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(CIDI)



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INTER-AMERICAN NETWORK FOR LABOR ADMINISTRATION (RIAL)

Inter-American Conference of Ministers of Labor (IACML)

Executive Summary of Activities – Financial Report

Period: May 2006 to May 2011



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I. INTRODUCTION

The Inter-American Network for Labor Administration (RIAL) is the cooperation and technical assistance mechanism of the Inter-American Conference of Ministers of Labor (IACML). It was created by the region's Ministries of Labor, following the XV IACML in 2005, in order to strengthen their human and institutional capacities through an integrating mechanism for dissemination of knowledge and experiences.

The RIAL functions as a system made up of the following complementary and mutually reinforcing tools: Portfolio of programs, Hemispheric workshops, technical studies, Cooperation Fund for bilateral technical assistance, newsletters, web-page and virtual forums.

The OAS Department of Social Development and Employment (DDSE/SEDI) is responsible for the coordination and operation of the RIAL, in its capacity as the Technical Secretariat of the IACML, while its priorities and actions are set by the IACML itself. It is now funded through a Fund for voluntary contributions from all its members. In the period 2006-2010, it was funded primarily by the Canadian Labour Program, whose contributions made it possible to establish the Fund and to carry out most of the activities described in this document. It has also received financial contributions from the Ministries of Labor of the United States, Argentina, Brazil, and Mexico.

II. OUTPUTS AND OUTCOMES

Since its formal creation in May 2006, RIAL's efforts have yielded the following outputs:

- 15 hemispheric exchange workshops held on priority labor administration topics. An average 25 Ministries of Labor were represented in each workshop, along with workers, employers, and international organizations officers.
- The Portfolio of Programs of Ministries of Labor has been updated and is currently on line, with more than 120 programs.
- The RIAL web page has been designed and placed on line: www.rialnet.org and subsequently improved to include additional interactive elements.
- 2 technical studies "Gender equality for Decent Work: Proposals for mainstreaming gender into labor and employment policies within the framework of the IACML" (2007) and "The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas" (2009).
- The RIAL Cooperation Fund was created and four calls for proposals have been issued. It enables bilateral technical assistance to be provided between ministries by means of on-site visits or experts visits.
- 56 bilateral cooperation activities (on-site visits or experts visits) have taken place through the RIAL Cooperation Fund and 5 are currently under planning.
- 714 representatives of Ministries of Labor have been trained on priority labor administration issues through the Hemispheric Workshops and Cooperation Fund.
- 64 representatives of workers and employers have been trained.
- 14 international agencies (ILO, IDB, PAHO, IACHR, CARICOM, IDB, etc.) are involved with the RIAL.
- 27 research centers and NGOs are involved with RIAL activities.
- All OAS member states have participated in RIAL activities, through their Ministries of Labor.

Together, these outputs are aimed at achieving the RIAL objective of building human and institutional capacities in the region's Ministries of Labor. Institution-building is a complex and hard-to-measure concept but, for the purposes of the RIAL, it has been divided into the following components:

- Greater knowledge and additional tools in Ministries for the fulfillment of their functions.
- Development of new products, services, or programs.
- Creation of Ministry areas, offices, or units.
- Review, modification and/or improvement of programs in execution.
- Design, modification and/or improvement of internal processes.
- Design or improvement of training activities for officials.
- Reform of the regulatory or legislative framework.
- Enhanced capacity to identify cooperation priorities and needs.
- Greater communication and cooperation between each Ministry and its peers within the region.

To a greater or lesser extent, the RIAL has had impact on these institution-building components and, in some cases, with impressive outcomes, as may be seen below. The outcomes were taken essentially from follow-up surveys of RIAL cooperation Fund bilateral technical assistance activities, surveys of Hemispheric Workshop participants, and internal OAS records on their ongoing communications with ministries of the region.

RIAL outcomes:

- **Greater knowledge in Ministries of Labor for the fulfillment of their functions**

All RIAL outputs are aimed at increasing knowledge within Ministries of Labor and providing them with additional tools for the enhanced management thereof. This knowledge translates as new product development, redefinition of internal processes, and the creation or strengthening of areas or units, i.e., the institution-building components included below.

Several RIAL Hemispheric Workshop participants were consulted regarding the information received at the events and the contribution to their ministry it constituted. A surprising 93% of those surveyed considered that the information received at the Workshop would help improve the employment service, gender area, or area discussed at the event, in their country.

- **Development of new products, services, or programs**

The RIAL facilitates new ideas within ministries for the development of products, services, or programs, whether by consulting the RIAL Portfolio, a source of information on interesting initiatives, or through their participation in Hemispheric Workshops or in the Cooperation Fund. From these exchanges may emerge a decision to develop new initiatives or, if this decision has already been taken, elements for their implementation may be drawn.

Some 50% of RIAL Cooperation Fund activities documented¹ resulted in the development of new products, services, or programs. Some important examples area:

- The Ministry of Labor of Costa Rica took the decision to regionalize the conciliation service (presence of conciliators in regional offices), following a cooperation activity with Argentina wherein greater awareness was gained of the value of conciliation, and training and hiring processes were reviewed. The Argentine experience also served to improve conciliator training in Costa Rica.
- The establishment of the Job Training Center in the Ministry of Labor of El Salvador took account of the success of worker and employer education in the Ministry of Labor of the Dominican Republic, and some of its lessons learned were replicated.
- The Ministry of Labor of Argentina is studying the possible implementation of a program similar to the Preventive Mediation Program of Canada, following knowledge of it gained on-site.

¹ Based on follow-up surveys sent to participants six months after each cooperation activity has been completed. This report includes survey results until December, 2010.

- **Support for the creation of areas, offices, or units within Ministries**

To a lesser extent, the RIAL has contributed to creating areas or units within Ministries of Labor. Around 20% of RIAL Cooperation Fund activities documented point out this result. A notable example is the Fundamental Rights Unit created in the Ministry of Labor of Bolivia, in close collaboration with Chile, through the RIAL Fund.

The Inter-American Commission of Women (CIM), in collaboration with the RIAL, developed during 2010 four sub-regional training workshops (Caribbean, Central America, Andean region and Southern Cone) to strengthen a gender-based approach in Ministries of Labor, which may include the creation of gender units. Actually some Ministries (case of Barbados and El Salvador as examples) have reported that after the Workshops they have advanced towards establishing a unit or focal point on gender. These workshops were based on the achievements and recommendations of the RIAL study on "The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas" and follow-up on the Strategic Guidelines on Gender approved by the IACML.

- **Review, modification, and improvement of programs in execution**

A review of RIAL Fund activities shows some specific outcomes in terms of program improvement, but not to be ignored is the impact the RIAL workshops may have had in that regard. In fact, 70% of discussions during these workshops revolve around outcomes and difficulties of, and lessons learned from national programs. Additionally, most participants are program technical staff or coordinators. Although no rigorous follow-up to these workshops has been made, they may have led to reviews and modifications of programs in execution.

Two specific outputs of the RIAL Fund may be noted:

- The initiatives promoted by the Ministry of Labor of Costa Rica on working children and youth were reviewed and improved based on successful practices in Uruguay. In particular, the regulations for the registry of working adolescents were amended to include a medical report requirement and instruments such as the social and job assessment record of the working child or adolescent were improved.
- The More and Better Jobs for Youth Program of the Ministry of Labor of Argentina was strengthened with new management elements and services following an on-site visit by its senior staff to the United States. Warranting mention are the regulations redesigned to allow for internships in the public and nongovernmental sector, improved management instruments, better relations with the private sector, and additional assistance provided to youth by the Secretariat of Employment.

