



**CALENDAR OF ACTIVITIES 2012 – 2013**  
**OF THE INTER-AMERICAN CONFERENCE OF MINISTERS OF LABOR (IACML)**  
**(Conclusions and Results of the IACML Planning Meeting 2012 – 2013)**

*Pending revision from the Conference’s authorities by February 27*

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**I. INTRODUCTON**

The Planning Meeting of the Inter-American Conference of Ministers of Labor (IACML) took place on February 7, 2012 at the headquarters of the OAS in Washington, D.C. with the following objectives: Establish the IACML Calendar of Activities for 2012-2013 to implement the Declaration and Plan of Action of San Salvador (XVII IACML); ensure the coordination among the main actors of the IACML and define their financial or in-kind commitments; revise the operation and financial situation of the RIAL and decide on the use of contributions received to date.

The meeting was chaired by the Minister of Labor and Social Prevision of El Salvador, Mr. Humberto Centeno, as President of the XVII IACML, and included the participation of representatives of the Ministries of Labor that lead the IACML process:

- Troika: El Salvador (Current Chair - XVII IACML), Argentina (Previous Chair - XVI IACML), Colombia (Future Chair - XVIII IACML),
- Authorities from Working Group 1: Brazil (Chair), United States and Dominican Republic (Vice-Chairs).
- Authorities of Working Group 2: Canada (Chair), Mexico and Bahamas (Vice-Chairs).

The Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labor Matters (CEATAL), as consultative bodies of the IACML, participated in the meeting, as well as

authorities of the International Labour Organization (ILO), the Inter-American Commission of Women (CIM), the Inter-American Development Bank (IBD), the Pan American Health Organization (PAHO), the Economic Commission for Latin America and the Caribbean (ECLAC), and officials from the Permanent Missions to the OAS from the countries leading the IACML process.

Before the meeting, the Technical Secretariat sent a questionnaire to all of the members of the IACML to consult their priorities, expectations and suggestions under the framework of the Conference and its cooperation mechanism, the Inter-American Network for Labor Administration (RIAL), and guarantee that in the definition of the Calendar of Activities all of the member's perspectives would be taken into account. The answers received, coming from 26 Ministries of Labor, COSATE and CEATAL, and compiled in the document "Input for the Planning Meeting 2012-2013 of the IACML" served as a base of discussion.

This document presents the conclusions and results of the Planning Meeting. Other relevant information, including the list of participants and support documents, can be found on the Web page: [www.oas.org/ddse](http://www.oas.org/ddse) under "Labor and Employment."

## II. CALENDAR 2012 – 2013 OF THE IACML

Next, all of the activities which compose the Calendar of the IACML approved by the participants of the meeting for the next two years are presented. The activities include political meetings and RIAL Workshops, which are technical. Additionally, there are other meetings and proposals presented by diverse organizations that participated in the meeting and/or are related to the IACML, which are picked up in Section V of this document. Appendix 1 reflects this Calendar in a time chart.

### 1. Meeting of the Working Groups 2012 and RIAL Workshop on Freedom of Association and Collective Bargaining

*Place and Date:* Brazil, August 2012 (3 days)

*Description:* This meeting of the WGs (2 days) will be carried out jointly with a RIAL Workshop (one day) on freedom of association and collective bargaining.

- The agenda of the Meeting of the Working Groups will be defined by the authorities of the WGs in coordination with the Technical Secretariat and will include the topics identified in the Planning Meeting.
- The Workshop agenda will be defined according to the Operational Guide of the RIAL between the Presidency pro tempore, the authorities of WG1 and the Technical Secretariat, with the strong participation of COSATE.

*Sources of funding:* Brazil will cover the logistic expenses and simultaneous interpretation and the RIAL Voluntary Contribution Fund will cover up to US\$15,000 for travel expenses of representatives of small economies.

## **2. RIAL Workshop on Child Labor**

*Place and Date:* El Salvador, October 2012 (2 days)

*Description:* This Workshop will be oriented according to the 39<sup>th</sup> to 42<sup>nd</sup> mandates of the Declaration of San Salvador, which are found under the section “The scourge of child labor: an obstacle for the integral development of societies.” It will take into consideration and advance the debates and exchanges of experiences in different regional and sub-regional forums, especially the Meeting of Ministers of Labor of Central America and the Dominican Republic on Child Labor, to be held in May 2012 in Panama. Furthermore, it could provide input and be linked to the World Conference on Child Labor to be held in Brazil in 2013. According to the Operational Guide of the RIAL, the authorities of WG2 will actively participate in the elaboration of the agenda of this event.

