regulations and effective application of fundamental principles and rights at work

Actions:

- Central theme of the Working Group 2 meeting
- **RIAL Workshop on Compliance:** The Workshop will bring together Ministries of Labor, workers, employers, and international organizations to exchange experiences,

learn about ongoing policies and programs, and identify lessons learned and policy recommendations on strategies to improve labor law compliance. At the Planning Meeting it was indicated that the Workshop should cover issues beyond labor inspection.

- Date: November, 2023
- Host: United States (preliminary, to be confirmed)
- Financing: The United States will cover the costs of logistics, equipment, and simultaneous interpretation (to be confirmed). Support from the RIAL was authorized.

Mandates to which these activities respond: Article 24 of the Declaration and 9c, 9d and 9e of the Plan of Action of Buenos Aires.

5. Strengthening and modernization of Ministries of Labor

Actions:

- Ongoing effort within the RIAL—emphasis on bilateral cooperation
- Topic of emphasis of the Working Group 2 meeting

Mandates to which these activities respond: Articles 23 and 24 of the Declaration and 9i of the Plan of Action of Buenos Aires.

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

Actions:

- RIAL Workshop: In-person or hybrid event with the participation of Ministries of Labor, COSATE, CEATAL and partner organizations. It will be planned in conjunction with COSATE and CEATAL authorities.
 - Date: End of June, beginning of July 2022
 - Host: Colombia
 - Financing: Colombia will cover the costs of logistics, equipment, and simultaneous interpretation. Explore: support for participation. RIAL support has been authorized.

Mandates to which these activities respond: Articles 11, 21, 22 and 25 of the Declaration and 7b, 9a and 9b of the Plan of Action of Buenos Aires.

7. Occupational Safety and Health

Actions:

- Topic of emphasis of the Working Group 2 meeting – Approach from psychosocial risks and mental health.
- Continue alliance with the Pan-American Health Organization to advance activities in this subject matter.

Mandates to which these activities respond: Article 7 of the Declaration and 9b and 9c of the Plan of Action of Buenos Aires.

8. Transition from informal to formal economy

Actions:

- Topic of emphasis of the Working Group 1 meeting
- It should be a cross-cutting topic in the discussion within all other priority lines
- RIAL Workshop on transition from informal to formal economy and the role of social actors. The workshop will gather Ministries of Labor, workers, employers and international organizations to exchange information and experiences, and identify lessons learned and policy recommendations on strategies to address informality with the concourse of the actors of the world of work.
 - Date: October or November, 2022
 - Host: Argentina
 - Financing: Argentina will cover logistics costs, equipment and simultaneous interpretation. Support for participation will also be explored.

Mandates to which these activities respond: Article 7 and 8 of the Declaration, and 7a of the Plan of Action of Buenos Aires

Note on other actions of the RIAL:

- The RIAL Bilateral Cooperation Activities for the period 2022-2024 will be selected considering these priority topics. In 2022, the RIAL Bilateral Cooperation activities will be held virtually and require a RIAL expense for platform, coordination and simultaneous interpretation (if applicable).
- The RIAL Portfolio of Programs and the biweekly newsletters will continue to be produced with the OAS contributions, a minimal contribution of the RIAL, and the percentage for operation that can be deducted from the new contributions that enter the RIAL Fund.

b) Political process activities:

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

1. Meeting of the Working Groups

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

Date and place: Washington D.C., September 2023.

Funding sources: OAS.

2. Preparatory Meeting of the XXII IACML

Description: At this meeting, the draft Declaration and Draft Plan of Action to be approved at the XXII IACML are negotiated.

Place and date Washington D.C., July or August 2024 (at least three months before the XXII IACML)

Funding: Host country of the XXII IACML

3. XXII IACML

Description: The Conference will bring together Ministers of Labor and Workers' and Employers' representatives, accompanied by relevant international organizations, to discuss and reach consensus on priority issues related to work and employment in the Hemisphere. The approval of a Declaration and Plan of Action is expected. During the XXII IACML, the meetings of COSATE and CEATAL will also be held.

Place and date: Colombia in November 2024

Funding sources: Host Country and OAS

4. Annual virtual meetings of the authorities

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

Place and dates: Virtual Meetings. January 2023 and January 2024.