- **Design, modification and/or improvement of internal processes**

This is the RIAL institution-building component of greatest impact, specifically from its Cooperation Fund. Some 60% of Fund activities for which follow-up has been made resulted in, *inter alia*, improved processes, redesigned management tools, and improved systems.

Some notable outcomes are described below:

- The modernization of the Department of Social Organizations of the Ministry of Labor of Costa Rica was facilitated and strengthened through technical assistance from Mexico, specifically

regarding the simplification of the social organizations registry, and computerization and design of oversight and monitoring tools, achieving greater efficiency and better service for users.

- Statistics development processes in the Ministry of Labor of Paraguay were streamlined, and made more efficient and timely, better training was provided for statistics area officials, and that area was strengthened following assistance received from Argentina.
- The Occupational Health and Safety area of the Ministry of Labor of Guyana, following cooperation activities with Trinidad and Tobago and Barbados, made the following significant improvements: inspection kits were prepared as part of the inspectors' tools, the 4P model for evidence gathering implemented in Barbados was adopted, which enhanced investigations of workplace accidents and fatalities, and the use of scientific equipment and information systems in labor inspections was improved, resulting in increased efficiency in reporting.
- The procedures and structure of the Social Security Office of the Ministry of Justice and Labor of Paraguay, created in late 2008, and of the National Social Security System were strengthened following a cooperation with Chile in March 2009.
- The restructuring of the data compilation system for labor statistics generation and the design of new indicators in Guatemala were based on training provided by Argentina.
- Occupational health and safety procedures of the Department of Labour of Saint Vincent and the Grenadines are being developed using information and knowledge gained from seeing the Intervention Model of Canada. Among other issues, follow-up visits are part of inspectors training and forms used on inspection visits are currently being re-designed.
- ILO convention report preparation procedures were redefined in El Salvador following a cooperation with Argentina to improve consultations with workers and employers.
- Proposed improvements to the organizational and functional structure of labor inspection in El Salvador, including the inspector career service, were developed based on the Dominican Republic model.

- **Design or improvement of training activities for officials**

The RIAL contributes to Ministry training activities in two ways: (1) Directly: visits by RIAL Fund experts may include training activities; and (2) Indirectly: advantage may be taken of the content of the Hemispheric and RIAL Fund Workshops to improve Ministry training activities. Almost 60% of Cooperation Fund activities have had impact in the design or improvement of training exercises, which represents a very valuable multiplicative effect of the cooperation.

Among direct contributions, the following activities warrant mention owing to their multiplier effect:

- Experts of the Ministry of Labour of Manitoba, Canada provided a workshop for officials of the Ministry of Labor of Mexico on the design and implementation of the Safe Work program, aimed at the prevention of workplace accidents. The workshop was held in Mexico City and simultaneously transmitted by videoconference to Mexico's 32 federal labor offices.

- Experts of Trinidad and Tobago provided training at the “Seminar on Occupational Health and Safety” to officers of the Ministry of Labor of Guyana and employer and worker associations.
- Experts of Argentina provided a training workshop on labor conciliation for Ministry of Labor officials of the Dominican Republic, mediators, prosecutors, employers, and workers.

As regards indirect contributions, the 50% of Cooperation Fund activities for which follow-up exists have enabled training activities to be designed or improved. The best examples are the redesigned training programs for labor inspectors in Panama, an output of the training assistance received from Brazil during an on-site visit that provided guidance on developing skills and attitudes that promote harmonious work relations.

Although practices in this area have not been documented, Ministries in their training activities could refer to the Hemispheric Workshops’ presentations and sound recordings, available at the OAS/RIAL website.

- **Reform of the regulatory or legislative framework**

The RIAL has shown results fundamentally in internal Ministry of Labor management, but examples have also been found of its impact on regulatory or legislative framework reform. Although the negotiation of these reforms and their adoption transcends Ministries, RIAL impact may be seen in their conception, rationale, and preparation. Two very important cases have been identified:

- A bill drafted by the Ministry of Labor of Peru on mandatory payment through the financial system. Technical assistance from Argentina served to define proper mechanisms for the implementation of this law, provide the bill with additional technical support and greater soundness, and identify more benefits from this procedure than costs, the latter enabling the decision to draft this bill to be taken. In July 2010, the bill had been approved by the congressional technical committees, and was on the agenda for the Plenary.
- A preliminary draft law prepared by the Ministry of Labor of the Dominican Republic to make mandatory individual labor conciliation with it prior to having recourse to the courts. This preliminary draft law is based on the experience of the Mandatory Labor Conciliation Service (SECCLO) of Argentina. The Labor Advisory Council of the Dominican Republic approved the preliminary bill as drafted.

- **Enhanced capacity to identify cooperation priorities and needs**

The Technical Secretariat of the IACML consults all Ministries of Labor every two years, immediately following each Conference, on its cooperation priorities and needs. This exercise was carried out in 2005, 2007, and 2009, and it may be noted that for some countries, especially of the Caribbean, there is greater clarity in replies, and areas of cooperation are more specifically defined.

The RIAL Fund calls for proposals, enabling Ministries to present proposals to receive technical assistance from their peers in the region, have afforded international affairs areas an opportunity to consult other Ministry areas each year regarding their cooperation needs. This exercise facilitates the building of capacities for the identification of cooperation areas and for proposal preparation. In the four calls for proposals conducted, for some countries, the quality of proposals

has improved year by year, especially in those where the same officials responsible for cooperation matters have remained the RIAL focal point.

- **Greater communication and cooperation between each Ministry and its peers within the region**

The RIAL has provided wide-ranging opportunities for interaction among Ministries of Labor, in both their international affairs areas and technical areas. The RIAL Workshops and Fund activities have enabled technical staff to meet, debate, and exchange experiences in their areas of specialization, in and of itself an outcome as regards greater communication, but the challenge is for this interaction to continue and be maintained.

The 55% of participants in RIAL Fund activities replying to the questionnaire report that they remain in communication with the ministry that provided them with technical assistance. However, only 25% report that they have received additional technical assistance in follow-up to the cooperation.

III. ACTIVITIES

Below is a more detailed description of the RIAL outputs and the activities undertaken to achieve them:

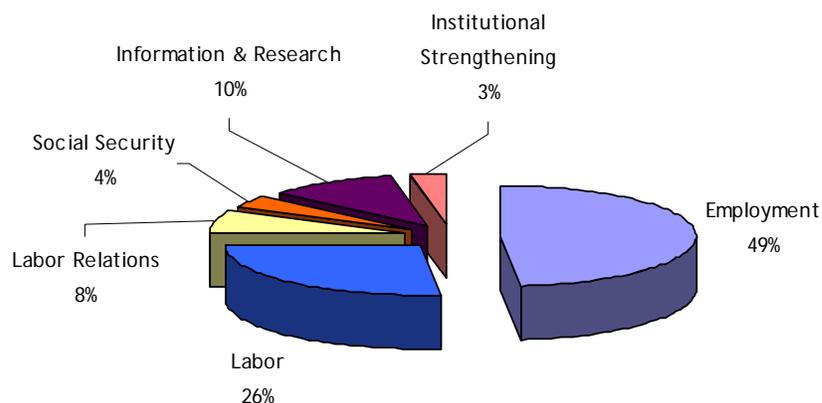
- a) Planning, organizing and conducting fifteen Hemispheric Workshops or seminars on priority areas defined by the Inter-American Conference of Ministers of Labor (IACML). These workshops are spaces to exchange and analyze experiences, sustain a technical dialogue among Ministries, employers, workers, international organizations and civil society, and identify lessons learned and policy recommendations. They have a vast participation and ensure subregional participation of the Ministries of Labor (25 participating on average in each workshop); all of them have had the participation of COSATE, CEATAL and ILO; and in many of them IDB, PAHO, ECLAC and World Bank have participated. The areas addressed by these workshops are set by the IACML authorities at their planning meetings, following a survey conducted by DDSE/SEDI to reveal the training needs of Ministries of Labor. Full information on each of these workshops, including presentations given, conclusions reached, and participants attending, can be found on the RIAL web page. A brief description of each one can be read in Appendix 1.
- b) Permanent consultation about and identification of programs undertaken by the region's Ministries of Labor that have yielded positive results and are offered for horizontal cooperation. Formal requests to update the Portfolio are also issued periodically; the last one was made in the period April-June, 2010, resulting in the addition of over 50 new programs and a review and update of existing ones. It now contains a total of 129 registered programs. The English and Spanish versions of most of these program documents may be found in the online Portfolio. The others are being translated.
- c) Redesigning the RIAL Portfolio of Programs on-line tool, now available at: www.rialnet.org. Restructuring of the information categories to cover all Ministry of Labor action areas. This tool makes it possible to search for programs based on different criteria (country, area, theme, and target population) and is publicly accessible. Programs are updated directly by the Ministries using a password.