*Sources of Funding:* Contribution from Canada to RIAL will cover up to US\$40,000 of logistic expenses, simultaneous interpretation and travel expenses of representatives of small economies. El Salvador will contribute with in-kind resources in the organization and logistics.

## **3. Meeting of the Working Groups 2013, RIAL Workshop on “Fairer conditions in the workplace and no discrimination” and First Preparatory of the XVII IACML**

*Place and Date:* country to be defined, April-May 2013 (3 ½ days)

*Description:* As in previous years, this Meeting of the Working Groups will take place jointly with a RIAL Workshop and the First Preparatory of the XVIII IACML.

- The WGs Meeting (2 days) will center on the priority topics of those groups, identified in the Planning Meeting.
- The Workshop (1 day) will address the mandates from the Declaration and Plan of Action of San Salvador related to equality and no discrimination in the workplace and WG2 authorities will actively participate in the elaboration of the agenda.
- The First Preparatory of the IACML is a half-day session in which the topics of the IACML will be defined and it will initiate the discussion of the draft Declaration presented by Colombia.

*Sources of Funding:* Up to US\$25,000 of the RIAL Voluntary Contribution Fund will cover logistics, simultaneous interpretation and travel expenses of representatives of small economies. If the meeting is held in Colombia, the country will cover the logistic expenses and interpretation and the RIAL Fund will only cover up to US\$15,000 for travel expenses.

## **4. Second Preparatory Meeting of the XVIII IACML**

*Place and Date:* Washington D.C., August 2013

*Description:* The Declaration and Plan of Action of the XVIII IACML will be negotiated in this meeting.

*Sources of Funding:* The government of Colombia will cover simultaneous interpretation; OAS will cover the logistics and organization costs. Participants finance their travel expenses.

## **5. XVIII Inter-American Conference of Ministers of Labor (IACML)**

*Place and Date:* Colombia, October 2013.

*Description:* The topics to be address, as well as the Declaration and Plan of Action to be approved at the XVIII IACML, will begin to be defined during the WGs meeting in 2013. During the XVIII IACML, the biennial meetings of COTPAL, COSATE and CEATAL will take place.

The XVIII IACML marks the 50<sup>th</sup> anniversary of the Conference, originating in Bogota in 1963; to commemorate this, the Ministry of Labor of Colombia and the OAS will be planning different initiatives, in consultation with the authorities of the Conference. In the Planning Meeting the following ideas were presented: make a commemorative publication that details the 50 years of the Conference, compile statements and photographs, and explore the achievement of a regional policy agreement in terms of work and employment, which goes beyond the ministerial Declaration.

*Sources of Funding:* Government of Colombia and OAS.

### **III. FUNCTIONING AND PRIORITY TOPICS OF THE WORKING GROUPS**

The authorities of the Working Groups and other participants of the meeting discussed the nature and functioning of the Groups. Below, the recommendations arising from this discussion:

- Recognize and deepen the political character of the discussions and debates brought about in the Working Group meetings, understanding that the debates with more technical character are developed under the RIAL.
- The IACML works on 2 levels: the technical and political exchange between the Ministries of Labor, and representation and advocacy of labor topics outside the labor world. In this sense, the IACML and its Working Groups should analyze the ramifications that different issues have outside the Ministries of Labor (for example, youth employment, which goes beyond the scope of MoL) and continue to strive for coordination with other sectors.
- Ministries of Labor should address how they can effectively contribute to fulfilling the Conference's mandates (for example, in advancing in the construction of fairer conditions in the workplace), not only from their specific technical attributions but also by assessing the effects that public policies of other areas or ministries can have on employment.
- Cover fewer topics and go into greater depth, giving priority to strategically and politically relevant concerns for the region.
- Share the results of regional and international forums (like the G-20 Labor and Employment Ministers' Meeting) in the Working Group meetings and look for connections between the IACML process and those forums.
- Achieve more participation from the social actors.