Funding sources: To be determined.

c) Funding:

General budget of the Work Plan, according to funding source
2022-2024

Activity	Budget approved by the RIAL	In kind or to be determined in the future
Activities on gender mainstreaming (Dialogues, Network of focal points)	20,000	OAS
RIAL Workshop– Social Dialogue	10,000	Colombia
RIAL Workshop – Coordination between Education and Labor	10,000	Argentina (To be confirmed)
RIAL Workshop– Enforcement of labor legislation	10,000	United States
RIAL Workshop – Future of work and new forms of employment	10,000	Costa Rica, to be confirmed
RIAL Workshop – Transition from informal to formal economy		Argentina
Portfolio, Telework Repository, and RIAL Newsletter	5,000	OAS
Working Groups Meeting - 2023		OAS
Preparatory Meeting of the XXII IACML		Colombia
XXII IACML		Host Country and OAS
Activities, 15th RIAL Call (2022) - Virtual	5,000	
Activities 16th and 17th RIAL Call (2023, 2024) *	---	
TOTAL:	\$70,000	

*To be defined during the Meeting of Authorities in 2023 and according to new contributions to the RIAL.

c) Contributions from partner organizations and intersectoral work:

The Work Plan will be developed with the assistance of strategic allies to the IACML process and according to the issues to be addressed in the different activities. During the Planning Meeting, some of the allies shared the contributions they can make to the execution of the activities contained in

this Work Plan, as included below. In addition, the labor ministerial process requires an intersectoral approach and is linked to the Summit of the Americas process, therefore, this section of the document also gathers inputs from the Inter-American Committee on Education (CIE) and the Summits of the Americas Secretariat.

Contributions of the International Labor Organization (ILO)

- The ILO delegate reiterated her Organization's willingness and commitment to continue supporting the IACML process, as stated by the ILO Director General during the XXI IACML.
- Highlighted the relevance of the issues included in the Draft Work Plan, considering that they align with the priorities and concerns of the ILO.
- The pandemic has presented a radiography that clearly shows the gaps to be overcome to ensure decent work for all. She called for a deepened debate and analysis from different angles on the topics included in this Draft Work Plan.
- Committed to exploring the possibility of allocating resources to support the activities of the Draft Work Plan, as they are implemented, especially to support the participation of social actors.
- Expressed interest in having the OAS form part of the actions carried out by the ILO on work on digital platforms.
- The American Regional Meeting within the framework of the ILO will be held during the second half of 2023 in the Dominican Republic.
- Called on participants to join the Global Call for a People-Centered Recovery.

Contributions of the Pan-American Health Organization (PAHO)

- The PAHO delegate reiterated PAHO's commitment to work and collaborate with the IACML to improve workers' health. Recalling that work has an effect on the health of workers and their families.
- Called for jointly addressing the issue of occupational health and safety, especially psychosocial aspects, one of the priority issues of the Draft Work Plan. Stressed that this problem, exacerbated by the pandemic, can only be addressed in an intersectoral manner by the Ministries of Labor and Health. Emphasized the effects that unemployment and new forms of work have on mental health, which can even affect the life expectancy of workers and their families.
- Pointed out that a great concern of PAHO is the effects that precarious work and informal work have on health, since they have a direct impact on the lack of access to services. Called for dialogue and an exchange of experiences on this topic to be expanded within the framework of the IACML.

- Emphasized the importance of building joint roads between the Ministries of Labor and Health and reiterated the commitment to strengthen the partnership between PAHO and the OAS to help build them.

Contributions from the Inter-American Commission of Women (CIM)

- The CIM delegate highlighted that the promotion of gender equality within decent work has been one of the CIM's priorities, which has been broadly addressed in partnership with the IACML and the RIAL.
- The broad collaboration between CIM and IACML has existed since, at least, 2007, and has included training and institutional strengthening activities. More recently, during the pandemic, the partnership between the RIAL and the CIM has extended to the undertaking of three virtual dialogues, which have concluded in recommendations taken to the Ministerial level, a virtual course on gender-based violence at work, and the preparation of a Manual or ABC for Gender Units in the Ministries.
- During the pandemic, the CIM has worked in disseminating knowledge and analyzing the differentiated effects of the pandemic in men and women. The work undertaken regarding caregiving co-responsibility, including public policy recommendations, was highlighted.
- The commitment of the CIM to continue strengthening the partnership with the IACML and the RIAL to address the topics of the Work Plan, especially the participation in virtual dialogues and in assisting Ministries of Labor in the creation or strengthening gender units, was reaffirmed.