d) Collection and systematization of ministerial programs in the RIAL Portfolio of Programs, on line at www.rialnet.org, which now contains information in English and Spanish on over 70 programs, and will soon contain at least 129 programs, received directly by the Secretariat. Since December 2010, all Ministries have had the option of uploading their programs directly to the Portfolio's virtual platform. To that end, the Secretariat is providing each Ministry with personalized technical assistance.

Program classifications in the Portfolio: Areas and themes

AREAS	THEMES
LABOR	<ol style="list-style-type: none"> 1. Labor legislation 2. Application of fundamental rights 3. Working conditions 4. Wages 5. Occupational safety and health 6. Labor inspection 7. Labor rights of migrant workers
EMPLOYMENT	<ol style="list-style-type: none"> 1. Employment policy and programs 2. Unemployment benefit schemes 3. Professional training and skill-certification programs 4. Employment services 5. Gender programs 6. Youth employment programs 7. Promotion of micro, small and medium-sized enterprises
LABOR RELATIONS	<ol style="list-style-type: none"> 1. Social organizations 2. Collective bargaining 3. Individual and collective dispute settlement 4. Trade Union Registration 5. Social dialogue
SOCIAL SECURITY	<ol style="list-style-type: none"> 1. Social security programs and systems 2. Prevention and reduction of social contingencies 3. Improving social security systems
INFORMATION & RESEARCH	<ol style="list-style-type: none"> 1. Data collection (administrative records, statistics, etc.) 2. Studies and analyses 3. Dissemination of Information
INSTITUTIONAL STRENGTHENING	<ol style="list-style-type: none"> 1. Organization and operation 2. Human resources 3. Material resources 4. Informatics - Computer technology

Composition of the 129 programs currently registered in the Portfolio



- e) Preparation, publication, and distribution of a RIAL Information Bulletin and Annual Newsletters, containing additional information about all the activities undertaken. Four issues of the Newsletter (September 2007, October 2008, October 2009 and November 2010) have been produced. In the future, periodic electronic newsletters will be prepared.
- f) Preparation, launch, and continuous update of the RIAL web page: www.rialnet.org, which organizes and systematizes programs and activities. The page was prepared using a more flexible and modern platform, allowing for greater interaction among RIAL members.



- g) Preparation of two RIAL technical studies: The first one, "[Gender equality for Decent Work: Proposals for mainstreaming gender into labor and employment policies within the framework of the IACML](#)" served as the basis for the document "Strategic Guidelines of XV IACML for Advancing Gender Equality and Non-discrimination within a Decent Work Framework". These guidelines were adopted at the XV IACML, thus, the topic has continued to be addressed within the RIAL framework, in order to promote gender mainstreaming in labor and employment policies and in the operations of Ministries of Labor. In December 2007, IACML authorities approved the components of a RIAL Gender Project, based on the Strategic Guidelines, one of which was the preparation of the second study on "[Institutionalization of a gender approach in the Ministries of Labor of the Americas](#)", distributed during the XVI IACML.

- h) Creation of the RIAL Cooperation Fund, intended to promote bilateral cooperation among Ministries of Labor, identified and negotiated directly by them, with support from the Technical Secretariat. The Fund operates through open calls for proposals and funds cooperation activities and technical assistance among Ministries of Labor. These may be on-site visits or experts visits, depending on objectives pursued and the implementation site. The Ministries identify cooperation areas and initiatives or strengths of other Ministries through the Portfolio of Programs, the RIAL Hemispheric workshops, other regional or subregional events, and advice provided directly by the Technical Secretariat.

The bilateral cooperation and technical assistance activities funded by the RIAL make it possible to gain knowledge of a practice on-site or receive training from experts. The advisory services provided are direct and personalized and the contents of each activity are “tailor-made”, defined in keeping with the interests and needs of the participating Ministries.

- i) Launching four calls for proposals of the RIAL Cooperation Fund, in January 2007, 2008, 2009, and 2010, as a result of which more than 180 cooperation proposals were received (28 during the first call for proposals, 61 in the second, 47 in the third, and 53 in the fourth). Eight (8) proposals were selected in the first round, 21 in the second, 20 in the third, and 17 in the fourth (see Appendix 2).

RIAL Fund proposals and activities for each call for proposals

Call for proposals	Proposals received	Proposals selected	Activities carried out	Activities at the planning stage	Activities suspended or cancelled
First - 2007	28	8	8	0	0
Second - 2008	61	21	18	0	3
Third - 2009	47	20	16	2	2
Fourth - 2010	53	17	14	3	0
TOTAL	189	66	56	5	5

The selection of activities to be carried out by the RIAL Fund is based on the following criteria:

- Relevance and timeliness of the cooperation (the rationale for the activity shows why the cooperation is needed at this time);
- Clarity of objectives;
- Clarity and relevance of participant profiles;
- Explicit commitment by the parties involved;
- Relevance of the subject matter to the IACML;
- Priority accorded to proposals arising from activities of the RIAL and the IACML, and those with co-financing from the beneficiary institution.

The activities selected are canceled when they are no longer effective and relevant. This occurs when the planning process is too lengthy or the priorities of the Ministries involved or the programs targeted by the cooperation activity have changed.

- j) Coordination and development of cooperation activities among Ministries of Labor under the aegis of the RIAL Cooperation Fund. To date 56 cooperation activities have taken place, 5

activities are under planning (it is likely that some do not take place for lack of funding). Appendix 2 provides the complete list of activities selected and carried out during the four calls for proposals of the Fund. Valuable examples of the Cooperation Fund can be found in the RIAL Newsletters and many of their outcomes are set out in Section II of this report.

Provided below is the distribution by country of RIAL Cooperation Fund activities implemented or at the planning stage. Seventeen Ministries have provided cooperation, Argentina having played a lead part. Twenty-four Ministries of Labor of the region have participated as requesters or receivers of cooperation.