- Incorporate other actors in the discussions such as academia, think tanks and international organizations. In general, presenters should bring new elements to the discussions and, if possible, provide a regional or sub-regional perspective.
- Have less national presentations which, in general, are auto-satisfactory, and have presentations that allow everyone to have new ideas and approaches that can be used to their own benefit.

### Priority Topics of the Working Groups

The Working Groups should have a follow-up to the Declaration and Plan of Action of San Salvador. In this sense, they should have the three central themes of San Salvador as a guide: put employment in the center of the strategies to create a strong, sustainable and balanced economy; advance in the construction of fairer labor conditions; and combat child labor.

Furthermore, they'll have a few topics of focus during 2012-2013, which were proposed by their authorities and backed up during the meeting:

#### Working Group 1

- Youth employment – The discussions in WGs should be linked to all of the efforts on the subject, particularly to the actions carried out by the ILO for the International Labor Conference this year and the creation of a Regional or Inter-American Youth Employment Program. In this sense, it was commented that the WG meetings in 2012 could be a space to drive that program politically and technically. This means taking advantage of the institutionalism of the IACML to push forward regional initiatives.
- Green jobs – Trends, definitions and debates on an international and regional level will be analyzed. A special link will be sought with the Conference of Rio +20, which will have an event on this topic, in which it is hoped that the Ministries of Labor will participate.
- Freedom of association and collective bargaining – This topic will be treated in greater depth in a RIAL Workshop.

#### Working Group 2

- Strengthening the capacities of the Ministries of Labor – The needs of technical assistance, the capacities and difficulties that the Ministries have in identifying them, and the functioning of labor cooperation will be discussed.
- Professional training and employment services – Continue analyzing these two topics, emphasizing the link between the two.
- Labor inspection and enforcement of labor legislation.
- Occupational Health and Safety – There will be follow-up to the three RIAL Workshops that have been held on this subject. The Technical Secretariat will consult all of the Ministries on the advances achieved and will present them in the WG2 meeting.

Gender – It was emphasized that gender will be a cross-cutting issue, making sure that in all of the activities of the WGs and RIAL, the situation of men and women in the topics dealt with is visible, and the different effects of programs and policies on them will be considered.

Within the discussions, some delegations suggested that the frequency of the labor meetings and the actual Conference should be analyzed, keeping in mind that it was originally held every three years.

#### IV. FUNDING OF THE INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)

The Technical Secretariat presented a report on the state of the Voluntary Contribution Fund that, to date, has received contributions of US\$69,680.50. Additionally, the Secretary and the Canadian delegation presented the support proposal for that country for the period 2012-2014 in the amount of \$200,000. The Minister of Labor of El Salvador announced that the amount of remaining resources from the XVII IACML, which is soon to be released, will be contributed to the RIAL.

The IACML authorities, in compliance with the Guidelines of the Voluntary Contribution Fund, decided the destination of the contributions received, as indicated in Table No. 1.

Table No. 1  
Decision on the use of contributions to the  
Voluntary Contribution Fund

Country / item	Amount	Date
<b>Contributions</b>		
Trinidad & Tobago	10,000.0	Mar. 2011
Mexico	5,000.0	Abr. 2011
Argentina	29,700.0	Ag. 2011
Belize	5,000.0	Ag. 2011
Panama	5,000.0	Oct. 2011
Barbados	5,000.0	Nov. 2011
Ecuador	5,000.0	Nov. 2011
Suriname	4,980.5	Dec. 2011
<b>TOTAL Contributions</b>	<b>\$ 69,680.5</b>	
<b>Destination**</b>		
Administration and logistics	10,452.1	Mar.2011 - Mar.2012
Indirect Cost Recovery (11%, contributions higher than \$20k)	3,267.0	Aug. 2011
RIAL Workshop on Freedom of association (travel expenses)	15,000.0	Aug. 2012
RIAL Workshop on Non-discrimination (logistics and travel expenses)	25,000.0	Apr.-May 2013
Bilateral cooperation activities - 5th call for proposals	15,961.4	2012
<b>TOTAL Expenses</b>	<b>\$ 69,680.5</b>	

\*\*Clarifications on the destination of resources:

- The administrative and logistical expenses correspond to 15% of received contributions, according to the Fund Guidelines. The resources received to date have partially covered this rubric that amounts to \$50,000 annually between March 2011 and March 2012.