Intersectoral work Labor-Education

The Technical Secretariat of the Inter-American Committee on Education (CIE), represented by the Director of the Department of Human Development, Education and Employment, shared some reflections on the intersectoral work with the IACML:

- During the IX Regular Meeting of the Inter-American Committee on Education (CIE), the Ministries of Education made the commitment of increasing the work undertaken in collaboration with Ministries of Labor.
- During the meeting, which had the participation of the IACML Chair, some lines of action to increase the education-labor collaboration were raised: reskilling, life-long learning, development of skills for the future, development of a Regional Qualifications Framework in partnership with ILO-Cinterfor and UNESCO, strengthening of competencies certification systems, and the prevention and eradication of child labor. It is expected that these lines of work will be approved within the Second Phase of the Inter-American Education Agenda during the IX Inter-American Meeting of Ministers of Education, to take place in May, 2022.

- An increased coordination between education and labor is a shared mandate within the CIE and the IACML, reaffirming the commitment to translate it into concrete actions of this Draft Work Plan.

Summit of the Americas Process

The Director of the Summits of the Americas Secretariat highlighted the following aspects relevant for this Work Plan:

- The Summits of the Americas process, which began in 1994, has an important link with the sectorial ministerial meetings, including the IACML. This link allows to raise ministerial commitments to the commitments adopted by the Heads of State and Government in the summits; in addition, ministerial meetings support the implementation of the Summit's mandates.
- The Summit Implementation Review Group (SIRG), composed by the Summit's National Coordinators, is the body that prepares, negotiates and follows up on the Summit. It is important that the IACML delegates are in contact with their Summit's national coordinators.
- The Ninth Summit of the Americas will take place in June, 2022, under the Chairmanship of the Government of the United States, and will have as its theme "Building a Sustainable, Resilient, and Equitable Future". The Declaration and Plan of Action of Buenos Aires, adopted in the XXI IACML, have very substantive elements linked to the theme of the Summit, that would enrich the debates towards it.
- A space to share results and recommendations from the IACML and other Ministerial Meetings will be open within the SIRG.
- Workers and employers participate in the Summit's process. COSATE has had presence in previous events and is expected to continue contributing. The Director called for the members of COSATE to join the national Working Groups, comprised of civil society organizations and social actors, that will be convened in preparation of the Summit.

In addition, the Forum of the Private Sector within the Summit is being organized by the U.S. Chamber of Commerce. The Director called for the members of CEATAL to join this Forum.

ANNEX 1
Calendar of the 2022 – 2024 Work Plan

ACTIVITIES	2022						2023						2024					
	J-F	M-A	M-J	J-A	S-O	N-D	J-F	M-A	M-J	J-A	S-O	N-D	J-F	M-A	M-J	J-A	S-O	N-D
IACML Planning Meeting	Feb 3 - 4																	
Actions regarding gender equality / mainstreaming		Red - D.V.			D.V. (Sep)			D.V. (Mar.)		D.V. (Jul)				D.V. (Mar.)			D.V. (Jul)	
RIAL Workshop on Social Dialogue - Colombia			June-July															
RIAL Workshop - Transition from the informal to formal economy- Argentina					Oct-Nov													
RIAL Workshop - Coordination Education - Labor - Argentina								Apr-May										
RIAL Workshop - Enforcement of labor legislation - USA (To be confirmed)												Nov						
RIAL Workshop - New forms of employment - Costa Rica (Subject to consultation)														Apr-May				
WGs Meeting - Washington, DC										Sep								
Virtual meetings of Authorities (Troika and WGs)	Jan.						Jan.						Jan.					
Preparatory Meeting XXII IACML - Washington, DC															Jul-Aug			
XXII IACML - Colombia, 2024																		Nov
Dialogue of Workers and Employers in OAS G.A.																		
RIAL- Repositories, Portfolio, Newsletters																		
15, 16 and 17 RIAL Calls for Bilateral Cooperation	Call open.			Activities			Call open			Activities			Call open			Activities		
Other important events																		
IX Summit of the Americas - LA, USA			June															
General Assembly, OAS					TBD													
Meetings of Ministers of Education of OAS and CIE	CIE Feb	Prep. Mar	May															
Meeting of the Governing Body, ILO - Geneva		Mar 14-25			Oct 31- Nov 10													
International Labor Conference & American Regional Meeting- ILO			30-Jun					RRA (TBD)	CIT						CIT			
V Gloval Child Labour Conference			May															
Meeting of Ministers of Labor of the G20 - Indonesia					Oct 30- 31													