Ministries of Labor participating in bilateral cooperation activities

**Providing Ministries of Labor
(2007 - 2011)**

Providing MOLs	Activities carried out	Activities at a planning stage
Argentina	16	2
Barbados	2	
Brazil	8	
Canada	4	
Chile	5	1
Colombia	2	
Costa Rica	1	
Dominican Republic	1	
Guyana		
Guatemala		
Honduras		
Jamaica	2	
Mexico	1	
Peru	2	
Trinidad & Tobago	4	
United States	7	2
Uruguay	1	
Total Actividades	56	5

**Requesting Ministries of Labor
(2007 - 2011)**

Requesting MOLs	Activities carried out	Activities at a planning stage
Argentina	4	
Bahamas	1	1
Barbados	1	
Belize	2	
Bolivia	2	
Brazil	1	
Chile	2	
Colombia	2	
Costa Rica	5	
Dominican Republic	5	
Ecuador	4	
El Salvador	2	
Guyana	4	
Guatemala	1	
Haiti		1
Honduras	1	
Mexico	2	
Nicaragua	1	
Panama	3	
Paraguay	4	1
Peru	4	1
St. Lucia	2	
St. Vincent and the Grenadines	1	
Trinidad & Tobago	2	1
Total Actividades	56	5

IV. LESSONS LEARNED

During the five years of operation of the Inter-American Network for Labor Administration (RIAL) the Technical Secretariat has identified some lessons learned that would facilitate better results in the Network's operation and suggest that it would have better impact:

- **Commitment and conviction:** Commitment to cooperation and a conviction that it is a valuable tool for institutional strengthening are essential on the part of Ministries of Labor.
- **Definition of priorities:** As a tool of the IACML, the RIAL must address the mandates contained in the Declarations and Plans of Action adopted by the Conference. Since the mandates refer to a wide array of subject areas, these years have confirmed the importance of the definition, by the IACML authorities at the biennial planning meeting, of the priority action areas and main activities of the RIAL. The authorities define these areas based on the ministerial mandates and the results of questionnaires sent to all Ministries regarding their cooperation needs and priorities. The areas and guidelines established at the planning meeting then enable the Technical Secretariat to operate the RIAL.
- **Importance of the focal point:** Ministries with a clearly defined person or area (focal point) to follow up on the RIAL make greater use of the Network and take much more advantage of its activities. On the other hand, in Ministries where there is no clear channel for communication with the OAS and/or a person or area responsible for the RIAL, there is less participation, and opportunities for cooperation and resources are lost. Generally, this lack of definition of a RIAL focal point is also where no area for international affairs exists and, moreover, seems to arise from lack of information on or interest in international cooperation.
- **The role of offices for international affairs:** In general, ministries' offices for international affairs are the areas assigned to the RIAL. This is appropriate because they make use of the RIAL tools to deepen their cooperation ties and complement other initiatives being implemented at the level of subregional blocs or under bilateral agreements.
- **Key characteristics of points of contact:** The RIAL focal points can ensure that their ministries take greater advantage of it if they: (1) are aware of the technical assistance priorities of their Ministries; (2) disseminate within all Ministry areas information about the RIAL (calls for proposals, workshop, portfolio, etc.) ; and (3) raise awareness among the different areas regarding the usefulness of cooperation in strengthening Ministry management and enhancing Ministry initiatives and programs. If the focal point is the office/area for international affairs, it should be in sync with each Ministry area and, in particular, with planning offices (where they exist).
- **Participants profile, the importance of including technical staff:** The impact that can be achieved through Workshops and Cooperation Fund activities is closely linked to the participants' profiles. Such activities can contribute effectively to Ministry institution-building (and leave installed capacity) if participants are technical personnel with broad experience and knowledge of the topic in question. Results will be still better if such personnel have authority to influence the formulation and implementation of policies and programs. In most cases, these requirements have been met.
- **Relations with other agencies and the importance of incorporating expertise.** Activities that are carried out in conjunction with other agencies from their planning stage show significant strength. This is the case, for example, of the two studies on gender conducted in conjunction with the ILO and the Inter-American Commission of Women (CIM). Mention may also be made of the workshops on occupational health and safety, planned and implemented in conjunction with the ILO and PAHO.

- **Hemispheric workshops are a valuable opportunity for exchange.** Workshops are of great value in raising awareness of different programs and strategies in a given area that are being implemented in the region, and have been evaluated very positively by participants, as may be seen below. In general, they seem to be a “hotbed” for future cooperation activities in the framework of the RIAL Fund. In the Fund’s third call for proposals, 28% of the proposals had been identified at Hemispheric Workshops or meetings of the Working Groups.

Scores of participants in the RIAL workshops

Questions scored 1 to 5	Employment services Dec. 2008	Migration and SIMT Feb. 2009	Labor inspection May 2009	Gender July 2009
Level of satisfaction with experience of Workshop	4.6	4.36	4.79	4.36
Relevance of topics covered	4.71	4.45	4.58	4.39
Workshop’s contribution to the area handled in each Ministry	4.6	4.1	4.67	4.35

- **Preparation for Workshops:** The quality of interventions during the Workshops is greater when the participants have prepared supporting documents that are based on the “Guiding Questions” elaborated by the Technical Secretariat. In addition, these documents enable us to have updated information about the initiatives in all of the countries on the relevant topic and they can serve as an excellent input for developing studies and recommendations.
- **The RIAL fund has shown excellent results and certain conditions facilitate greater impact:** In general, Cooperation Fund activities show valuable results because they facilitate direct exchange and because their content is defined in keeping with the priorities and needs of the beneficiary Ministry (tailored to its needs). It has been determined that these activities yield better results when: (1) they are carried out at an opportune time (for example, the country requesting cooperation is redefining a program or drafting a bill); (2) they address Ministry plans and priorities, i.e., the assistance is not fleeting and sporadic; and (3) they are planned from the outset by the technical teams that will participate in the on-site visit or experts’ visit. To that end, the RIAL focal points should create opportunities for this to take place and follow up on the process without creating interference.
- **The strengths or shortcomings that are evident in proposals submitted to the RIAL Fund:** The majority of the proposals received by the RIAL Fund, particularly during the last call, are well developed and they include very clear justification and objectives; however, there are other proposals that are weak and this could be a reflection of the institutional weaknesses in the formulation of proposals in general, in the definition of priorities for technical assistance and/or in the identification of possible partners, through the RIAL itself or through bilateral or multilateral relationships.
- **Reports on the Final Activities of the RIAL Fund:** These reports are key to understanding the results of the activities and their potential impact. Additionally, according to some of the participants, the elaboration of the reports can help in reflecting on the lessons of the experiences that they have observed and in defining how these lessons can be used to improve the management of the Ministry (the Secretariat requests that this analysis is included in the report).
- **A need for recognition of the administrative capacity of focal points in planning activities:** Some ministries have personnel and resources enabling them to administer several activities

simultaneously and handle commitments with different agencies, but others do not. In the Technical Secretariat, we seek to schedule activities so that they do not exceed the administrative capacity of the focal points.

V. FINANCIAL REPORT

- Period 2006 - 2011

The establishment of the RIAL and most of its activities in the period 2006-2010 were funded from a large contribution by the Canadian Labour Program, provided under four agreements with the OAS for a total of US\$1.35 million. This funding covered RIAL's activities and basic operating costs.²

*Contribution by the Canadian Labour Program to the RIAL
2006-2010*

Agreement	Can\$	US\$
RIAL 1 (2006)	65,844.45	56,483.91
RIAL 2 (2006 - 2007)	310,800.00	265,812.91
RIAL 3 (2007 - 2008)	275,280.00	261,251.79
RIAL 4 (2008 - 2010)	890,000.00	771,851.92
TOTAL	\$1,541,924.45	\$1,355,400.53

Between 2006 and until the date of this report, financial contributions from the United States, Mexico, Argentina, and Brazil were also made (aside from the Voluntary Contribution Fund, which was established at the end of 2010). In the case of the United States, \$50,000 were deposited in the OAS, all the other contributions funded directly specific activities (specified in Appendix 3). Additionally, the OAS has contributed financial resources for RIAL's coordination and operations.