- Indirect Cost Recovery (ICR) is charged only to contributions greater than US\$20,000.
- Funding for the RIAL Workshop on Freedom of Association in August 2012 in Brazil covers travel expenses (ticket, lodging and food) for representatives of small economies, up to \$15,000. Brazil assumes the costs of logistics and simultaneous interpretation.
- Funding for the RIAL Workshop on Fairer Conditions in the Workplace and No Discrimination in April or May 2013 – If the Workshop is in Colombia, the Fund will only cover the travel expenses for small economies up to \$15,000, with the understanding that Colombia assumes expenses for logistics and simultaneous interpretation. If it's in another country, the Fund will cover up to \$25,000 for travel, logistics and interpretation.
- Funding for bilateral cooperation – 5<sup>th</sup> Call for proposals. The Secretary will open a new call to receive proposals for bilateral cooperation in February 2012 and will select 10 activities to be held in 2012. These activities will be funded by:
  - o \$15,961 of the Voluntary Fund
  - o Additional \$10,000 from the Fund if the Workshop on No Discrimination is held in Colombia
  - o New contributions entered during the course of the year
  - o Canadian contribution, as necessary

Additionally, the Canadian Labour Program will contribute \$200,000 to the RIAL, as announced in the XVII IACML in San Salvador. Given the amount of the contribution, this can only be transferred to the OAS after a presentation of a project and signing an agreement. Table 2 presents the proposal, which was accepted during the Planning Meeting.

Table No. 2  
Canadian Support to the RIAL - Proposal for 2012-2014  
(in US Dollars)

Item / Activity	Amount
<b>Hemispheric Cooperation</b>	
<i>Workshop on Child Labor (2 days)</i>	
- Simultaneous interpretation, room, etc.	\$7,950
- Travel expenses (tickets, accommodations and food, 18 persons)	\$33,300
<i>Webinar</i>	
- Payment of platform, service providers	\$5,000
<b>Subtotal Hemispheric coop</b>	<b>\$46,250</b>
<b>Bilateral cooperation</b>	
- Travel expenses (tickets, accommodations and food, 12 activities)	\$70,500
<b>Subtotal bilateral coop</b>	<b>\$70,500</b>
<b>Operation (administration, logistics, communications)</b>	
- Webpage and portfolio update / maintenance - 2 years	\$29,400
- Administrative and logistical support (workshops, bilateral coop) - 2 years	\$31,850
<b>Subtotal Operation</b>	<b>\$61,250</b>
<b>Indirect Cost Recovery (ICR)</b>	
- 11% over total contribution	\$22,000
<b>Subtotal ICR</b>	<b>\$22,000</b>
<b>TOTAL</b>	<b>\$200,000</b>

This contribution allows the partial settlement of operational expenses (administrative and logistical support, maintenance of communication tools) for two years, holding a Workshop on Child Labor in San Salvador, the first Webinar of the RIAL and 12 activities of bilateral cooperation in 2012 and 2013. Given that the Canadian contribution will cover \$30,600 of annual operation expenses and considering that the maximum amount of these expenses is \$50,000, the Voluntary Contribution Fund will only cover up to \$19,400 annually for this rubric.

## **V. OTHER ACTIVITIES AND PROPOSALS RELATED TO THE IACML**

In this section, activities and initiatives that don't form part of the formal Calendar of the IACML are brought up and are relevant for their members. Furthermore, the initiatives formulated by international organizations (ILO, CIM, IDB, CEPAL and PAHO) which can support the IACML process will be brought up.