*Other financial contributions to the RIAL
May 2006- May 2011*

County/organization	US\$	Description
United States	211,680.00	Most RIAL Coop Fund activities in 2006, contribution to various workshops, RIAL Coop Fund in 2011
Mexico	30,000.00	PES workshops (Nov. 2006 and March 2011)
Argentina	28,100.00	RIAL Coop Fund co-financing and Workshop (Mar.2011)
Brazil	150,403.00	RIAL Coop Fund and workshops co-financing
WAPES	28,000.00	PES Workshop (Mar.2011) co-financing
OAS	407,500.00	RIAL coordination and operation, workshop co-financing
TOTAL	\$855,033.00	

² Operating expenses include the hiring of a person full time as technical and administrative support and a person part-time, who administers and updates the web page.

- **Since 2010: Voluntary Contributions Fund**

The RIAL is now funded through a Voluntary Contributions Fund, into which annual contributions are made by RIAL members that are willing and able to do so.

The decision to establish this Fund was taken by the Ministries of Labor at the meeting of Working Group 2 at the Inter-American Conference of Ministries of Labor (IACML) held in July 2010, in Santo Domingo, Dominican Republic, based on the conclusion, in August 2010, of the agreement with Canada and the conviction that they wished this mechanism to continue to operate. The decision was taken based on the recognition by the representatives of the Ministries of Labor of the positive results yielded by the Network with regard to institutional strengthening and the deepening of their bilateral cooperation. On that occasion, the Ministries acknowledged and expressed appreciation for the Canadian contribution and undertook to ensure the sustainability of the RIAL.

The Fund has been established in the OAS and managed by the Technical Secretariat of the IACML in accordance with the priorities and actions defined by the Ministries themselves at the Conference and at the planning meeting held by IACML authorities every two years. Minimum contributions are US\$5000 and could vary with the level of development and size of the country's economy. *As of the date of this report, contributions had been received from Mexico (US\$5,000) and Trinidad and Tobago (US\$10,000), and several other contributions are in the pipeline. This issue will be analyzed during IACML Working Group 2 meeting in May 18, 2011 in Washington D.C.*

It is important to highlight that **in-kind contributions**, mainly regarding knowledge, commitment and time of Ministries of Labor officers, are indispensable for the RIAL, in fact, they are at the bases of this cooperation mechanism.

- **Expenditures**

The table below summarizes RIAL expenditure to date, Appendix 3 provides details.

Summary of RIAL expenditure
May 2006 - May 2011
(in US dollars)

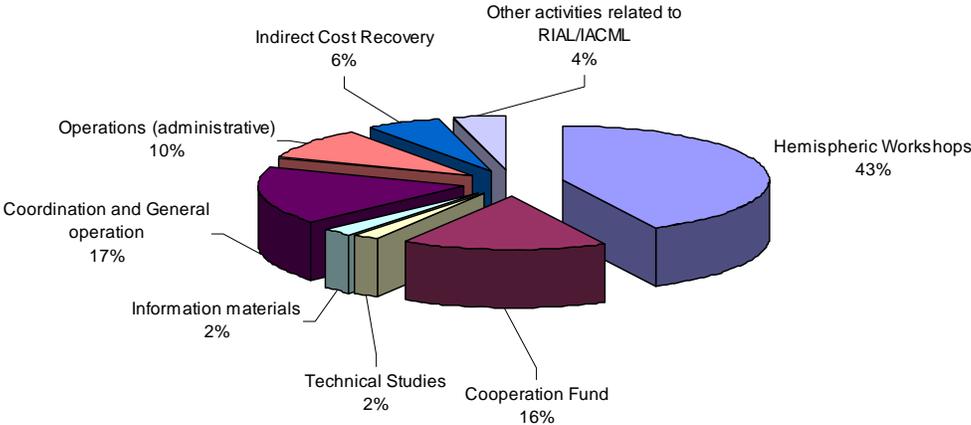
Item	Expenditures		
	Canada	Other sources	Totales
Hemispheric Workshops (15)	625832.63	312350.00	938182.63
Cooperation Fund (56)	222260.90	129683.00	351943.90
Technical Studies	50640.58	0	50640.58
Information materials	54612.25	0	54612.25
General operation (coordination and administration)	183710.41	408000	591710.41
Indirect Cost Recovery	129019.7665	0	129019.77
Other activities related to RIAL/IACML	89306.19	0	89306.19
TOTAL:	\$1,355,382.73	\$850,033.00	\$2,205,415.73

Some important information may be drawn from this data:

- Average cost of a RIAL workshop: US\$62,500
- Average cost of a RIAL Fund activity: US\$6,300
- Annual operating costs, not including OAS contribution: US\$50,000 (administrative support, logistics and dissemination)

The graph shows the distribution of expenditures by item; operating costs total 27%, of which 10% corresponds to external funding (mainly from Canada) for administrative support and 17% to the OAS contribution for coordination and implementation.

Distribution of expenditures (%)



APPENDIX 1

Summary of RIAL Hemispheric Workshops

1. **Hemispheric Workshop on Occupational Health and Safety (OHS); San Salvador, El Salvador, May 16-17, 2006** (Second OHS Workshop under IACML, first one under RIAL): Inaugurated by the President of El Salvador, Elías Antonio Saca, this workshop was jointly organized by the OAS, PAHO, ILO, the Ministries of Labor of El Salvador and Canada, and Fundaceresso, and thus provided an example of genuine and fruitful interagency coordination. The workshop brought together more than 80 OHS experts from more than 20 of the region's Ministries of Labor, from OHS collaborating centers in Chile, Central America, Brazil, and Canada, from international agencies, and from COSATE and CEATAL. The workshop provided follow-up to the first IACML workshop on OHS held in 2004 in El Salvador. Its most important achievement was the adoption of strategic guidelines for three topics – occupational health and safety management systems, occupational health and safety information systems, and HIV in the workplace – which will serve to guide the work of governments, OHS centers, and international agencies on those issues, through actions at the national, subregional, and hemispheric levels.
2. **Seminar on Labor Intermediation and Labor Market Observatories: Opportunities and Challenges in the Hemisphere; Cocoyoc, Morelos, Mexico, November 7, 2006**: Organized by Mexico's Secretariat of Labor and Social Welfare (STPS) in its capacity as the pro tempore chair of XIV IACML, this workshop analyzed experiences with labor market observatories and employment services in Argentina, Chile, El Salvador, Mexico, the United States, and Europe, and was attended by representatives of the IDB, ILO, WAPES, OAS, COSATE, and CEATAL. In their exchanges, the participants emphasized the progress made by employment services in addressing demand and in the use of new technologies (ICTs). They also identified, as the main challenge facing those services, the need to respond to two new realities in the labor market: the expansion of the informal sector and increasing migratory flows.
3. **Workshop on Migrant Workers: Protection of Labor Rights and Labor Market Programs; Ottawa, Canada, November 28-29, 2006**: This workshop was attended by representatives of 28 of the Hemisphere's Ministries of Labor, the ILO, the Inter-American Commission on Human Rights (IACHR), the Organization of Eastern Caribbean States (OECS), the North-South Institute, the OAS, COSATE, and CEATAL. The event facilitated a dialogue and cooperation among the labor ministries on ways to promote the labor rights of migrant workers and on labor market programs, with emphasis on Canada's program for temporary migrant workers. The workshop followed up on the relevant IACML and Summit mandates and on the Inter-American Program adopted by the OAS General Assembly in 2005.
4. **Workshop on Technical Assistance; San José, Costa Rica, May 8, 2007**: This workshop was organized in response to a request made repeatedly by several IACML members regarding the need for greater awareness about technical assistance channels and priorities and for identifying the difficulties encountered by executing agencies in their dealings with donors; it was attended by representatives from 26 Ministries of Labor. At the event several donor countries and institutions (Canada, United States, AECI, IDB) and several technical assistance executing countries shared their experiences, and the participants received training on the basic components of successful proposals.

5. **Workshop on Labor Dimension of FTAs and Regional Integration Processes; Port-of-Spain, Trinidad and Tobago, July 10, 2007:** This workshop, attended by representatives from 21 Ministries of Labor, studied two topics: (1) the specific labor provision components (chapters, side agreements, memoranda of understanding, declarations) that have been incorporated into various bilateral and multilateral free trade agreements, and (2) the labor provisions of various subregional integration processes and the progress they have made with them. The workshop heard presentations by representatives from several governments, COSATE, CEATAL, and CARICOM.
6. **Workshop on Social Dialogue and Social Cohesion; Montevideo, Uruguay, April 15, 2008:** This workshop brought together technical specialists from the Ministries of Labor of 27 countries of the Americas, together with representatives from COSATE, CEATAL, and the ILO, to study the characteristics and challenges facing various social dialogue forums in the region, such as consultative councils, employment councils, economic and social forums, etc. The workshop lasted one day, during which the participants exchanged experiences and approaches and concluded that social dialogue is a key element in democratic governance and a basic tool for constructing inclusive societies and ensuring social justice. They concluded that social dialogue must be effective and institutionalized and must take place in conditions of constructive cooperation. The seminar's presentations and discussion sessions were extremely rich in content and ideas.
7. **Seminar on Youth Employment; Rio de Janeiro, Brazil, May 20-21, 2008:** This seminar was jointly organized by the Ministry of Labor and Employment of Brazil, the Department of Labor of the United States, and the OAS. It offered an excellent opportunity for exchanging experiences and analyzing key issues affecting youth employment in the Americas, particularly the need to forge alliances to create decent jobs for young people; the benefits of establishing comprehensive or integrated strategies, policies, and services; youth entrepreneurship initiatives as an alternative way to create decent work; and the importance of implementing labor inclusion strategies for at-risk youth. It was attended by technical representatives from 29 of the region's Ministries of Labor, members of COSATE and CEATAL, representatives of international agencies such as the ILO, IDB, World Bank, and WAPES, and more than 10 nongovernmental organizations.
8. **Third Hemispheric Workshop on Occupational Health and Safety (OHS); Cusco, Peru, October 21-22, 2008:** This Workshop provided follow-up to the two Hemispheric Workshops on OHS that took place in the IACML-RIAL framework in 2004 and 2006 in El Salvador. It was organized by the Ministry of Labor of Peru and the OAS, in close collaboration with PAHO and ILO. The main topics of the workshop were: Policies and strategies for the promotion of OHS, including the role of employers and workers; strengthening of schemes to prevent and control occupational hazards; and HIV-AIDS in the workplace. The Workshop was attended by OHS specialists and officers of 26 Ministries of Labor, representatives of COSATE and CEATAL, international agencies, experts and OHS collaborating centers. The document of Summary of discussions and lessons learned, produced at the end of the event, also contains some steps to follow.
9. **Workshop on Public Employment Services (PES), Panama City, Panama, December 10-11, 2008:** This Workshop was jointly organized by the Ministry of Labor and Labor Development of Panama and the OAS, in partnership with the Ministry of Labor, Employment and Social Security of Argentina and the World Association of Public Employment Services (WAPES). It has three thematic panels, where the main the main tendencies of PES were discussed: 1) PES and Local Development: linkages with the productive environment to ensure access to quality and productive employment; 2)

Articulation of PES with workforce development (training) systems and information systems; 3) PES' approach to addressing vulnerable groups or persons with greater barriers to employment. The document of conclusions of the event reflects the richness of this Workshop that was attended by 25 Ministries of Labor, represented by their employment directors or officers with responsibilities on PES, members of COSATE and CEATAL, as well as representatives from ILO, WAPES and OAS.

10. **Workshop on Labor Migration and Labor Market Information Systems, Quebec City, Canada, February 24-25, 2009:** During this Workshop, organized jointly by Human Resources and Skills Development Canada and the OAS, information was shared about the development of labor market information systems in the region, particularly in Canada, the importance of these systems in managing migration was analyzed and various dynamics between labor mobility, migration and labor markets in the context of the current economic crisis were discussed. Ministries of Labor from 22 countries were represented at the workshop, along with members of COSATE and CEATAL and specialists from ILO, IOM, OAS, the Inter-American Dialogue and the Inter-American Conference of Social Security, among others.
11. **Workshop on Successful Labor Inspection Models, Washington D.C., USA, May 19, 2009:** This workshop made it possible to exchange information on the most crucial current labor inspection issues: 1) Steps taken to attain greater effectiveness, impact, and coverage of labor inspection; 2) Actions to ensure compliance with standards and improve working conditions; 3) Strategies for optimizing oversight and supervision and for combating corruption in labor inspections; and, 4) Challenges facing labor inspection in the current economic climate. The Workshop was organized by the Secretariat of Labor and Social Welfare (STPS) of Mexico and the OAS, and attended by 26 Labor Ministry delegations and representatives of COSATE, CEATAL, ILO and PAHO.
12. **Workshop on Gender Mainstreaming in the Ministries of Labor of the Americas, Buenos Aires, Argentina, July 21, 2009:** This Workshop complies with one of the strategic guidelines adopted by the XV IACML in 2007 for moving forward with the incorporation of a gender perspective in the framework of the Conference. The main topic of the Workshop's discussions was the preliminary version of the study "The Institutionalization of a Gender Approach in the Ministries of Labor of the Americas," which was prepared in 2009 in close consultation with the Ministries and which also complies with the strategic guidelines. The event was attended by delegations from 25 ministries, most of which were represented by their highest authorities on gender. Also present were representatives from COSATE and CEATAL. Based on the preliminary study, the Workshop analyzed the progress made by ministries in this area and identified priority training needs.
13. **Workshop on the Labor Dimension of Globalization and the Free Trade Agreements: impacts and labor provisions, Santo Domingo, Dominican Republic, July 27, 2010 -** Officials of 26 Ministries of Labor, COSATE and CEATAL representatives, and international experts of the European Union, ECLAC, the ILO and the OAS (from Trade and Labor areas), discussed the impacts of globalization on labor, the labor provisions contained in free trade agreements and integration processes, and the role of labor ministries in the negotiation of such provisions. One highlight of the event was a round-table of trade experts and negotiators who discussed labor provisions of FTAs.
14. **Seminar on Intersectoral Public Policies: Social Protection and Employment.** Río de Janeiro, Brazil, November 30 to December 2, 2010 - This seminar was a joint activity of the Inter-American Network for Labor Administration (RIAL) and the Inter-American Social Protection Network (IASPN), and was co-organized by the Organization of American States

(OAS), the Ministry of Labor and the Ministry of Social Development and Hunger Fight of Brazil. It was an opportunity to analyze innovations and progress with an intersectoral approach to social protection and employment generation. It brought together Ministries of Labor and Social Development of 25 member states of the Organization, and representatives of 10 international organizations, civil society, the private sector, IACML advisory bodies, and academia. In preparation for this event, a concept document was prepared, entitled "Social Protection and Employment Generation: Analysis of Experiences from Co-responsibility Transfer Programs." This base document was prepared by the OAS, ECLAC, and the ILO and subsequently enriched with discussions during the event.

15. **Workshop "Decentralized Public Employment Services and their Linkage with the Business World - Inter-regional event"**. Mexico City, March 16 to 18, 2011 - This workshop was an output of the productive interagency partnership among: the World Association of Public Employment Services (WAPES), the Ministry of Labor and Social Welfare (STPS) of Mexico, the Ministry of Labor, Employment and Social Protection of Argentina and the OAS Department of Social Development and Employment. It was also an interregional event that brought together authorities and officials of the employment areas of 24 Ministries of Labor and Employment of countries of the Americas and Europe, representatives of employment services of 17 Mexican states, COSATE, CEATAL, Manpower, the ILO, the World Bank, the IDB, WAPES, and the OAS. The event facilitated effective and active exchange regarding decentralization of employment services, their contributions to local development strategies, and the challenges they face in achieving greater linkage with the private sector. It also identified recommendations as to how employment services could better address employer expectations and strengthen strategic partnerships with this sector.