### **5.1 International Events Relevant to the Ministries of Labor and/or the Social Actors**

- **VI Summit of the Americas**, to be held in Cartagena, Colombia, April 14-15, 2012, including a dialogue between Heads of Delegation and social actors on April 13. The subject of the Summit is "Connecting the Americas: Partners for Prosperity" and has seven central themes: Poverty and inequality, security, access and use of technology, natural disasters, supportive cooperation and physical integration. In the process of negotiation toward the Summit, the recommendations and priorities of the XVII IACML, presented by El Salvador before the Summit Implementation Review Group (SIRG), are being considered. The topic of labor and employment is considered in the different central themes, especially in poverty and inequality, and it is anticipated that it will continue to be an important aspect of the negotiations and the final document of the Summit.
- **Workers' Forum and Dialogue with Heads of Delegation in the Sixth Summit, Cartagena, Colombia, April 12-13**. There will be a Forum of Workers on April 12, as part of the preparatory activities of the Summit and organized by the Trade Union Confederation of the Americas (TUCA) and COSATE, with the support of the OAS and the Government of Colombia, and in coordination with the Colombian labor unions. The dialogue will be held on April 13<sup>th</sup> to listen to ideas and recommendations from the labor union sector about the topics of the Summit.
- **General Assembly of the OAS in 2012 (June 3-4 in Cochabamba, Bolivia) and 2013**, including dialogues of Head of Delegation with representatives of workers and the private sector. The Technical Secretariat coordinates the participation of COSATE and CEATAL.
- **Meeting of Ministers of Labor of the G-20**, to be held in Mexico City, May 17-18, 2012.
- **Rio +20 Summit**, to be held in Rio de Janeiro, Brazil, June 20 to 22, 2012. There will be a parallel event on green jobs, to which all of the members of the IACML are invited.

## **5.2 Initiatives of International Organizations that Contribute to Fulfilling the Mandates of the IACML**

### **Youth Employment:**

- ILO has established a road map for the next International Conference of Labor centered on youth employment, which includes national consultations through tripartite plus forums which will serve as input to a large international consultation before the Conference, and two regional consultations for workers and employers, responding to a request made by COSATE and CEATAL in the XVII IACML. The idea to launch a Regional Program on youth employment for the Americas was mentioned. Such a program should be backed by high political commitment and could include the results of the consultations. ILO is working on a compilation of good practices and successful policies, provides input, together with OECD, at the meeting of the G-20 to be held in Mexico, and will publish a document to that respect. It will create a publication on the Forum “Employment, Youth and Democratic Governance” from December 2011.
- IDB is making impact evaluations on all of its programs and will soon publish a study on the topic of youth training. In particular, it will raise the topic of employment and youth during 2012, which will be the topic of its Annual Meeting on March 16 to 17 in Montevideo, Uruguay, where they will also have two specific seminars on the topic of employment and youth.
- CEPAL indicated that it’s doing a study in conjunction with the Ibero-American Organization of Youth (OIJ).

**Gender:** The Inter-American Commission on Women (CIM) will continue to explore spaces of coordination and exchange with the IACML to advance in the rich dialogue sustained in the XVII IACML between the Ministers of Labor and Women; it is considering holding again strategic planning meetings with focus on gender in different countries; it could develop a methodology to make comparable reports among countries on equality of rights of men and women in the workplace, and it will soon publish a report about the sub-regional workshops done which will include good practices identified and recommendations to resolve obstacles encountered. ILO will launch a regional report on the topic of inequality in work with a focus on gender for young women. CEPAL is working on non-remunerated work and its role on the inequality between men and women.

**Social Protection:** ILO will continue working with UN Women, CEPAL and UNPD to promote a social protection floor, and will work with the Inter-American Social Protection Network (IASPN) to strengthen synergy on this topic. CEPAL is preparing a document on social protection and employment. IDB is making a series of longitudinal surveys on social protection and productivity of human resources.

**Public Employment Services Network,** operated by the IDB and conformed by 13 countries in the region but open to all, making technical exchanges to improve the quality of employment services. It will undertake training on evaluation methods in June, 2012, where among others, they will invite the members of the employment services.

**Policy Dialogue of the IDB** – In its series on social dialogue which touches on the labor topic in 2012, the IDB will invite all of the Vice Ministers of Labor in the member countries to a labor dialogue to be held from June 18 to 22, 2012.

**Social Dialogue:** CEPAL is preparing documents on free trade agreements under the framework of social dialogue. PAHO is looking to fund strategic alliances with the labor union and business sector with the goal of defining a Plan of Occupational Health.