APPENDIX 2

Activities of the RIAL Cooperation Fund

First Call for proposals - 2007

	Beneficiary Institution	Providing Institution	Thematic Area	Type of Activity	Date (2007)
1	Dominican Republic	Argentina	Labor conciliation (Phase 1)	On-site	May 29-31
2	Costa Rica	Argentina	Alternative resolution of labor conflicts	On-site	June 4-6
3	Paraguay	Brazil	Re-organization of the ML of Paraguay	On-site	July 23-27
4	Argentina	Brazil	Labor Inspection in maritime and fluvial activities	On-site	August 6-10
5	Peru	Argentina	National Plan for Work Regularization (Phase 1)	Experts	August 6-10
6	Trinidad and Tobago	United States	Occupational Safety and Health	On-site	Sept. 17-21
7	Dominican Republic	Argentina	Labor conciliation (Phase 2)	Experts	October 1-5
8	Peru	Argentina	National Plan for Work Regularization (Phase 2)	On-site	October 8-12

Second call for proposals - 2008

	Beneficiary Institution	Providing Institution	Thematic Area	Type of Activity	Date
1	Guyana	Trinidad and Tobago	Occupational Health and Safety (Phase 1)	On-site	June 23-27, 2008
2	Guyana	Trinidad and Tobago	Occupational Health and Safety (Phase 2)	Experts	July 21-25, 2008
3	El Salvador	Dominican Republic	Labor Inspection and International Labor Relations	On-site	July 28-1, 2008
4	Peru	Argentina	Payment of salaries through the banking system	On-site	Sept. 3-5, 2008
5	Honduras	Argentina	Enterprise demography and employment dynamics	Experts	Sept. 22-26, 2008
6	Costa Rica	Mexico	Social Organization registration	On-site	Oct. 27-31, 2008
7	Panama	Brazil	Occupational Health and Safety	On-site	Oct. 28-31, 2008
8	Costa Rica	Chile	Promotion of a culture of compliance through the web page	On-site	Nov. 10-12, 2008
9	Ecuador	Argentina	Registry and labor statistics system	Experts	Nov. 17-21, 2008
10	Bahamas	United States	Occupational Health and Safety	On-site	Dec. 8-12, 2008
11	Bolivia	Chile	Gender equity	On-site	Dec. 9-12, 2008
12	El Salvador	Argentina	Labor inspection and International relations	On-site	Dec. 15-19, 2008
13	Bolivia	Chile	Strategic planning	On-site	Dec. 17-19, 2008

14	Paraguay	Chile	Social Security System	On-site	March 24-26, 2009
15	Argentina	Canada	Preventive Mediation Program	On-site	May 12-14, 2009
16	Dominican Republic	Argentina	Decent Work National Programs	On-site	July 27-30, 2009
17	Ecuador	Argentina	Public Employment Service	Experts	Sept. 30 -Oct. 2 and Nov. 23-27, 2009
18	Dominican Republic	Costa Rica	Labor statistics	On-site	Nov. 24-26, 2009

Third call for proposals - 2009

	Beneficiary Institution	Providing Institution	Thematic Area	Type of Activity	Date
1	Belize	Jamaica	Public employment service	On-site	Sept. 7-11, 2009
2	Colombia	Brazil	Social dialogue and freedom of association	On-site	Sept. 21-25, 2009
3	Chile	United States	Improvement of the enforcement of labor laws / National Call Center	On-site	Sept. 21-Oct. 1 2009
4	Guyana	Barbados	Occupational health and safety	On-site	Oct. 5-9 , 2009
5	Saint Vincent and the Grenadines	Canada	Occupational health and safety	On-site	Oct. 19-23, 2009
6	Nicaragua	Brazil	Public employment system	On-site	Oct. 19-23, 2009
7	Paraguay	Brazil	Public employment system	On-site	Oct. 19-23, 2009
8	Ecuador	Peru	Certification and evaluation of labor competencies	Experts	Nov. 9-13, 2009
9	Costa Rica	Uruguay	Enforcement of labor legislation regarding children and youth	On-site	Nov. 16-19, 2009
10	Paraguay	Argentina	Labor statistics	On-site	Nov. 30- Dec. 4, 2009
11	Guatemala	Argentina	Strengthening of the Labor Statistics Unit in the Ministry of Labor	On-site	Nov. 30- Dec. 4, 2009
12	Argentina	United States	Youth employment services	On-site	Dec. 7-9, 2009
13	Belize	Trinidad and Tobago	Occupational health and safety	On-site	Mar. 15-19, 2010
14	Mexico	Canada	Occupational health and safety - Safe Work Program	Experts	Mar. 29-31, 2010
15	Panama	Argentina	Public employment service	On-site	Sept. 20-24, 2010
16	Peru	Chile	Employment service - new technologies	Experts	Dec. 16-17, 2010
17	Bahamas	United States	Occupational health and safety	Experts	Under planning
18	Haiti	United States	Dispute resolution - conciliation and mediation	On-site	Under planning

Fourth call for proposals - 2010

	Beneficiary Institution	Providing Institution	Thematic Area	Type of Activity	Tentative Date
1	Barbados	Trinidad and Tobago	Labor inspection	On-site	June 28 - July 2 2010
2	Argentina	Colombia	Information management systems - E-government	On-site	June 12-16, 2010
3	Chile	Argentina	Professional training and certification of labor competencies	On-site	June 14-16, 2010
4	Brazil	Canada	Occupational health and safety in the maritime sector	On-site	Sept. 14-17, 2010
5	Costa Rica	Argentina	Employment service network	On-site	Sept. 20-24, 2010
6	Saint Lucia	United States	Labor inspection	On-site	Oct. 19-22, 2010
7	Panama	United States	Occupational health and safety	On-site	Oct. 19-22, 2010
8	Ecuador	Peru	Certification and evaluation of labor competencies	On-site	Nov.8-11, 2010
9	Guyana	Barbados	Dispute resolution	On-site	Nov. 8-12, 2010
10	Dominican Republic	Colombia	Follow-up, monitoring, and evaluation of plans, programs, and projects	On-site	Nov.29 - Dec.1, 2010
11	Mexico	Brazil	Labor relations - Labor union register	On-site	Dec. 6-10. 2010
12	Saint Lucia	Jamaica	Employment programs abroad	On-site	Feb.21-25, 2011
13	Trinidad and Tobago	United States	Occupational health and safety	Experts	Mar. 14-18, 2011
14	Colombia	Brazil	Labor inspection	On-site	April 4-8, 2011
15	Peru	Chile	Certification of labor competencies	On-site	Under planning
16	Paraguay	Argentina	Labor statistics	On-site	Under planning
17	Trinidad and Tobago	Argentina	Labor inspection	On-site	Under planning

APPENDIX 3

RIAL Total Expenditures and Sources of funding
May 2006 - May 2011

(Only financial contributions are recorded)

Activity / Actividad	Canada Funds / Fin. Canadá	Other / Otras	Other Sources / Otras Fuentes
1. WORKSHOPS / TALLERES			
1.1 Workshop on Occupational Health and Safety / <i>Taller en Salud y Seguridad Ocupacional</i> San Salvador, May 16-17, 2006	25,828.22		
1.2 Workshop on Employment Serv./ <i>Taller sobre Serv. Empleo</i> Cocoyoc, Mexico, Nov. 7, 2006		15,000.00	Mexico
1.3 Workshop on Labor Rights of Migrant Workers / <i>Taller sobre Ds.Laborales de Trabajadores Migrantes</i> Ottawa, Canada, Nov. 28-29, 2006	76,509.31		
1.4 Workshop on Technical Assistance and WG meeting / <i>Taller sobre Asistencia Técnica y Reunión GTs</i> San Jose, Costa Rica, May 11-14, 2007	45,063.32		
1.5 Workshop on Labor Dimension FTAs and integration processes / <i>Taller sobre Dimensión Lab de TLCs y procesos de integración</i> Port of Spain, Trinidad & Tobago, Jul 10, 2007	82,460.75	21,000.00	USDOL (interpretation / interpretación simultánea)
1.6 Workshop on Social Dialogue and Social Cohesion / <i>Taller sobre Diálogo Social y Cohesión Social</i> Montevideo, Uruguay, Apr 14, 2008	59,833.09		
1.7 Workshop on Youth Employment / <i>Taller sobre Empleo de Jóvenes</i> <i>Rio de Janeiro, Brasil, May 20-21, 2008</i>		58,250.00 15,000.00	US (travel / viajes parts y traducciones) Brasil (logistica, interpret)
1.8 Third Workshop on OHS / <i>Tercer Taller sobre Salud y Seguridad Ocupacional</i> Cusco, Peru, Oct. 21-22, 2008	57,420.20		
1.9 Workshop on Public Employment Serv. / <i>Taller sobre Servicios Públicos de Empleo</i> <i>Ciudad de Panamá, Dic. 10-11, 2008</i>	43,450.28		
1.10 Workshop on Labor Migration and LMIS / <i>Taller sobre migración laboral y SIMT</i> <i>Quebec, Canada, Feb.14-15, 2009</i>	53,551.46		
1.11 Workshop on Labor Inspection / <i>Taller sobre inspección laboral</i> <i>Washington D.C., May 19, 2009</i>	53,493.12		
1.12 Workshop on Gender Mainstreaming / <i>Taller sobre Perspectiva de Género</i> Buenos Aires, Argentina, Jul 21, 2009	58,154.23		
1.13 Workshop on Labor Dimension of Globalization / <i>Taller sobre Dimensión Laboral de la Globalización</i> Santo Domingo, Rep. Dominicana, Jul 27, 2010	70,068.65		
1.14 Seminar Intersectoral Public Policies: Social Protection and Employment (RIAL - IASPN event) / <i>Políticas Públicas Intersectoriales: Protección Social y Empleo (RIAL - RIPSO)</i> <i>Rio de Janeiro, Brasil, Nov.30-Dic1, 2010</i>		40,000.00 100,000.00	US (through funding for IASPN - Min.Labor participation) Brasil (logistics, venue, interpret)
1.15 Workshop on Public Employment Services and private sector / <i>Taller sobre Servicios de Empleo y mundo empresarial</i> Mexico City, Mexico, Mar. 16-18, 2011		28,000.00 15,000.00 12,100.00 8,000.00	AMSPE/WAPES (logistics, interp) Mexico (logistics, viajes/ travel) Argentina (viajes parts/travel) OEA (logist, traducciones)
SUBTOTAL WORKSHOPS / TALLERES	\$625,832.63	\$312,350.00	

Activity / Actividad	Canada Funds / Fin. Canadá	Other / Otras	Other Sources / Otras Fuentes
2. COOPERATION FUND / FONDO DE COOPERACION			
First Call for Proposals / <i>Primera Convocatoria (2007)</i> 8 activities / <i>actividades</i>	17,715.75	42,430.00	USDOL-ILO Project / <i>Proyecto Estados Unidos - OIT</i>
Second Call for Proposals / <i>Segunda Convocatoria (2008)</i> 18 activities / <i>actividades</i>	86,957.11	6,500.00 5,100.00	Argentina Brasil
Third Call for Proposals / <i>Tercera Convocatoria (2009)</i> 16 activities / <i>actividades</i>	91,503.31	5,500.00 4,250.00 25,200.00	Argentina USDOL Brasil
Fourth Call for Proposals / <i>Cuarta Convocatoria (2010)</i> 14 activities / <i>actividades</i>	26,084.73	31,600.00 5,103.00 4,000.00	USDOL Brasil Argentina
SUBTOTAL COOPERATION FUND / FONDO DE COOPERACION	\$222,260.90	\$129,683.00	
3. STUDIES AND POLICY PAPERS / ESTUDIOS Y DOC.TECNICOS			
First Study on Gender and Decent Work / <i>Primer Estudio sobre Género y Trabajo Decente (2007)</i>	19,715.77		
Second Study on Institutionalization of Gender / <i>Segundo Estudio sobre Institucionalidad de Género (2009)</i>	30,924.81		
SUBTOTAL STUDIES / ESTUDIOS	\$50,640.58	\$0.00	
4. INFORMATION MATERIALS / MATERIALES DE DIFUSION			
Brochure	10,635.82		
Logo RIAL and Folder	5,823.43		
Information Bulletin No. 1 / <i>Boletín Informativo No. 1 (2007)</i>	13,870.00		
Information Bulletin No. 2 / <i>Boletín Informativo No. 2 (2008)</i>	8,334.00		
Information Bulletin No. 3 / <i>Boletín Informativo No. 3 (2009)</i>	7,218.00		
Information Bulletin No. 4 / <i>Boletín Informativo No. 4 (2010)</i>	8,731.00		
SUBTOTAL INFORMATION MATERIALS / MATERIALES DIFUSION	\$54,612.25	\$0.00	
5. GENERAL OPERATION / OPERACION GENERAL			
RIAL Coordination & financial management / <i>Coordinación y manejo financiero de la RIAL</i>		380,000.00	OAS/OEA
Administrative assistance (consultant) / <i>Apoyo administrativo (consultora)</i>			
RIAL 1	10,175.41		
RIAL 2	16,585.00		
RIAL 3	28,250.00		
RIAL 4	70,350.00		
Jan. - Sept. 2011		8,500.00	USDOL
Jan. - Sept. 2011		19,500.00	OAS (through external funding)
Subtotal	125,360.41	28,000.00	

Activity / Actividad	Canada Funds / Fin. Canadá	Other / Otras	Other Sources / Otras Fuentes
Design and update of webpage (consultant) / Diseño y actualización webpage(consultor)			
RIAL 1	850.00		
RIAL 2	11,000.00		
RIAL 3	11,000.00		
RIAL 4	24,500.00		
Subtotal	47,350.00		
Translation of documents			
RIAL 4	11,000.00		
Subtotal	11,000.00		
SUBTOTAL GENERAL OPERATION / OPERACION GENERAL	\$183,710.41	\$408,000.00	
6. INDIRECT COST RECOVERY / COSTO DE RECUPERACION INDIRECTO			
RIAL 1	2,280.25		
RIAL 2	13,098.13		
RIAL 3	28,737.69		
RIAL 4	84,903.70		
SUBTOTAL ICR / CRI	\$129,019.77		
7. OTHER ACTIVITIES / OTRAS ACTIVIDADES			
IACML Planning Meeting / Reunión de Planeación (2007)	18,473.40		
Fundacersso Mtg / Reunión Fundacersso (con Taller SSO,2006)	17,350.03		
IALI Conference (funding IACML participants) / Conferencia IALI (viaje miembros CIMT)	37,429.88		
XV IACML (some travel expenses) / XV CIMT (algunos costos de viaje)	16,052.88		
SUBTOTAL OTHER ACTIVITIES / OTRAS ACTIVIDADES	\$89,306.19		
TOTAL EXPENDITURES 2006-2010 / GASTOS TALES 2006-2010	\$1,355,382.73	\$850,033.00	