**Green Jobs and Sustainable Development:** ILO / CINTERFOR has a program of professional training on the skills required by new green jobs. PAHO has a Working Group that analyzes the implications of green jobs on the health of workers and will be a topic of the World Congress on Occupational Health and Safety in Mexico in March 2012. PAHO has a series of Webinars in preparation of Rio +20 and invited everyone to participate, in particular in the April 11 session on green jobs.

**Child Labor:** ILO has regional programs and assists national tripartite commissions on the subject.

**Occupational Health and Safety:** Central topic of discussion of the ILO. PAHO works with countries to develop regulations and implementation plans on this topic. It has created strategic alliances with ILO, OAS, the Ministers of Labor and Health, labor union and business representatives to advance on this issue.

**Labor Inspection and Strengthening of the Labor Administration:** ILO will be holding a workshop on the topic of labor inspection and its link with occupational health topics. This training will be focused in seven countries that have already been identified and at the same time will favor problematic sectors: agriculture, construction and mining, for which there is already consultative material available.

### **5.3 Special Multilateral Fund of the Inter-American Council for Integral Development (FEMCIDI)**

Taking into account the doubts expressed by some delegations on the process of FEMCIDI during the XVII IACML, the Planning Meeting had a session on this topic. The Secretary gave a presentation in which the following was emphasized:

- Since 1997 FEMCIDI has operated parallel to other OAS initiatives and has financed projects in multiple areas of development.
- In October, 2010, the Member States of the OAS approved a transition period for the implementation of a new FEMCIDI structure.
- The elements of the new structure are:
  - o The Ministerial meetings will define the topics in which the projects of FEMCIDI will be focused;
  - o All of the projects financed by the Fund must be multilateral, regional or hemispheric;
  - o The countries that can present projects are those that have made a contribution to FEMCIDI in the respective cycle (this comes from the previous structure, but now the contributions must be prioritized in the fields of Education, Culture, Science and Technology, Tourism and Labor);
  - o “Programmatic Approaches” will be developed for each selected topic, which should guide the submission of project profiles;

- Within the project profiles submitted 1 or 2 will be selected to create a project or program by topic that offers the greatest impact (previously a large number of projects were selected).
- The next steps for projects in the area of “Labor”:
  - Fulfillments of contributions for the planning cycle which will fund the activities in the area of labor – Contributions are still being received.
  - FEMCIDI will create the “Programmatic Approaches” of the 2 selected topics by the IACML, in collaboration with the Technical Secretariat. The Approaches will be send for comments through the Permanent Missions to the OAS.
  - Once the “approaches” are approved, the Member States will be invited to present project profiles.
  - The profiles will be evaluated by the Nonpermanent Specialized Committees (CENPES) and enriched by the labor authorities.
- It was clarified that FEMCIDI does not compete with the RIAL and that they are mechanisms with different purposes and functions. The majority of the contributions to FEMCIDI do not come from the Ministries of Labor, but from other entities.

## 2012-2013 Calendar of Activities of the Inter-American Conference of Ministers of Labor (IACML)

Approved during the IACML Planning Meeting (Feb. 7, 2012, Washington D.C.)

ACTIVITIES	2012												2013											
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
1st Meeting of Working Groups under the XVII IACML - Brazil																								
RIAL Workshop on freedom of association and collective bargaining -Brazil																								
RIAL Workshop on Child Labor - El Salvador																								
2nd Meeting of WGs under the XVII IACML and 1st Preparatory XVIII IACML																								
RIAL Workshop on Fairer labor conditions and non- discrimination																								
2nd Preparatory Meeting for the XVIII IACML - Washington DC																								
XVIII IACML - 50th Anniversary - Colombia																								
<b>Other importat events</b>																								
VI Summit of the Americas - Cartagena, Colombia																								
Workers Forum and Dialogue with Heads of Delegation, Summit - Cartagena																								
Trade Union Confederation of the Americas Congress - Foz de Iguazú, Brazil																								
OAS General Assembly - Dialogue Workers and Private Sector - Cochabamba, Bolivia																								
Rio + 20 Summit - Brazil																								
Meeting of the Governing Body, ILO - Geneva																								
International Labor Conference, ILO - Geneva																								
World Summit on Child Labor - Brazil																								
Meeting of the Ministers of Labor of the G-20 - Mexico (with Prep.Mtgs)																								